



**RESILIENCE
AND
DIVERSIFICATION**

SUSTAINABILITY REPORT 2022

CONTENTS

Chairman's Statement.....	2
Corporate Profile	3
About This Report	4
Sustainability Strategy Overview	6
Stakeholder Engagement And Materiality Assessment.....	10
Focus 1: Governance and Ethics.....	14
Focus 2: Building Resiliency for Climate Change.....	18
Focus 3: Quality and Innovation	23
Focus 4: Protecting the Environment.....	25
Focus 5: Developing Human Capital	32
Focus 6: Supply Chain Management.....	45
Focus 7: Corporate Social Responsibility	47
SGX-ST Six Primary Components Index	49
GRI Content Index	49
TCFD Content Index	55

CHAIRMAN'S STATEMENT

The Board of Directors (the "**Board**") is pleased to present Broadway Industrial Group Limited's (referred to as the "**Company**" and collectively with its subsidiaries, the "**Group**") Sustainability Report ("**Report**") for the financial year ("**FY**") ended 31 December 2022.

The challenging business environment caused by the ongoing COVID-19 pandemic, macroeconomic uncertainties and geopolitical tensions has undoubtedly affected the Group. From supply chain disruptions to changing consumption behaviours, the management team has taken steps to bolster the Group's resilience. As the Group continues its journey into a post-COVID world, we remain steadfast in our sustainability commitment.

Globally, the impacts of climate change are wide-reaching and the majority of industries and businesses will be affected. The Group's pursuit towards sustainable growth requires us to consider the impact of our operations on the environment and the people involved in our growth journey. In doing so, the Group has implemented several initiatives to manage our environmental footprint. Within this Report, we have also presented our inaugural climate risks and opportunities identified based on the Taskforce for Climate-related Financial Disclosures ("**TCFD**") Recommendations.

The Group continues to prioritise and safeguard the health and safety of our employees and other stakeholders, while at the same time execute operational efficiency and productivity improvement programmes. The headwinds facing the global economy signal challenging times ahead for the Group. Geopolitical tensions and rising inflation may prove to be a challenge facing the Group. Thus, the Group has also continued to emphasise robust total quality management of our products as well as resource and operational efficiency as part of our strategy to remain competitive and relevant.

The Group has continued to achieve notable results in our sustainability performance in FY2022, and will continue to engage with our stakeholders to ensure that our policies and practices reflect their interests.

On behalf of the Board, I would like to take this opportunity to thank our stakeholders for their unwavering support as we transit towards a new normal and a more sustainable environment for all.

Lew Syn Pau
Chairman

CORPORATE PROFILE

The Company is a manufacturer of precision-machined components offering an excellent mix of cost-efficient manufacturing facilities, state-of-the-art technologies, experienced management teams and innovative solutions to a global customer base.

Listed on the Mainboard of the Singapore Exchange Securities Trading Limited since 1994 (B69 / BRWY.SI), the Company is one of the leaders in the manufacture of precision components and assemblies. Headquartered in Singapore, the Company has five manufacturing facilities in China, Thailand and Vietnam with a total built-up area of 83,000 sqm. The operations of the Group comprise three segments, namely the Hard Disk Drive (“HDD”) Segment, the Precision Engineering Segment and the Robotics Segment.

HDD Segment

Through its wholly-owned subsidiary, BIGL Asia Pte. Ltd., and its subsidiaries (together with the Company, “**BIGL**”), BIGL is a key provider of actuator arms, assemblies and other related parts mainly for the global HDD industry. BIGL is a trusted partner and has grown with our customers, who are recognised leaders in the HDD industry.

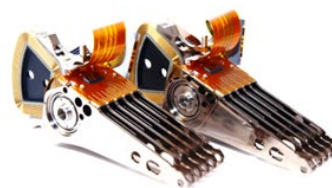
This segment comprises the manufacturing and distribution of actuator arms and related assembly for the hard disk industry.



Actuator Arm Machining



Actuator Arm Coil Assembly



Actuator Pivot-bearing Flex-circuit Assembly

The manufacture of precision machined components and the sub-assembly of actuator arms are mainly undertaken by BIGL Technologies (Thailand) Co., Ltd. (“**BTH**”) as well as BIGL Technologies (Wuxi) Co., Ltd. (“**BWX**”). BIGL is vertically integrated with components including E-blocks, plastic brackets and stamped bobbins which are manufactured by BIGL Technologies (Shenzhen) Co., Ltd. and coils which are manufactured by BIGL Technologies (Chongqing) Co., Ltd.

Precision Engineering Segment

In 2022, BIGL further diversified into the manufacture and sale of a broader range of parts and components for the 5G wireless network, microwave system, engineering and automotive industries.

Robotics Segment

The Company has a Robotics Business Unit that leverages BIGL’s chain and manufacturing competencies to develop robots for various purposes across different industries.

ABOUT THIS REPORT

Reporting Principles & Statement of Use

This is our sixth Sustainability Report presenting our sustainability performance for FY2022.

This Report is aligned with the reporting requirements of the Singapore Exchange Securities Trading Limited's ("**SGX-ST**") Listing Rules Practice Note 7.6 Sustainability Reporting Guide, and is prepared in accordance with the Global Reporting Initiative ("**GRI**") 2021 Standards. The GRI standards were selected as they represent the global best practices for reporting on economic, environmental and social topics.

The following GRI reporting principles have been applied to guide the Group in ensuring the quality and proper presentation of the information in this Report: Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness and Verifiability. For more information on GRI disclosures, please refer to the GRI Content Index.

This Report incorporates the TCFD Recommendations to give stakeholders an overview of the potential financial effects of climate change on the Group's business model, including assets, revenue, operations, capital, and financing. The TCFD framework enables the Group to evaluate how climate-related risks, such as physical and transition risks, may impact the Group, and outlines strategies and actions for managing and mitigating these impacts, as well as potential opportunities. The United Nations Sustainable Development Goals ("**UN SDGs**") have also been incorporated into this Report to highlight the Group's contributions to sustainable development. This Report is compliant with SGX-ST Listing Rules 711A and 711B.

The Board of the Company has reviewed and approved the reported information, including the material topics.

Reporting Scope

The business segment covered in this Report consists of the HDD segment, which accounts for the majority of the Group's revenue from external customers. The business entities covered under the reporting boundary are BTH and BWX, the top revenue contributors of the Group.

The data presented in this Report corresponds to the operations mentioned in the reporting boundary, while the financial data presented covers the Group.

Restatements

There are restatements made from previous reporting periods relating to (1) water withdrawal, (2) employee training hours, (3) total number of employees and (4) workplace injury rate. Please refer to Focus 4: Protecting the Environment and Focus 5: Developing Human Capital for more details.

Assurance

The Group has established internal controls and verification mechanisms to ensure the accuracy and reliability of the narratives and data disclosed within this Report. The Board has also considered the recommendations of an external Environmental, Social and Governance ("**ESG**") consultant for the selection of material topics as well as compliance with the GRI Standards and the SGX-ST Listing Rules. Pursuant to Rule 711B(3) of the SGX-ST Listing Rules, the Group is subjecting the sustainability reporting process to internal review in its current audit cycle. The Board has therefore assessed that independent external assurance is not required at this juncture.



Availability and Feedback

This Report supplements the Group's Annual Report 2022 and is available online at SGXNet and on our corporate website at <https://bw-grp.com/publications>. A detailed section reference with the GRI Standards is documented in the GRI Content Index section of this Report.

We welcome feedback from our concerned stakeholders as it will enable us to continuously improve our policies, processes and performance.

Queries may be directed to:

Email : ir@bigl.com.sg

Website: <https://www.bw-grp.com/>

Address: 202 Kallang Bahru, #07-01 Spaze, Singapore 339339

Phone : +65 6236 0088

SUSTAINABILITY STRATEGY OVERVIEW

Our Vision

To be a global leader in innovative technology and manufacturing, recognised as a preferred partner and employer of choice.

Our Mission

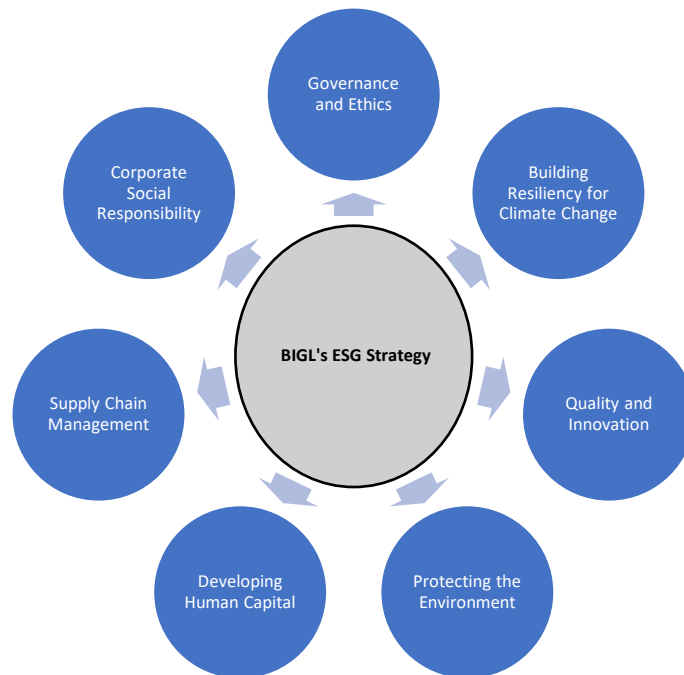
To delight our customers through consistent delivery of high-quality components by applying continuous improvement initiatives, sound engineering practices and commitment to optimised use of our resources.

Sustainability Philosophy

As an organisation that is committed to shared value creation as well as innovation, we adopt responsible practices across our supply chain. These are encapsulated in the various policies which govern our business practices and environmental stewardship.

We strive to ensure that the various ESG tenets have been considered in our business decisions, while focusing on areas which are most relevant to our business.

To reflect our continued commitment to global sustainability efforts, we have defined the following 7 focus areas to guide our sustainability strategy:



Focus 1: Governance and Ethics

As an organisation with our presence in different regions, the Group believes that upholding strong corporate governance practices is crucial to our continued success.

Focus 2: Building Resiliency for Climate Change

The Group has embarked on our climate reporting journey by implementing the TCFD Recommendations within this Report and embedding climate-related risks and opportunities into our business and strategy.

Focus 3: Quality and Innovation

Our commitment to quality and innovation remains unchanged, as we continue with our efforts to drive innovation and product quality through the use of technology and the best industry standards.

Focus 4: Protecting the Environment

The Group has also been taking steps to address the relevant risks and opportunities during the transition to a low-carbon economy whilst also undertaking precautions to limit negative impacts on the environment.

Focus 5: Developing Human Capital

The Group also aims to develop our talents to their fullest potential while providing equal opportunities to all.

Focus 6: Supply Chain Management

The Group will continue to evaluate suppliers based social and environmental criteria whilst strengthening its supply chain resiliency against potential disruption.

Focus 7: Corporate Social Responsibility

The Group seeks to give back to the community through corporate social responsibility as we build upon our economic success.

Awards and Certifications








In recognition of the Group's achievements in sustainability and commitment to continual improvement in ESG practices, we have received the following certifications:



- The Responsible Business Alliance (“**RBA**”) Accreditation
- ISO 9001: 2015 – Quality management systems
- ISO 14001: 2015 – Environmental management systems
- ISO 45001: 2018 – Occupational health and safety management systems
- ISO 22301: 2019 – Security and resilience – Business continuity management systems

Contribution to the Sustainable Development Goals





The Group's business focus is aligned with the UN SDGs. The attainment of the UN SDGs is a continuing global effort and forms part of the Group's long-term focus on sustainability. The Group's contributions to this global agenda are highlighted below.

SUSTAINABLE DEVELOPMENT GOALS

UN SDG	The Group's Contribution	Read more in the following sections
 <p>4 QUALITY EDUCATION</p>	Provide training programmes and performance appraisals to ensure equal development opportunities for all employees	Focus 5: Developing Human Capital
 <p>5 GENDER EQUALITY</p>	Provide equal opportunities in employment, remuneration and career development irrespective of gender	
 <p>6 CLEAN WATER AND SANITATION</p>	Implement water resource management and conservation practices and systems	Focus 4: Protecting the Environment
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Provide work opportunities and a conducive working environment to the community	Focus 5: Developing Human Capital
	Screen suppliers using social criteria	Focus 6: Supply Chain Management
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Maintain high product quality and relevant certifications	Focus 3: Quality and Innovation
 <p>10 REDUCED INEQUALITIES</p>	Make contributions towards a more inclusive society	Focus 7: Corporate Social Responsibility
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Reduce energy consumption whenever possible	Focus 4: Protecting the Environment

UN SDG	The Group's Contribution	Read more in the following sections
	Strengthen resilience and adaptive capacity to climate-related risks and opportunities	Focus 2: Building Resiliency for Climate Change
	Promote good corporate governance and adhere to laws and regulations	Focus 1: Governance and Ethics

ESG Performance Highlights

- 
 - Zero incidence of regulatory non-compliance during the year
- 
 - Maintained our ISO 9001, 14001 and 45001 certifications
- 
 - Provided 12.6 training hours per employee in FY2022 compared to 11.5 hours in FY2021
- 
 - Zero fatalities for all workers during the year

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT


Stakeholder Engagement





We believe that through strong collaboration with our stakeholders, sustainability is fully integrated into the Group's business operations. We identify key stakeholders who are either significantly affected by or have the capacity to significantly influence our activities and operations. We constantly engage with the various stakeholders over the course of the year in an open two-way dialogue to maintain lasting and mutually beneficial relationships.

Apart from communicating important developments and updates about the Group, the perspective and valuable feedback from our stakeholders is imperative in helping the Group to improve our services and ultimately contribute towards our sustainability goals.

Our open and transparent dialogues with our stakeholders have been the greatest source of inputs for our developmental activities. By understanding the evolving needs of our stakeholders, we strive to stay relevant and agile in the changing market. In our journey ahead, we plan to explore deeper by integrating sustainability into our regular communications with stakeholders at every level, thus strengthening our mechanism to identify business challenges and opportunities.

The following table summarises our key stakeholders, engagement platforms, their key concerns and how the Group has responded to those concerns.

Stakeholders	Engagement Platforms	Key Concerns	Group's Response	Section Reference
Employees 	<ul style="list-style-type: none"> ▪ Employee meetings ▪ Annual performance appraisal system ▪ Training and career development programmes 	<ul style="list-style-type: none"> ▪ Occupational health and safety ▪ Employee empowerment ▪ Updates on the Group's latest strategic developments ▪ Professional development ▪ Work-life balance 	<ul style="list-style-type: none"> ▪ Implement comprehensive health and safety policies and practices ▪ Bi-weekly scheduled employee meetings ▪ Provide training and career development programmes ▪ Provide meaningful performance appraisals and fair remuneration ▪ Continue with our Happy Workplace Project (engagement and CSR activities) 	<ul style="list-style-type: none"> ▪ Focus 5: Developing Human Capital

Stakeholders	Engagement Platforms	Key Concerns	Group's Response	Section Reference
Investors / Shareholders 	<ul style="list-style-type: none"> ▪ General Meetings ▪ Financial results and company announcements ▪ Investor relations management 	<ul style="list-style-type: none"> ▪ Economic performance ▪ ESG performance ▪ Business ethics ▪ Sustainability concerns and compliance 	<ul style="list-style-type: none"> ▪ Disseminate accurate and timely information on our progress and profitability ▪ Provide informative and insightful Annual Reports, Sustainability Reports and regulatory filings 	<ul style="list-style-type: none"> ▪ Focus 1: Governance and Ethics ▪ Focus 2: Building Resiliency for Climate Change ▪ Focus 4: Protecting the Environment
Customers 	<ul style="list-style-type: none"> ▪ Ongoing dialogues and engagement 	<ul style="list-style-type: none"> ▪ Product and service quality ▪ Compliance with the RBA Code of Conduct 	<ul style="list-style-type: none"> ▪ Strategy alignment meetings with key customers ▪ Quarterly Business Review / Quarterly Quality score Review ▪ Process Management Plan Audit ▪ Quantitative Project Management data upload 	<ul style="list-style-type: none"> ▪ Focus 3: Quality and Innovation
Suppliers 	<ul style="list-style-type: none"> ▪ Regular and ongoing assessment of contractors and suppliers 	<ul style="list-style-type: none"> ▪ Health and safety ▪ Environmental compliance ▪ Labour laws 	<ul style="list-style-type: none"> ▪ Continuous engagement and ongoing assessment of suppliers' performance ▪ Quality on-site audits ▪ Incoming Quality Assurance Review 	<ul style="list-style-type: none"> ▪ Focus 6: Supply Chain Management
Local Communities 	<ul style="list-style-type: none"> ▪ Community engagement activities 	<ul style="list-style-type: none"> ▪ Social development 	<ul style="list-style-type: none"> ▪ Evaluate and mitigate any negative impacts of business operations on the surrounding community ▪ Identify community needs and evaluate the available support from the Group 	<ul style="list-style-type: none"> ▪ Focus 4: Protecting the Environment ▪ Focus 7: Corporate Social Responsibility

Materiality Assessment

Materiality assessment is the process of identifying and prioritising various ESG issues that could potentially affect the Group's business and stakeholders, and summarising them into a shortlist of topics. The selected topics then help us to focus on issues at the conjunction of our business goals and stakeholders' expectations. An assessment of materiality hence allows us to identify most relevant aspects, which aids in defining our sustainability goals and their alignment with our business aspirations.

To identify and validate ESG aspects important to our business and key stakeholders, we worked with an external ESG consultant to conduct a materiality assessment workshop during FY2022. The workshop involved our senior management, and we determined our material topics based on the significance of their impact in relation to the key issues of concerns raised by our internal and external stakeholders. Our selected material topics have also taken into consideration areas of concern in the industrial manufacturing industry and current sustainability themes.

The Board has reviewed the results of this assessment, which have been incorporated into the formulation of the Group's strategies, and the ESG risk assessments and management form part of the Group's Enterprise Risk Management Framework.

The following steps were taken to present the relevant material topics in this Report:

Selection	Prioritisation	Review	Assessment
Selection of material factors based on: <ul style="list-style-type: none"> Emerging global and local sustainability trends Inputs from internal and external stakeholders Risks and opportunities at an organisational level 	Material factors are prioritised in order of descending importance based on their alignment with the concerns of internal and external stakeholders including whether they are aligned with key organisational values, policies, operational management systems, strategies, goals and targets.	Review the relevance of previously identified material factors.	Validate selected material factors in the Sustainability Report with the Board.

We determine our reporting boundaries based on the impacts where we have active control over as our material factors have impacts all along the value chain. Boundaries refer to where impacts of material topics occur in the organisation.

This Report references the following GRI Standards in line with the identified material topics, grouped by Focus Areas as categorised within this Report. All focus areas are in line with those previously reported in the FY2021 report. However, three new GRI topic standards, namely GRI 301: Materials, GRI 409: Forced or Compulsory Labour, and GRI 204: Procurement Practices have been added to this year's report; following input provided by various stakeholders and given its relevance to the Group's sustainability strategy.

Focus Area	Material Topics	Boundaries
Focus 1: Governance and Ethics	GRI 205: Anti-corruption 2016	Group-wide
	GRI 207: Tax 2019	
	GRI 418: Customer Privacy 2016	
Focus 2: Building Resiliency for Climate Change	GRI 201: Economic Performance 2016	Group-wide
Focus 3: Quality and Innovation	GRI 203: Indirect Economic Impacts 2016	Group-wide

Focus Area	Material Topics	Boundaries
Focus 4: Protecting the Environment	GRI 301: Materials 2016	HDD segment
	GRI 302: Energy 2016	
	GRI 303: Water and Effluents 2018	
	GRI 305: Emissions 2016	
	GRI 306: Waste 2020	
Focus 5: Developing Human Capital	GRI 202: Market Presence 2016	Group-wide
	GRI 401: Employment 2016	HDD segment
	GRI 403: Occupational Health and Safety 2018	
	GRI 404: Training and Education 2016	Group-wide
	GRI 405: Diversity and Equal Opportunity 2016	
	GRI 406: Non-discrimination 2016	
	GRI 408: Child Labour 2016	
GRI 409: Forced or Compulsory Labour 2016		
Focus 6: Supply Chain Management	GRI 204: Procurement Practices 2016	HDD segment
	GRI 308: Supplier Environmental Assessment 2016	
	GRI 414: Supplier Social Assessment 2016	
Focus 7: Corporate Social Responsibility	GRI 413: Local Communities 2016	Group-wide

FOCUS 1: GOVERNANCE AND ETHICS

Corporate Compliance

We believe that regulatory compliance is a prerequisite as far as corporate governance is concerned, and a robust statutory compliance system is necessary for the effective conduct of all our business operations. We ensure that the appropriate business processes and adequate tools are in place in order to comply with all statutory obligations.

It is our constant endeavour to ensure compliance with regulatory norms. As with our other business risks, we include regulatory risks into the framework of risks that we assess, monitor and manage. We adhere to relevant environmental and socio-economic laws, which govern a range of issues like effluent discharge, labour practices, health and safety, as well as intellectual property and privacy. A robust ESG management system helps us to reinforce our ESG policies and monitor compliance. As a further commitment to ensuring compliance, we have a dedicated environmental, health and safety engineer at each site who is responsible for monitoring legal compliance regularly and reporting quarterly. In the event a gap or risk is observed, corrective actions will be taken immediately.

The laws and regulations that are applicable to the Group include the Code of Corporate Governance 2018, the SGX-ST Listing Rules, the Companies Act 1967 and the Securities and Futures Act 2001, amongst others. Review of new regulations and relevant updates to existing regulations are regularly conducted by our employees, auditors and advisors. Updates are disseminated to relevant staff and processes are put in place to monitor the activities and associated performance on a regular basis.

Additionally, updates on relevant legal, accounting and regulatory developments are typically provided to members of the Board by email, or by way of briefings and presentations. The Company Secretary also circulates relevant articles, reports and press releases issued by the SGX-ST and the Accounting and Corporate Regulatory Authority to all members of the Board.

There were no cases of significant fines or non-monetary sanctions for non-compliance with laws and regulations in the environmental and socio-economic aspects in FY2022.

ESG Governance and Statement of the Board

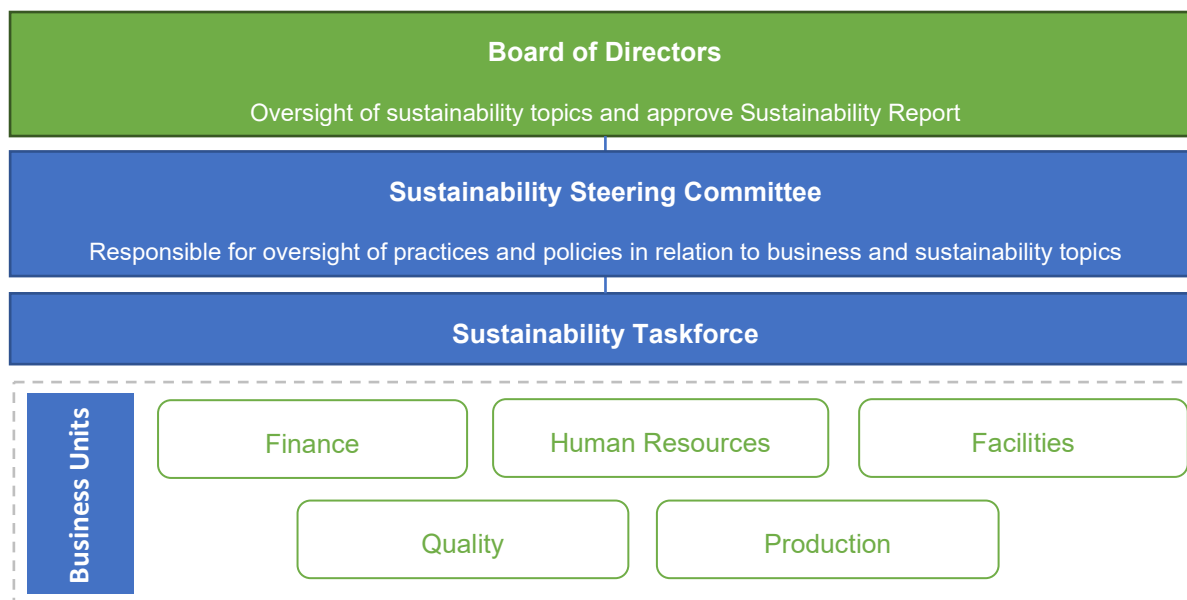
Our sustainability governance model provides a foundation to integrate our sustainability priorities with the corporate agenda. To ensure oversight by the Management of our material ESG topics, sustainability governance is integrated into various corporate governance structures throughout the Group – from Board-level committees to management-level group functions and business units.

The Board is responsible for the oversight of the management of the Group's sustainability performance and is supported by the Sustainability Steering Committee (the "**Committee**"), which oversees our position and practices on sustainability issues. The Committee comprises the Chief Executive Officer of the Company, Mr Tan Choon Hoong ("**CEO**"), and the Chief Financial Officer, Mr Tiong Chi Sieng ("**CFO**").

The Committee's primary responsibilities include:

- Reviewing and reporting to the Board on the Company's sustainability approach, standards, priorities and goals, and overseeing Group-level policies and practices on sustainability matters to attain those standards and goals;
- Overseeing, reviewing and evaluating sustainability performance against the material topics prioritised;
- Reviewing and advising the Board on the Company's public reporting about the Group's performance on sustainability matters; and
- Presenting the Sustainability Report for the Board's approval.

In addition, the Group has established a Sustainability Taskforce (the “**Taskforce**”) to oversee the progress of sustainability initiatives. The Taskforce comprises key decision-makers from the respective business functions to champion sustainability initiatives within the business operations and includes management heads from the Finance, Human Resources, Facilities, Quality, and Production departments of the Group, as well as other shared services and data owners. The Committee meets at least once every half a year.



To allow all members of the Board to better understand sustainability, SGX has mandated sustainability training for all board directors of equity issuers listed on SGX. As of 31 December 2022, all of the Company’s directors, the CEO and the CFO have attended the mandatory sustainability training conducted by approved service providers.

Anti-Corruption

The Group is committed to conducting its business in accordance with applicable laws, rules and regulations and the highest standards of business ethics, and to full and accurate disclosure in compliance with applicable laws, rules and regulations.

Any corruption cases that are linked to the Group will cause reputational damage and break the trust of our stakeholders. Therefore, we have our Code of Conduct which defines our commitment to conducting business with integrity. The prevention of corruption is managed through the set-up of anti-corruption policies, covering topics such as the employment of relatives, receipt of gifts and entertainment, as well as conflicts of interest. All the Group’s employees are made aware of these policies through employee orientation, and such content is included in the Employee Handbook. Employees need to declare any conflicts of interest as and when necessary and at least once annually.

When faced with conflicts of interest, the Directors and other officers of the Group recuse themselves from discussions and decisions involving the issues of conflict in line with the Group’s Conflicts of Interest Policy. The policy sets out the applicable guidelines when dealing with instances of potential or actual conflicts of interest to protect the interests of the Group, such as a duty to disclose any personal, professional or business interests that may interfere or have the potential of interfering with that of the Group’s and avoid competing interests. The policy also sets out non-exhaustive situations in which there may be a conflict of interests.

In addition, the Group also has in place a Whistleblowing Policy that allows for employees to report any improprieties anonymously in good faith.

There were no reported cases of corruption in FY2022.

Tax Compliance

The Group's strategy and approach to tax is to fully comply with relevant tax laws and regulations in all jurisdictions we operate in, which indirectly supports the local governments and authorities in their economic, environmental and social development and objectives. The Group has zero tolerance for any intentional breach of tax laws and regulations.

The Group identifies tax related risks as part of its enterprise risk management framework which is reported regularly to the Company's Audit Committee. Implementation of tax compliance related policies and procedures is delegated to the respective business units and is monitored by the Group's CFO.

Relevant staff attend tax related trainings to keep updated on key changes. The Group also engages qualified professional tax advisors in all jurisdictions to ensure compliance at the transaction levels as well as fulfilling required tax filings. The Audit Committee may also from time to time engage the Group's internal auditors to monitor compliance with the tax governance and control framework. Any instances of non-compliance will be reported to the Audit Committee and resolved promptly.

Risk Management

The Group adopts a precautionary approach in strategic decision making by implementing a comprehensive risk management framework. We have integrated the process for identifying, assessing and managing material ESG related risks into our organisation's Enterprise Risk Management framework.

Customer Privacy and Data Protection

The Group takes utmost care in protecting our customers' data. The Group strictly adheres to the provisions of the Personal Data Protection Act 2012 ("PDPA") and the local regulations, which comprise various requirements governing the collection, use, disclosure and care of personal data. We strive to maintain strict confidentiality of customers personal information gathered in the course of conducting our operations to serve them ethically and responsibly. No data collected will be used outside the scope of its agreed and intended purpose without consent. We have also allocated resources to ensure data is well-protected as required under the statutes.

In FY2022, there were no substantiated complaints concerning breaches of customer privacy and losses of customer data due to our mismanagement.

Governance and Ethics Targets

FY2022 Targets	Status	FY2022 Performance Update
<ul style="list-style-type: none"> Zero incidents of non-compliance with the SGX-ST Listing Rules 	●	Achieved zero incidents of non-compliance with the SGX-ST Listing Rules
<ul style="list-style-type: none"> Zero whistleblowing reports concerning fraud or corruption 	●	Achieved zero whistleblowing reports concerning fraud or corruption
<ul style="list-style-type: none"> Zero reported human right, child & forced labour breaches 	●	Achieved zero reported human right, child & forced labour breaches
<ul style="list-style-type: none"> Zero complaints concerning breaches of customer privacy and losses of customer data 	●	Achieved zero complaints concerning breaches of customer privacy and losses of customer data
<ul style="list-style-type: none"> No reported incidents of significant tax related non-compliance 	●	Achieved zero reported incidents of significant tax related non-compliance

FY2023 Targets

- Zero incidents of non-compliance with the SGX-ST Listing Rules
- Zero whistleblowing reports concerning fraud or corruption
- Zero reported human right, child & forced labour breaches
- Zero complaints concerning breaches of customer privacy and losses of customer data
- No reported incidents of significant tax related non-compliance



Status: ● Met ● Partially met ● Not met










FOCUS 2: BUILDING RESILIENCY FOR CLIMATE CHANGE

The Group has witnessed the impact of climate change on our stakeholders as well as our operations, which we take into consideration when making business decisions. We are disclosing our first TCFD report to highlight the Group's actions towards climate change while we continue to optimise our carbon footprint at every given opportunity.

Taskforce on Climate-related Financial Disclosures Recommendations

Climate change is a global concern with far-reaching impacts that the Group is not spared from. In this section, we describe how climate change can impact our business and outline our strategy to mitigate those potential impacts while also ensuring our resilience. This allows the Group to strategise, plan and mitigate against the impact of climate change on our operations. This section also presents a detailed discussion of our approach to the disclosure recommendations of the TCFD framework under the four core elements: climate-related governance, strategy, risk management, and metrics and targets.



TCFD Recommended Disclosures	FY2022 Status	Summary and Next Steps
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Governance</p> <p>Describe the Board's oversight of climate-related risks and opportunities</p>		<p>Climate risks and opportunities were discussed and identified by the Management based on the TCFD framework. Alongside the risks and opportunities, the Management had also articulated their strategies and mitigation of these risks, and opportunities. The consolidated risks and opportunities as well as mitigation strategies were presented to the Board.</p> <p>The Board has collectively reviewed and approved the climate risks and opportunities identified by the Management. In mitigating the impact of climate change, the Board will endeavour to implement and continuously fine tune its sustainability governance structure by engaging the assistance of the Management and operational leadership teams to oversee our climate mitigation strategies.</p> <p>Moving forward, the Board will be updated on the progress of the Group's mitigation and strategy against the identified climate risks and opportunities at least once a year or whenever necessary.</p>
<p>Describe the Management's role in assessing and managing climate-related risks and opportunities</p>		<p>The identification of climate related risks and opportunities was undertaken by the Management. The Management will be supporting the Board to implement the identified climate-related strategies from ground up together with the support of the operational leadership teams across our operations in various jurisdictions.</p> <p>The Management and operational leaders will regularly review the progress and strategies within their operational sites to ensure that the strategies are implemented accordingly.</p> <p>For critical decisions pertaining to sustainability, the Management and operational leaders will</p>

TCFD Recommended Disclosures		FY2022 Status	Summary and Next Steps
			agree and make critical decisions pertaining to sustainability that might present risks or opportunities to the Group's operations.
Strategy	Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term		Please refer to the Climate Risks and Opportunities section for more information.
	Describe the impact of climate-related risks and opportunities on the organisation's business, strategy and financial planning		
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario		In line with the SGX's phased implementation approach for TCFD adoption, the Group will incorporate scenario analysis in our subsequent sustainability reports.
Risk Management	Describe the organisation's processes for identifying and assessing climate-related risks		The Group has identified the relevant climate-related risks and opportunities as outlined in the Climate Risks and Opportunities section. Having been identified, each risk is then assessed based on 1) the likelihood of occurrence and 2) the severity of potential impacts arising from the risk.
	Describe the organisation's processes for managing climate-related risks		The climate risk assessment process detailed above provides input for the Group to determine our risk management strategy. In addition to the likelihood and impact of the risk, we have also taken into consideration other relevant factors such as costs and time period involved.
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management		The Board and the Management will undertake periodic review of the identified climate-related risks and the risk management approach.
Metrics and Targets	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process		For our energy consumption and emissions performance, please refer to Energy and Emissions under Focus 4. As this Report is the Group's initial quantification of our emissions, the Board and the Management will continue to monitor our emissions footprint before setting any quantitative emissions reduction targets.
	Disclose Scope 1 ¹ , Scope 2 ² , and if appropriate, Scope 3 ³ greenhouse gas ("GHG") emissions, and the related risks		
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets		The Group is evaluating other metrics that may potentially warrant inclusion as targets to manage climate-related risks. In line with the SGX's phased implementation approach for TCFD adoption, the Group shall evaluate the

¹ Scope 1 GHG emissions are emissions resulting from the sources owned or controlled by the Group.

² Scope 2 GHG emissions are emissions resulting from the generation of purchased electricity consumed by the Group.

³ Scope 3 GHG emissions are emissions from sources not owned or controlled by the Group such as the Group's value chain.

TCFD Recommended Disclosures	FY2022 Status	Summary and Next Steps
		need to quantify and monitor Scope 3 emissions in subsequent sustainability reports.
FY2022 Status		
	 Met	 In Progress

Climate-related risks and opportunities

In line with our commitment to align with the recommendations, our identification and assessment of climate risks considers the following:

- Transition risks: Risks relating to changes to policy and legal obligations, technological innovation, changing market demand for products, and changing stakeholder expectations.
- Physical risks: Risks relating to the physical impacts of climate change (both acute and chronic).
 - Acute physical risks refer to those that are event-driven, including increased severity of extreme weather events, such as cyclones, hurricanes, or floods.
 - Chronic physical risks refer to longer-term shifts in climate patterns (e.g., sustained higher temperatures) that may cause sea level rise or chronic heat waves.

The table below reflects our understanding of our most significant climate-related risks relevant to our business. The Group recognises and is aware that the list is not exhaustive, and we will continue to enhance our understanding and responses to these risks.

Transition and Physical Risks	Description	Risk Mitigation
Policy and Legal	<p>Introduction and/or increase of carbon tax in countries where BIGL operates will indirectly increase the cost of energy consumption</p> <ul style="list-style-type: none"> • Singapore’s carbon tax would not have a material impact to BIGL as the Group does not have any manufacturing operations in Singapore. • On the other hand, while Thailand and China have not yet implemented carbon pricing, the introduction of it may have a significant impact on the Group’s energy cost due to the energy-intensive nature of our manufacturing operations. 	<p>Operationally, efforts have been placed to minimise energy consumption through:</p> <ul style="list-style-type: none"> • Changing fluorescent lighting to energy efficient LED lights in BIGL factories; • Reducing air compressors to 50 HP on holidays and non-working days; and • Installing automatic timers to switch off lights and air conditioners during break times and at night. <p>To further optimise the Group’s energy consumption, we will also evaluate the possibility of installing</p>
	Time period ⁴ : Medium, Long	
	Likelihood ⁵ : Possible	

⁴ Definition of time period used in this Report:

- **Short**: 1-5 years
- **Medium**: 5-10 years
- **Long**: More than 10 years

⁵ Three categories of likelihood have been used in this Report (in decreasing order of likelihood):

1. Certain
2. Likely
3. Possible

Transition and Physical Risks	Description	Risk Mitigation
	Financial impact: Increased energy cost	solar panels at our factories and assess the viability of procuring energy from renewable sources.
Technology	<p>Possible introduction of more energy efficient manufacturing equipment</p> <ul style="list-style-type: none"> The existing production equipment that the Group currently uses may be rendered obsolete due to technological improvements, such as greater energy efficiency. <p>Time period: Medium, Long</p> <p>Likelihood: Possible</p> <p>Financial impact: Increased capital expenditure and/or increased write-off</p>	We will continue to monitor and assess technological advancement in the manufacturing equipment that we use. However, energy is only one of many aspects that determines the costing of our products. We will continue to explore ways of maximising output and improving output quality to maintain competitiveness.
Market	<p>Inability to meet the emissions threshold set by banks for financing purposes</p> <ul style="list-style-type: none"> As financial institutions globally are increasingly setting emission thresholds for their customers, any such introduction by the Group's bankers may potentially restrict BIGL's access to financing. <p>Time period: Medium, Long</p> <p>Likelihood: Possible</p> <p>Financial impact: Higher financing cost</p>	None of our current financing banks have introduced emission threshold for our sector. In any case, we will continue to manage our energy efficiency by adopting good manufacturing practices and maintaining relevant certification(s).
Market	<p>Higher cost of input material due to climate change</p> <ul style="list-style-type: none"> The demand for input materials (in particular metals) is projected to increase due to the clean energy transition. This will likely result in higher input cost. <p>Time period: Medium, Long</p> <p>Likelihood: Likely</p> <p>Financial impact: Higher production cost</p>	Any such input price increase will similarly affect all manufacturers and will therefore not impact our competitiveness relative to our peers. Nonetheless, we will continue to engage customers to innovate better product designs that use less materials.
Reputation	<p>Loss of business opportunities from customers due to delayed responsiveness to environmental responsibility</p> <ul style="list-style-type: none"> Major customers due to their own ESG strategies and targets may choose not to continue with vendors who are unable to meet their ESG requirements. <p>Time period: Short, Medium, Long</p> <p>Likelihood: Likely</p> <p>Financial impact: Loss of revenue</p>	<p>We have been accredited with ISO 14001: 2015 – Environmental management systems and undergo regular audits under the RBA Validated Assessment Programme (conducted by our key customers), which demonstrates the Group's commitment to optimise our environmental performance.</p> <p>We will also engage our customers on an ongoing basis to understand and meet their requirements on a timely basis.</p>

Transition and Physical Risks	Description	Risk Mitigation
Physical (Acute and Chronic)	<p>Severe weather conditions resulting in operational disruptions and property damage in Thailand</p> <ul style="list-style-type: none"> Where factories are located in Thailand, there has been history of flooding during the monsoon seasons. The most serious flooding event in Thailand was during 2011 where there was an impairment which resulted in the Group taking USD 4.4m in damages. 	<p>Since the severe flooding incident in 2011, the Thai government has erected flood barriers. Since then, there has been no significant flooding issue in the area of our factories.</p> <p>As Thailand is considered a more flood-prone country, the Group is expecting more severe weather events that may affect our operations and will continue to monitor and comply with weather directives.</p>
	<p>Time period: Short, Medium, Long</p>	
	<p>Likelihood: Likely</p>	
	<p>Financial impact: Damage to property, business disruptions and increased insurance premiums</p>	

While changes in the economy and the environment brought about by climate change represent certain risks to the Group, there also exist opportunities that arise. The Group is well positioned to capture such opportunities and create long-term value for our stakeholders.

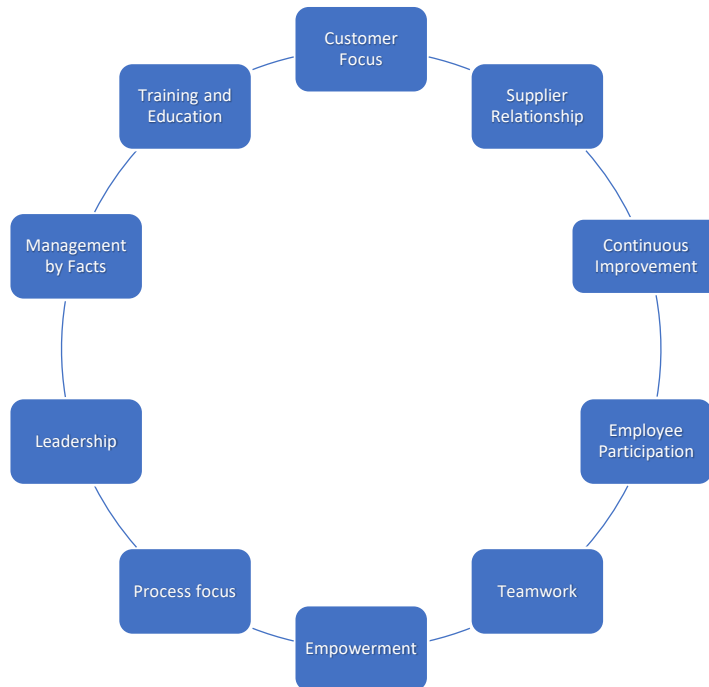
Opportunities	Description	Management's Response
Resource Efficiency	<p>Improved efficiency of resource utilisation</p> <ul style="list-style-type: none"> The Group has been working on the reduction of the regular use of electricity which would result in lower operating costs and improved resource utilisation efficiency. 	<p>We will continue to maintain and improve our energy efficiency and management.</p>
	<p>Time period: Short, Medium, Long</p>	
	<p>Likelihood: Likely</p>	
	<p>Financial impact: Lower operating costs</p>	

FOCUS 3: QUALITY AND INNOVATION

We pride ourselves in providing quality products and incorporating innovation into our business activities. Building up motivation of our employees as well as customer satisfaction through our quality products help forge stronger relationships that allow us to remain sustainable and relevant in the industry.

While the Group anticipates challenges and ever-changing trends in the industry, we have been leveraging innovative technologies in order to improve and create efficiencies in our processes and remain competitive. The Group’s strategy is focused around 3 main areas – Digitise process data, Supply chain traceability and Data analytics.

In addition, the Group’s quality management system is ISO 9001 certified, and it undergoes regular reviews and continuous improvements and updates in accordance with the requirements of the standard. Our robust quality management system enables us to achieve Total Customer Satisfaction through Continuous Improvement by providing the Best-In-Class quality products. The Group’s Management and Employees uphold our quality principle, focusing on Total Quality Management (“TQM”):



As part of our efforts to constantly improve on our quality of products, we meet regularly with our suppliers and send surveys to them to obtain feedback to implement positive changes. In addition to our major suppliers, the Group also works with sub-tier suppliers for continuous improvement by setting sub-tier supplier specific targets. We also arrange plant visits for our suppliers and customers and conduct frequent audits to standards are maintained and ensure quality is improved. As a testament to continual improvement in quality, we have targeted our customer score card to meet a score of more than 90%. Employees also participate in Quality Month, a monthly event to create awareness and strengthen the quality mindset of “doing things right the first time and every time” amongst employees.

Quality and Innovation Targets

FY2022 Targets	Status	FY2022 Performance Update
<ul style="list-style-type: none"> Maintain ISO:9001 certification 	●	Maintained ISO:9001 certification
<ul style="list-style-type: none"> Zero significant incidents of non-compliance concerning the health and safety of products and services and/or resulted in regulatory breaches 	●	Achieved zero significant incidents of non-compliance concerning the health and safety of products and services and/or resulted in regulatory breaches
FY2023 Targets		
<ul style="list-style-type: none"> Maintain ISO:9001 certification Zero significant incidents of non-compliance concerning the health and safety of products and services and/or resulted in regulatory breaches 		

Status: ● Met ● Partially met ● Not met

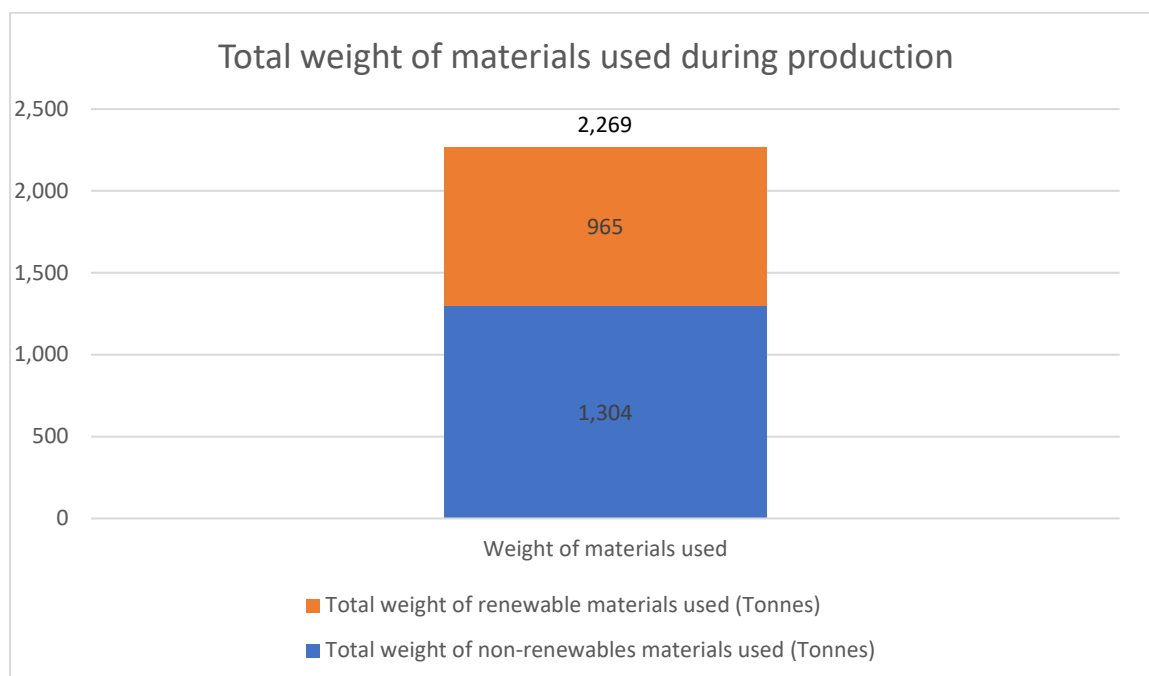
FOCUS 4: PROTECTING THE ENVIRONMENT

The Group remains committed to environmental sustainability while also ensuring our long-term financial viability. The key factors in our focus remain to manage our environmental footprint in a responsible manner across all our business operations.

Our environmental performance is reviewed quarterly by the Management which includes the review of the progress against environmental KPIs. In order to better manage the Group's environmental performance, our ISO 14001: 2015 Environment Management System certification has been obtained since October 2005. We aim to be 100% compliant with all environmental regulatory requirements.

Material Management

Concerns about potential future metal shortages as well as the environmental toll of mining metal have been in the spotlight in recent years. The Group strives to optimise our usage of input materials such as metals at every given opportunity.



In FY2022, 1,304 tonnes of materials used during production were from non-renewable materials, while 965 tonnes of materials used were from renewable materials such as paper and wood.

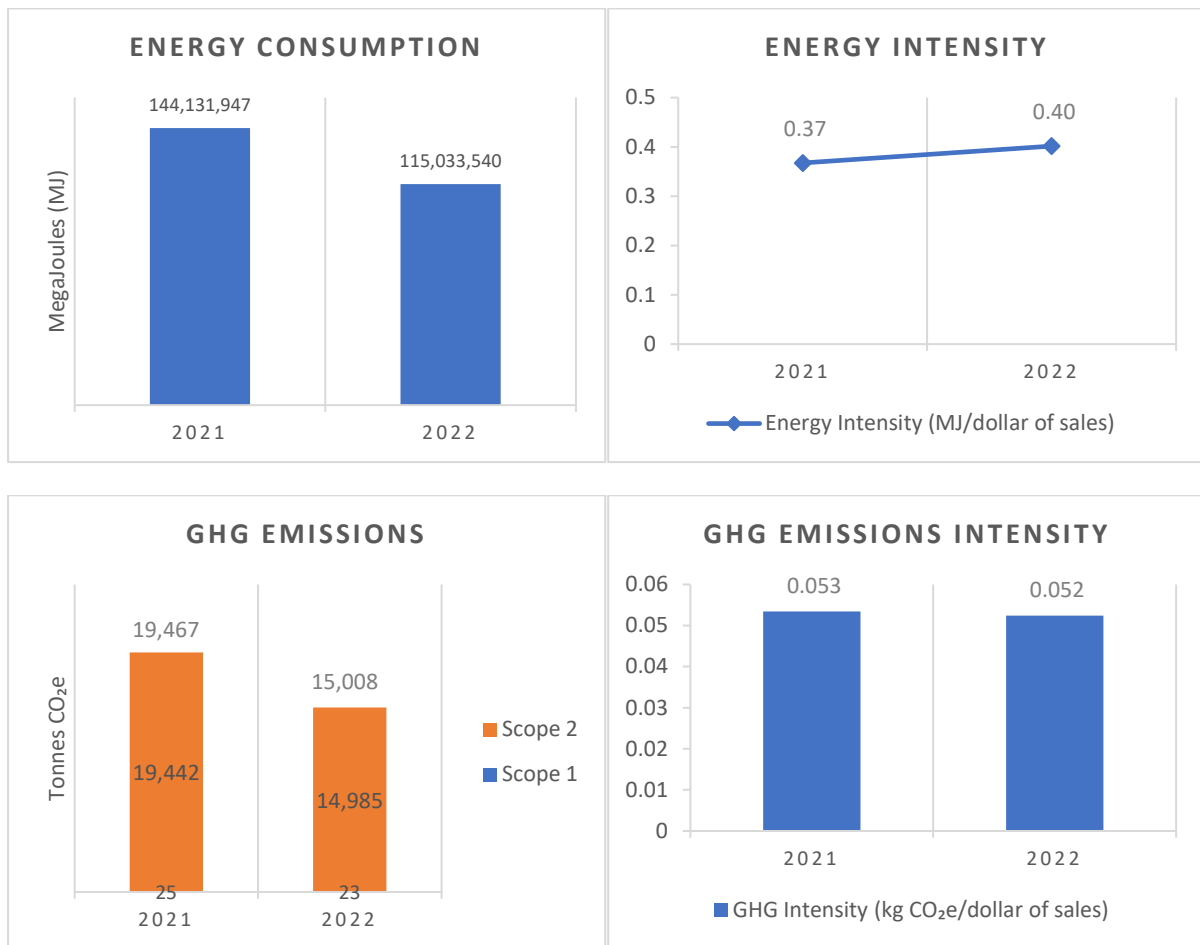
We also strive to use recyclable materials where possible to optimise our resource consumption. Recycled materials used in our manufacturing process include packing trays made from recycled cardboard boxes. Our total percentage of recycled material input used for our operations is 19%.

Energy and Emissions Management

The Group recognises that achieving energy efficiency presents opportunities to reduce operating costs and improve the efficiency of our operations as well as to reduce the Group's carbon footprint. Manufacturing operations are typically energy-intensive due to the use of complex machinery and equipment. Wherever possible, the Group seeks to reduce energy usage and promote energy efficiency practices amongst our employees.

The Group’s Environmental Policy articulates our commitment to reducing environmental impacts and provides guidelines to manage our energy performance in the factories. Various departments set out energy conservation plans which include specific and measurable goals to keep the Group on track to reduce energy consumption. Our energy masterplan tracks the outcomes of energy reduction initiatives through targeted KPIs. The energy reduction initiatives are closely monitored for its impact on energy efficiency through daily checks and monthly analytical reports. Employees are also provided with sufficient guidance and training on energy conservation practices and policies.

To determine the Group’s carbon footprint, we collect energy usage data from each of our facilities to calculate our annual greenhouse gas emissions from our energy consumption. We follow the GHG Protocol established by the World Resources Institute and the World Business Council for Sustainable Development, which is the globally accepted basis for corporate GHG accounting. Using the “operational control” method, we include 100% of the emissions associated with businesses which we have operational control. Our energy and GHG performance for FY2022 is as follows:



Total energy consumption decreased by 20% in FY2022 compared to FY2021 primarily due to lower levels of production activities. In FY2022, 12,199 MegaJoules (“MJ”) was consumed from diesel and petrol fuel. While there was an overall decrease in the total energy consumption, energy intensity per dollar value of sales increased by 8% year-on-year; despite the lower levels of production activities in FY2022 compared to FY2021, certain machinery and equipment in the factories were still required to remain in operation during periods of inactivity.

Water and Effluents Management

The Group is mindful of our water-related impacts and strives to minimise water usage or wastage through recycling and reuse. We do not have any negative impacts on natural water bodies as the water used within our factories is withdrawn from municipal sources.

Our Environmental Policy also focuses on reducing water wastage and seeks opportunities to implement water discharge systems in order to reduce water consumption. We endeavour to maximise water efficiency in our processes through initiatives such as monitoring and recording raw water usage, using recycled water, etc. This allows us to better track our consumption and alert the team on any potential leakages in the piping systems.

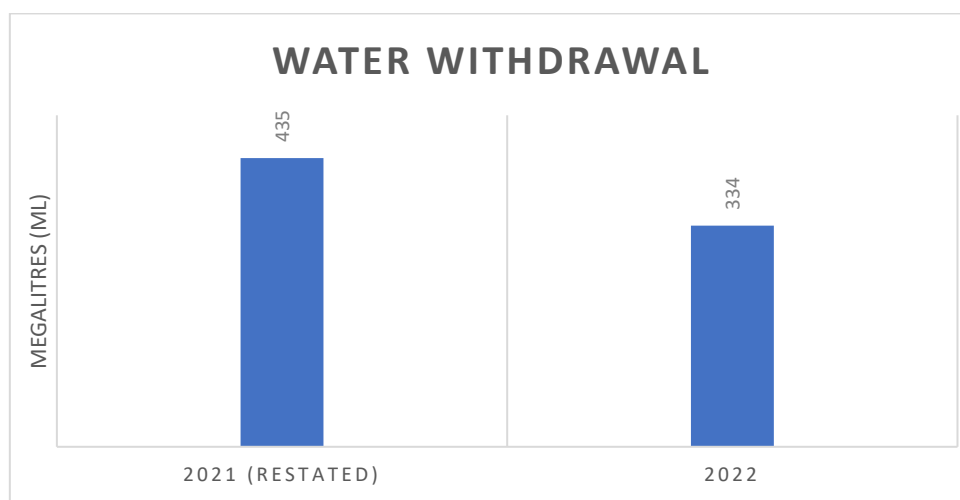
Some of the major water efficiency measures the Group has undertaken include reusing water reject from the Reverse Osmosis (“RO”) system to flush toilets. In addition, water drained from cooling the engine fire pumps is used to supply water to the backup fire pump system.



Water pipes directing water to the backup fire pump system



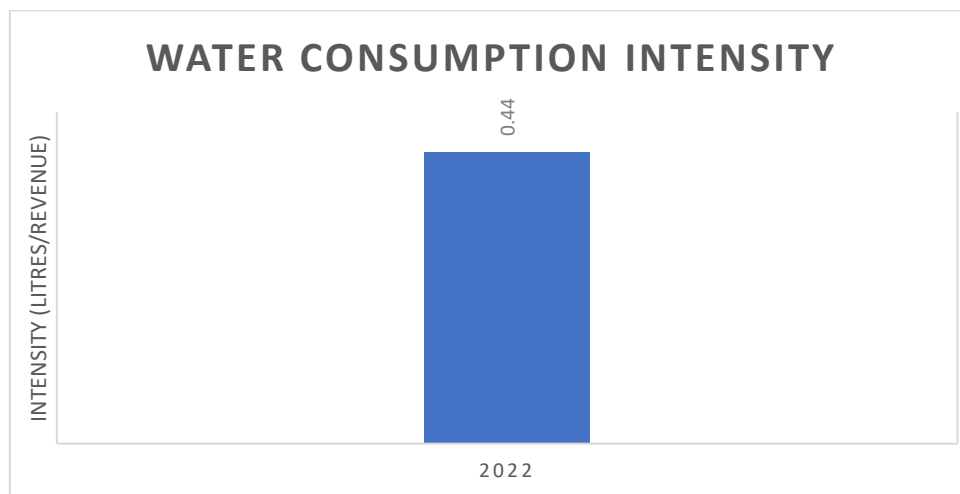
RO reject water are stored in storage tanks for reuse



Restatement #1:

The water withdrawal data for FY2021 has been restated. The Group's FY2021 water withdrawal should have been 435 Megalitres (“ML”) instead of 435,484 ML as previously reported.

The water withdrawal for FY2022 is 334 ML compared to 435 ML in FY2021, which equates to a decrease of 23%, primarily due to lower production activities. Additionally, water-saving measures were implemented, such as using deionised (“DI”) water for washing instead of water drawn from public utilities. Other measures implemented include the reduction of overflow water from the deionising unit by redirecting the piping of the deionised water unit back into the main water pipe for washing purposes as well as setting a water pressure limit for the washing line.



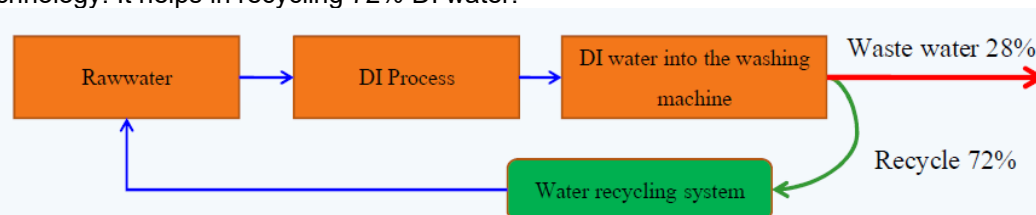
The Group's water consumption stands at 126 ML in FY2022. Water consumption will continue to be monitored as further water efficiency initiatives shall be implemented in the future.

Precision manufacturing requires high-purity water for cleaning by removing ions in raw water through a de-ionising process. A sophisticated water recycling system allows us to recycle 25% of inlet raw water to the factories. Other initiatives for water conservation and recycling as shown below:

- Installation of water-efficient fittings to recycle deionised water
- Reuse water rejects for floor cleaning purposes in the toilets
- Recycle wastewater from DI water station for toilet flushing
- Maintenance of piping systems to prevent leakage
- Monitor each work shift for the raw water usage from water meters in the factories

Wastewater Recycling

Raw water from underground storage tank undergoes DI process at filtering contamination station. Then, this DI water from washing machine is processed and recycled by using sophisticated technology. It helps in recycling 72% DI water.



We have engaged third-party specialists, in alignment with the local governments' directives to monitor our effluents and ensure that our wastewater quality meets the statutory environmental requirements on an annual basis. Our water conservation initiatives are aimed towards reducing water requirements in our operations and discharge of wastewater via recycling technologies. Water discharge refers to used water sent to sewage after precision engineering activities such as water jet cutting. In addition, the discharge of water and effluents as a result of our operations is in accordance with local regulations as well as industry best practices. In FY2022, our water discharge stands at 208 ML.

Waste Management

Disposal of waste generated in our operations is conducted in accordance with local regulations and international best practices. The Group undertakes efforts to reduce the waste sent to disposal methods that are less environmentally unfriendly such as through landfills by practicing recycling and engaging waste management companies with recycling and waste-to-energy recovery capabilities. In line with our efforts on environmental sustainability, we have also implemented waste minimisation initiatives through the "3R" approach - "Reduce, Reuse, and Recycle".

An internal waste management policy standardises the definition of each waste category and specifies the corresponding storage and disposal methods. The handling of each waste type is colour-coded and clearly delegated to the respective departments. Hazardous waste is handled with extra precaution and we are careful to follow all regulations where relevant. Before waste disposal, hazardous waste is treated appropriately to avoid harm to the environment as well as human health. Weekly audits and regular checks are performed to ensure that our policies are adhered to and the waste disposal is conducted through authorised agencies. In addition, the environmental management system undergoes regular review for improvement.

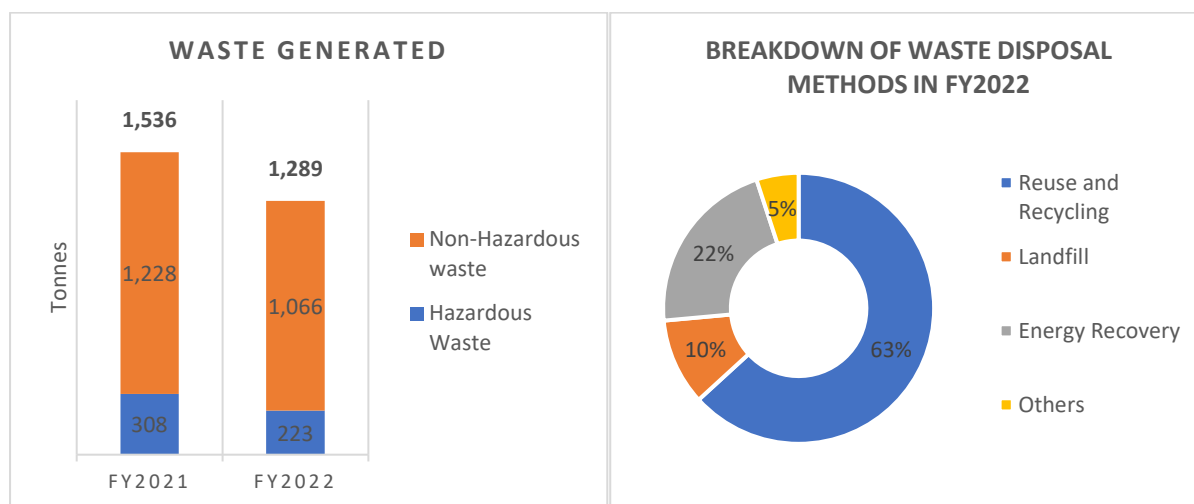
Waste generated by the Group is broadly categorised into:

- **Recyclables** including paper, carton boxes, metal scrap, plastics, electronics, pallets and shipping trays;
- **Non-recyclables** including general waste and process waste; and
- **Hazardous waste** including chemicals and heavy metals.

Hazardous waste is primarily comprised of coolant waste from Computer Numerical Control machines and acid waste from chemical polishing machines. The waste is properly managed by engineers who control the volume of coolants and the coolant mixing process. The process engineer controls the acid waste consumption and extends usage periods of the chemicals. These procedures are conducted to minimise the generation of hazardous waste.

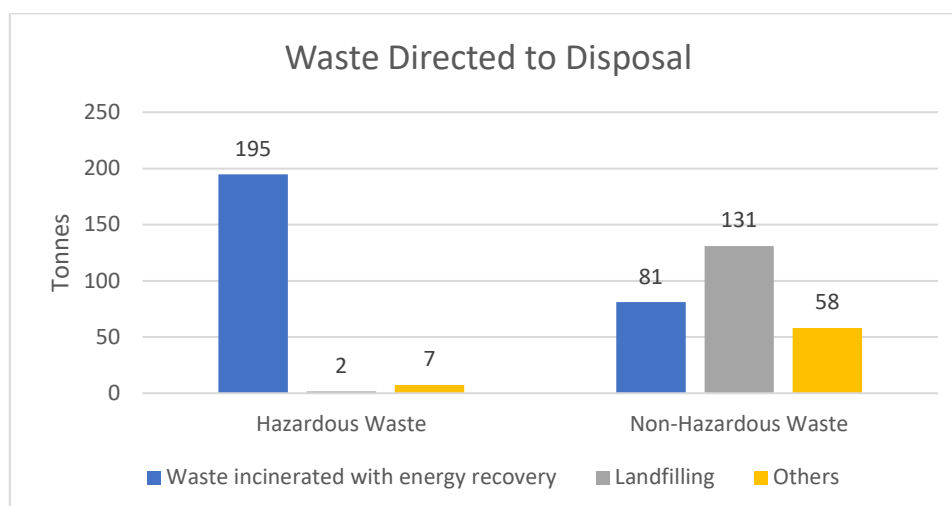
Waste generated is monitored across our business operations, with the aim of reducing waste generation at the source. One of the ways we reduce our waste is by improving our packaging designs, and we have implemented a system for packaging, particularly our pallets, for reuse.

The below charts depict the Group's waste data during FY2022:



In FY2022, 815 tonnes of waste generated were reused or recycled. 133 tonnes of waste were sent to landfills, while 276 tonnes of waste were sent for incineration for energy recovery. 65 tonnes of waste were disposed via other methods such as conversion into animal feeds or collected by environmental companies.

Total waste generated in FY2022 decreased by 16% compared to FY2021. The decrease is primarily attributable to new process and improvement initiatives to reduce waste such as using reusable gloves instead of single-use gloves while ensuring that the quality of production will not be impacted. In addition, more training on waste reduction was provided to our employees during the year. The Group shall maintain our reuse and recycling practices as well as enhance process engineering to minimise material wastage.



In FY2022, 195 tonnes of hazardous waste were incinerated with energy recovery, while 2 tonnes of hazardous waste were disposed at landfills. In addition, 7 tonnes of hazardous waste were collected by other methods such as environmental companies. In contrast, 81 tonnes of non-hazardous waste were incinerated with energy recovery, while 131 tonnes of non-hazardous waste were disposed at landfills. In addition, 58 tonnes of non-hazardous waste were disposed through other methods such as animal feed conversion.

Environmental Targets

FY2022 Targets	Status	FY2022 Performance Update
Overall <ul style="list-style-type: none"> Maintain ISO 14001 certification 	●	Maintained ISO 14001 certification
Energy <ul style="list-style-type: none"> Reduce energy intensity per unit of production by 10% 	●	<p>Did not achieve energy intensity reduction in FY2022</p> <p>For this Report, the Group has changed the basis of measuring both energy consumption intensity and greenhouse gas emissions intensity from units of production previously, to revenue. Hence the intensity target previously is no longer relevant.</p> <p>However, while our energy consumption has reduced in absolute terms due to lower levels of business activities, our emissions intensity has increased slightly year-on-year.</p>
Water Conservation <ul style="list-style-type: none"> Comply fully with local water management standards 	●	Achieved zero incidents of non-compliance with local water management standards
Waste Management <ul style="list-style-type: none"> Zero incidents of non-compliance with laws and regulations concerning waste management / disposal 	●	Achieved zero incidents of non-compliance with laws and regulations concerning waste management/disposal

FY2023 Targets

Overall

- Maintain ISO 14001 certification

Energy

- To reduce energy intensity per dollar revenue by 5%

Water and Effluents Management

- Zero incidents of non-compliance with local water management standards

Waste Management

- Zero incidents of non-compliance with laws and regulations concerning waste management/disposal

Status: ● Met ● Partially met ● Not met

FOCUS 5: DEVELOPING HUMAN CAPITAL

Training and development helps improve the capabilities of our talents in the company. It also helps our organisation to remain relevant in the industry by providing a competitive edge. The Group recognises that our employees are essential to the success and long-term sustainability of our business. Hence, we strive to provide training and development opportunities as well as fair and competitive remuneration and benefits for our staff. We are also committed to providing a safe and healthy workplace for all our employees. In order to help us achieve this goal, we have implemented comprehensive Occupational Health and Safety (“OHS”) policies and practices across the group to promote a culture of safety within the organisation.

Training and Education

Training and education allows our employees to stay relevant in an ever-changing job market. It also helps as part of upskilling for making advancements in their personal career goals. The Group views this as both a responsibility as well as an opportunity for our business to provide our employees with an environment that enables internal and external training supports for career progression.

We provide a variety of learning and development programmes as part of the Group’s FY2022 Yearly Training Plan to cater to the learning needs of our employees and comply with the relevant safety laws, ISO requirements as well as group policies. These training programmes cover broad range of topics such as management and leadership expertise, professional skills training, software and languages.

The training programmes include and are not limited to:

Employee Training	
ISO 9001	ISO training for new committee
RBA Version 7.0	RBA code of conduct audit training
Safety Officer Supervisor Level Training	Training on safety law
Personal Data Protection Act	Training on PDPA regulations and practices
Cybersecurity Awareness Training	Training on cybersecurity best practices and awareness
Supervisory Skills	Supervisory skills training for middle managers
First Aid Team Training	Training for first aid applications
ISO 22301:2019 Training	Training for ISO 22301:2019 on Business Continuity Management
Industry 4.0 Training	Training for Digitising Process data, Supply Chain Traceability and Data analytics
Basic Fire Training	Training on employee fire safety
Emergency Response Team Training	Training for the emergency response team
COVID-19 Committee Training	COVID-19 Workplace Response Training

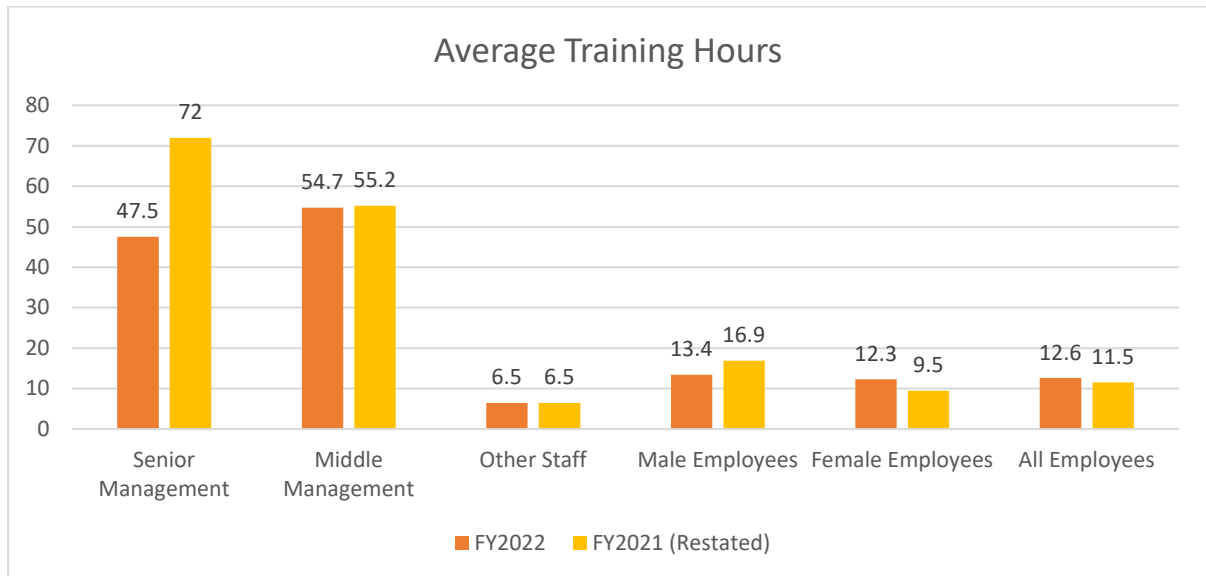


Conducting the RBA and Code of Conduct training for our employees



Basic Fire Training and Emergency Response Team Training to maintain the safety readiness of our operations

In FY2022, our employees received a total of 15,263 hours of training, which was equivalent to an average of 12.6 training hours per employee. The amount of average training hours has increased due to more training courses conducted in FY2022.



Restatement #2:

The average training hours for FY2021 have been restated to exclude the training hours relating to subcontractors. Average training hours per employee in FY2021 should have been 11.5 hours instead of 4.2 hours as reported previously.

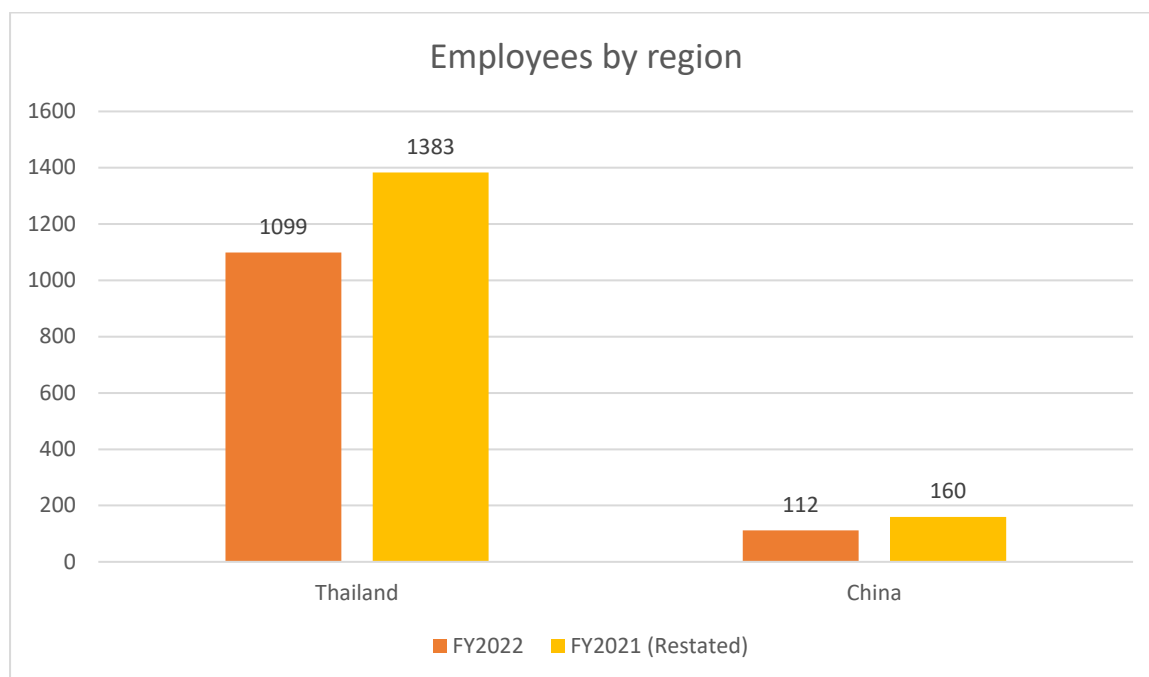
To further support the professional career development of our employees, annual performance reviews are conducted to communicate employees' performance and career goals. In FY2022, 100% of our employees received performance appraisals, with feedback on their performance with suggestions for improvement from their supervisors.

Fair Recruitment, Diversity and Inclusion

We treat every employee as a valued member of the Group and our top priority. We are also a firm believer of providing equal opportunities and adhering to fair employment practices for all. Our remuneration structure is the same across genders. In addition, we also strive to provide a diverse yet inclusive work environment. We consider ourselves an early believer of diversity as a strength, as we recognise that diversity can be an enabler of creativity as well as productivity. Hence, we employ qualified candidates without discrimination of gender, age, ethnicity, religion, marital status, sexual orientation, trade union association or national origin. The agile, diverse and resilient workforce is an integral factor of BIGL's continued success.

We recognise the importance of talent retention to ensure the quality of our productivity and reduce unnecessary costs of hiring new talent. The Group provides promotion opportunities for deserving employees who have worked with the company for at least 6 months and have displayed outstanding performance, or are highly-skilled and professional.

In the manufacturing industry, it is not uncommon to have more females as they are physically more suited to handle small component precision products, as well as a younger workforce. Nonetheless, the Group endorses a diverse working environment and prohibits any form of discrimination, including gender discrimination. There were no incidents of discrimination in FY2022.



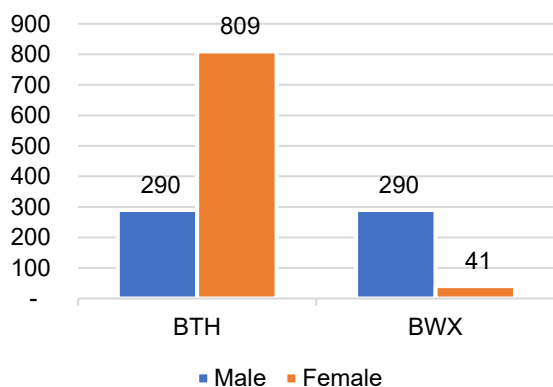
Restatement #3:

The number of total employees for FY2021 has been restated to exclude the number of subcontractors. Total employees for FY2021 should have been 1,543 instead of 2,635 as reported previously.

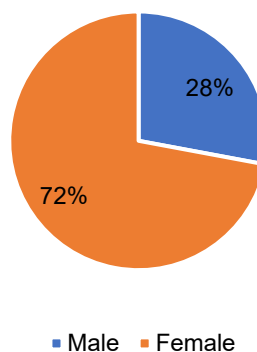
As at 31 December 2022, BTH and BWX had a total of 1,211 employees, all of which are full time permanent employees. This is a decrease of 22% compared to 1,543 employees in FY2021. This decrease is largely attributed to lower production volume which reduced the Group's manpower demand, as well as process improvement initiatives implemented to improve unit per hour output.

Job reorganisation schemes were also implemented to better match employees to other roles within the company to broaden the range of job duties they are able to perform to improve productivity.

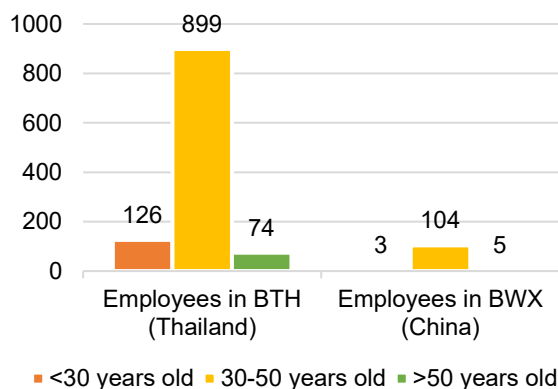
Employees - by Gender



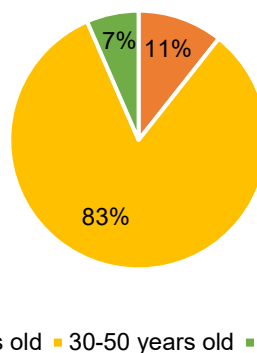
Employees - by Gender



Employees - by Age



Employees - by Age

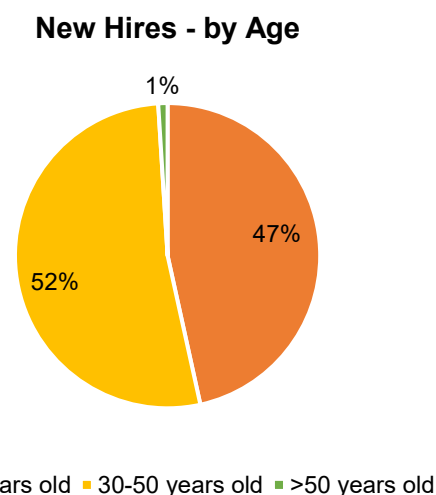
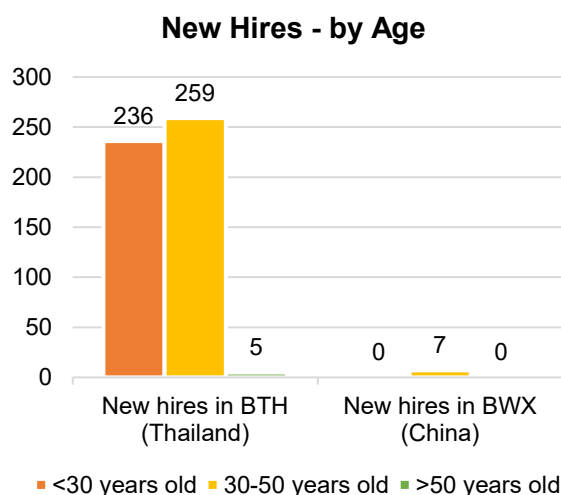
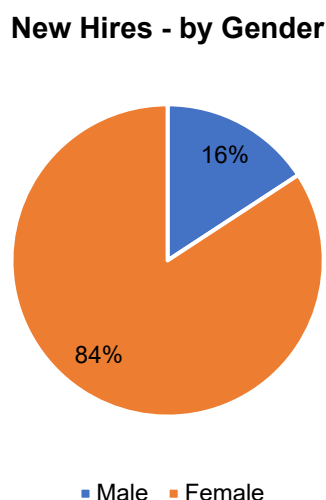
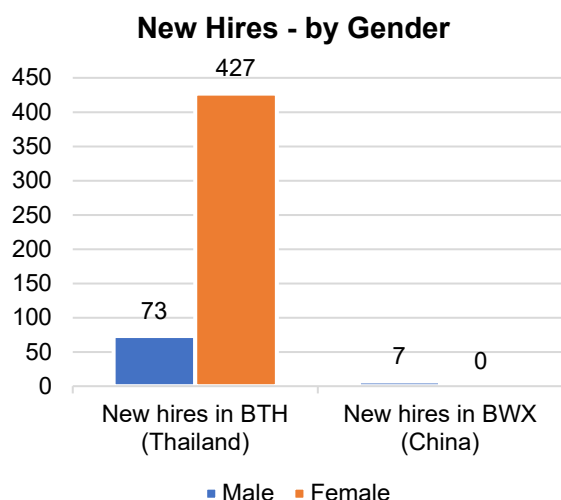


BTH and BWX hired a total of 507 new employees in FY2022, equivalent to a total new hire rate of 6%, compared to 17% in FY2021. Out of the 507 new hires, 500 were from BTH (Thailand) while 7 were from BWX (China). The new hire rate for BTH (Thailand) is 45% while the new hire rate for BWX (China) is 6%.

The Group bases our employee hire rate on the projected sales volume, production plan and Industrial Engineering (IE) function calculation. The lower new hire rate in FY2022 compared to FY2021 can be attributed to lower production volume which reduced the Group's manpower demand.

Our workforce also comprises 178 subcontractors for our business operations in BWX (China) as at 31 December 2022. These subcontractors perform the same scope of work as our employees.

Information on employee new hires is shown in the following charts:

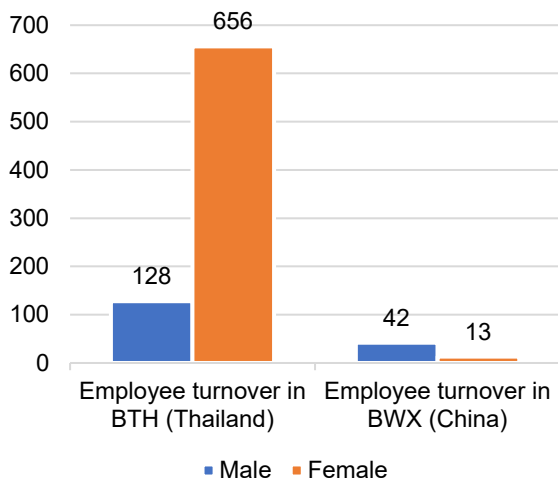


BTH and BWX had a total turnover of 839 employees in FY2022, equivalent to a turnover rate of 69%. The turnover was 784 employees for BTH (Thailand) and 55 employees for BWX (China). The turnover rate for BTH (Thailand) was 71% while the turnover rate for BWX (China) was 49%.

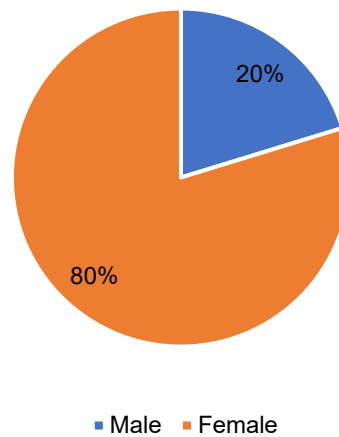
To manage our turnover rate, we organise engagement activities and two-way communication initiatives with our employees such as Human Resource Shift Meeting, Lunch with Management, our 'Better Together' Newsletter, a communication board and a suggestion box. We also monitor the employee turnover through monthly reports generated by the Human Resource Department. This helps the Management to have a better understanding of the rate and reasons for employee turnover, thereby enabling the Group to improve or make necessary adjustments to our practices.

Information on employee turnover is shown in the following charts:

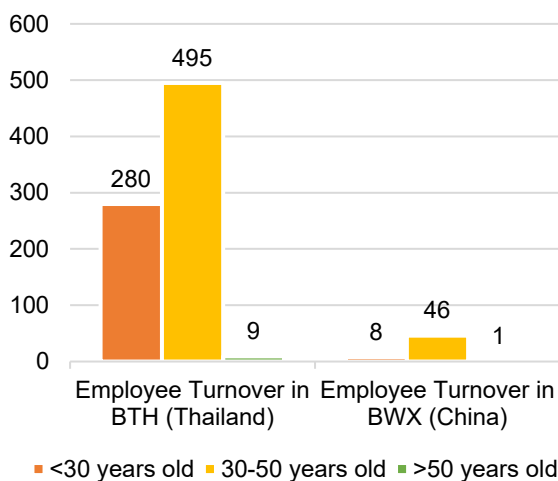
Employee Turnover - by Gender



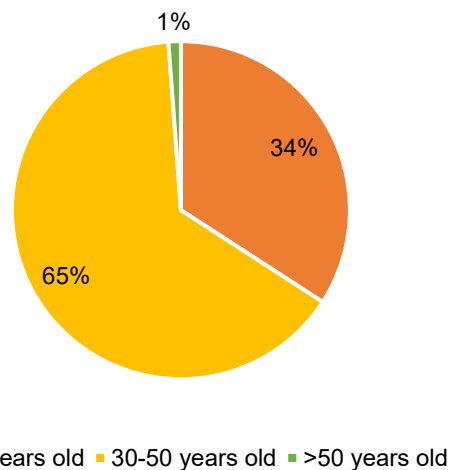
Employee Turnover - by Gender



Employee Turnover - by Age

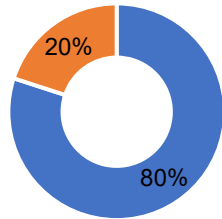


Employee Turnover - by Age



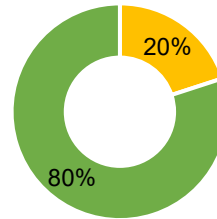
Our governance systems take into consideration essential elements such as diversity and experience. Keeping these factors in mind, our Board consists of 5 Directors, of whom 1 is female.

Board Diversity - by Gender



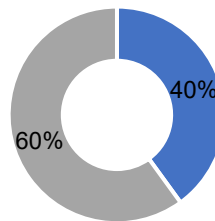
■ Male ■ Female

Board Composition by Age



■ 30-50 years old ■ >50 years old

Board Independence



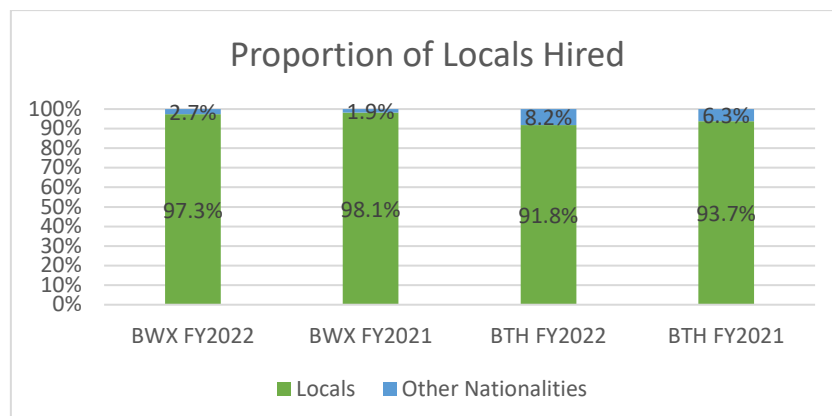
■ Non-independent ■ Independent

We endeavour to align our employee compensation with the market. We provide a range of benefits to our employees such as medical care, paid annual leave and gifts during traditional festivals. We have a diverse workforce and do not discriminate against gender in staff employment. All employees with the same qualifications and experience are equally remunerated regardless of gender.

Local Employment Practices

As the Group operates across multiple jurisdictions, we employ locals from the respective jurisdictions for our operations. The Group believes that employing locals can bring about intangible benefits to our business operations as we contribute economically to the respective jurisdictions. The Group compensates the locals according to the merit of the work performed. Our employees at both BWX and BTH are remunerated above the local minimum wages in their respective jurisdictions.

The following is the breakdown of locals hired from each jurisdiction:



91.8% of the staff in BTH are hired from the local community and 70.5% of BTH's senior management staff are locals. For BWX, 97.3% of the staff in BWX are hired from the local community and 77.8% of BWX's senior management staff are locals.

The Group prides itself in being a socially responsible enterprise who strongly upholds business integrity and ethics. The Group does not engage in any child labour or forced labour across our operations in all jurisdictions we operate in. In FY2022, there were no substantiated reported cases of child labour or forced labour incidents across our operations.

Employee Well-Being

We strive to reward our employees fairly based on their abilities, performance, contributions and experience. Our employee compensation and benefits remain competitive and aligned with the market. We also provide a range of benefits to our employees such as medical care, paid annual leave and gifts during traditional festivals. To further enhance employee retention and ensure the well-being of our employees, the Group provides employees with the following benefits:

Employee Benefits	
Living Allowance	Living allowance to daily employees and monthly employees above a certain level of seniority
Outpatient Treatment	Employees are reimbursed medical expenses with a maximum limit of 15 times per annum in accordance with the employee level
Group Insurance	Group insurance for employees according to the insurance plan provided by the Group
Bus Transportation	Shuttle bus provided on selected routes
Annual Leave	Leave provided for continuous work for 1 year
Sick Leave	Leave provided in the event of illness
Maternity Leave	Leave provided to working mothers on the grounds of the birth of a child
Paternity Leave	Leave provided to working fathers on the grounds of the birth of a child
Provident Fund	Retirement savings fund

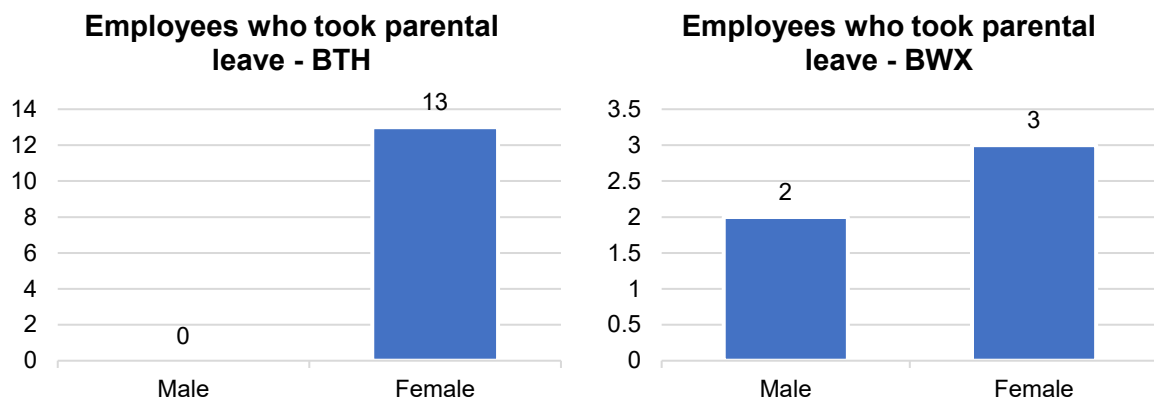
The Group holds regular meetings with employees to obtain feedback and review areas for improvement. Human Resource Shift Meeting is a two-way communication project to increase the communication channels, to share information, and training and listen to employee feedback for improvement.



Human Resource Shift Meeting in Progress

All employees who are eligible for parental leave⁶ in accordance with labour laws are entitled to them in the Group. In FY2022, 18 employees in BTH and BWX (comprising 16 female employees and 2 male employees) took parental leave. All 18 employees who took parental leave returned to work after their parental leave ended in FY2022. 12 female employees returned from their parental leave during FY2021 and 7 female employees remain in the Group's employment for at least 12 month or longer after their return to work since FY2021. As such, our return to work rate⁷ is at 39% while our retention rate⁸ stands at 58%.

The breakdown of employees who took parental leave is as follows:



The Group recognises the importance of family and goes beyond our workplace environment to foster an inclusive and compassionate space by celebrating festivals and holidays with each other.



Long service awards given to eligible employees to recognise their service and contributions

In FY2022, the Group organised a host of activities to keep staff health and engaged. Lunch with management events were organised to get a better understanding of the concerns and challenges faced by staff in their line of work. Long service awards were also given out to recognise employees who have completed more than 10 years of service with BTH.

Occupational Health and Safety

Occupational Health and Safety remains an integral topic to the functioning of our business operations. Due to the nature of our business in precision manufacturing, we recognise that our employees may be exposed to a certain degree of health and safety risks and as a responsible employer, we are committed to ensuring that these risks are mitigated and managed.

⁶ Leave granted to men and women employees on the grounds of the birth of a child such as maternity leave and paternity leave.

⁷ $Return\ to\ work\ rate = \frac{Total\ number\ of\ employees\ that\ did\ return\ to\ work\ after\ parental\ leave}{Total\ number\ of\ employees\ due\ to\ return\ to\ work\ after\ taking\ parental\ leave} \times 100$

⁸ $Retention\ rate = \frac{Total\ number\ of\ employees\ retained\ 12\ months\ after\ returning\ to\ work\ following\ a\ period\ of\ parental\ leave}{Total\ number\ of\ employees\ returning\ from\ parental\ leave\ in\ the\ prior\ reporting\ period(s)} \times 100$

We strive to provide a safe, healthy and conducive work environment for all our employees and aim to minimise all work-related injuries. The manufacturing locations of BIGL adhere to the OHS Manual which is based on OHSAS 18001 standards as well as the national safety standards of the respective operating locations. We have also taken initiatives such as integrating OHS training in employee onboarding programmes and encouraging all employees to take ownership of their own health and safety and take actions to improve the OHS management system.

In addition, each site has a Safety Committee, which comprises the General Manager, the OHS Management Representative, the Management Committee, the ISO 45001 Steering Committee, supervisors and operators. All parties are responsible for the aspects of the OHS management system that they have control over and ensure our operations are in accordance with the OHS policies, objectives and programme. This includes hazard identification, risk assessment and control, and compliance of OHS legal and other requirements. Our Safety Committees also consistently monitor the effectiveness of the OHS system and conduct regular internal audits. All non-conformities and incidents are reported to the Management, and corrective and preventive actions are taken by the relevant parties immediately.

We conduct regular internal audits and reviews from the Management related to the OHS management system to ensure that it is constantly upgraded, efficiently maintained and properly executed. Relevant reviews and feedback are then communicated to our employees and other relevant interested parties. We also conduct various safety initiatives to create awareness amongst our employees like safety slogan activities and safe driving campaigns.

The identification of risks is a key step in the process of cultivating a safe and healthy work environment. Regular checks are conducted around the workplace to identify the areas of potential risks. Based on experience and regular site visits, we have categorised occupational hazards into 5 different risk levels based on a matrix of:

- Possibility of occurrence;
- Frequency of exposure for employees; and
- Severity of consequence.

Once risks are identified, we strengthen our preparedness by conducting regular checks and arranging contingency plans. For example, for all chemicals, we obtain a Material Safety Data Sheet from our suppliers, which documents the potential hazards (health, fire, reactivity and environmental) of each chemical product and how to work with the products safely. Moreover, labelling of chemicals and its subsequent dangers are signposted to manage any potential hazards. All relevant employees are trained to understand how to handle the chemicals and the standard safety procedures in chemical storage, transportation and utilisation. All risks categorised as “Highly Dangerous” and above will need to be registered and approved by the Management. In FY2022 there were no instances of work-related ill health.



First aid training and demonstration in progress for our employees

We conduct annual fire drills and perform monthly safety patrols in our factories. Any practices that raise possible concerns are recorded and follow-up remediation is monitored and tracked to minimise hazards and control risks. We also regularly upgrade our equipment to provide our employees with all the necessary safety equipment required to perform their job functions safely. Additionally, we also educate our employees on the potential health risks and safety hazards in the work environment to spread awareness and reduce any potential risks. We conduct annual first aid trainings, including classroom demonstrations, for our employees. All these were done by undertaking preventive measures and following the health and safety protocols like wearing of masks and sanitisation.

Should an incident or non-conformity occur, we evaluate the need for corrective actions to eliminate the root cause and preventive actions to mitigate the further incidents. Further action is taken to assess any new or changed hazards and review the effectiveness of the corrective actions.

Restatement #4:

The workplace injury rate for employees in FY2021 has been restated to 64.8. The lower rate of 38.0 reported previously was due to 1,092 subcontractors being included in the rate computation.

Work related injuries and/or fatalities (Employees)	2022	2021 (Restated)
Number of hours worked	3,661,840	5,805,280
Number of workplace fatalities	-	-
Rate of workplace fatalities	-	-
Workplace Injury Rate (“WIR”) ⁹	165.2	64.8
Number of high-consequence work-related injuries	-	-
Rate of high-consequence work-related injuries	-	-
Number of recordable work-related injuries	2	1
Rate of recordable work-related injuries	0.11	0.03
Number of recordable work-related ill health cases	-	-

Work related injuries and/or fatalities (Workers who are not employees)	2022	2021
Number of hours worked	370,240	2,425,696
Number of workplace fatalities	-	-
Rate of workplace fatalities	-	-
WIR	561.8	145.1
Number of high-consequence work-related injuries	-	-
Rate of high-consequence work-related injuries	-	-
Number of recordable work-related injuries	1	1
Rate of recordable work-related injuries	0.54	0.04
Number of recordable work-related ill health cases	-	-

We are proud to report that in FY2022, there were no workplace fatalities, and we remain committed to maintaining this in FY2023. While our WIR has increased in FY2022 as compared to FY2021, we have stepped up efforts in safety re-training by conducting refresher courses. In addition, machines with rotating parts have also been fitted with additional guards to protect the operators.

We are also committed to ensuring the safety of subcontractors who work in our premises but are not under our direct employment. We work with our business partners to increase the safety of the subcontractors and their workers by defining and applying the OHS criteria and ensuring the requirements of their respective OHS management systems are met.

⁹ Workplace Injury Rate (as per Ministry of Manpower of Singapore) = Number of Fatal and non-Fatal Workplace Injuries / No. of Workers × 100,000.

COVID-19 Protocols

Even as COVID-19 policies start shifting towards a more endemic approach, we have since the onset of the pandemic set up committees in each site, implemented a COVID-19 pandemic emergency preparedness and response plan, and communicated preventive measures to our stakeholders. This is especially important and relevant for some of geographical regions that we operate in. To ensure business continuity, the COVID-19 prevention and control committee is tasked, inter alia, to implement and execute the response plan and monitor and update on the developments in their respective jurisdictions. Each committee comprises the emergency control team, recovery team, internal/external communication team, transportation team, and risk assessment and screening team, working together to ensure a holistic execution of the response plan.

To safeguard the safety and well-being of our stakeholders, the Group has implemented mandatory health and safety protocols issued by the government agencies for our employees. The precautionary guidelines were also extended to our visitors and suppliers. Visitors and suppliers were required to wear their masks at all times and also had to screen and declare their temperature before entering our premises. We provide the necessary protective equipment, such as face masks and alcohol sanitisers, to our employees, and conduct regular training sessions to brief them on the best practices to prevent COVID-19 in the workplace. Other safety and precautionary measures include implementing team segregation and staggered working hours and recording information for contact tracing purposes. In addition, the common factory areas and employee transportation are cleaned daily by 70% isopropyl alcohol.

In line with our COVID-19 pandemic emergency preparedness and response plan, we ensure that our employees follow the daily health and safety protocols strictly. We take a strong view and will take strict actions against our employees for any breach of preventive measures. We will continue to monitor the situation to ensure the safety of our employees and to ensure business continuity in the interests of the Group and our stakeholders.

Human Capital Targets

FY2022 Targets	Status	FY2022 Performance Update
Overall No material breach of employment laws	●	Achieved no material breach of employment laws in FY2022
Occupational Health and Safety <ul style="list-style-type: none"> Maintain our ISO 45001 certification Zero workplace injuries resulting in a fatality or permanent injury No incidents of non-compliance with COVID-19 safety regulations in the countries we operate in. 	●	<ul style="list-style-type: none"> Maintained our ISO 45001 certification Achieved zero workplace injuries resulting in a fatality or permanent injury Achieved zero incidences of non-compliance with COVID-19 safety regulations in the countries we operate in. Given the endemic nature of COVID-19 globally, the Group will remove this target going forward as COVID-19 related measures are eased gradually. We will continue to comply with the applicable socio-economic regulations in the countries we operate in.
Training and Education <ul style="list-style-type: none"> Maintain providing regular performance reviews to all eligible employees Continue achieving an average of 6 training hours per year for each employee 	●	<ul style="list-style-type: none"> Conducted performance appraisals for 100% of employees Achieved 12.6 training hours per employee

FY2023 Targets

Overall

- No material breach of employment laws

Occupational Health and Safety

- Maintain our ISO 45001 certification
- Zero workplace injuries resulting in a fatality or permanent injury

Training and Education

- Maintain providing regular performance reviews to all eligible employees
- Continue achieving an average of 6 training hours per year for each employee

Status: ● Met ● Partially met ● Not met

FOCUS 6: SUPPLY CHAIN MANAGEMENT

Rapidly growing consumer awareness on environmental impacts of products has placed ESG in the spotlight in recent years. Sustainability concerns have been especially relevant in the electronics industry as consumers are more concerned about the impacts such as the carbon footprint arising from the manufacture as well as the disposal of electronics. The Group is committed to sustainable practices to not only meet consumer demands, but also to enhance our business resilience.

To align ourselves with the expectations and standards of consumers, regulators, and industry standards, the Group has committed to adhere to the RBA Code of Conduct, which prescribes standards on safe working conditions in the industry that we operate in and ensures that business operations are conducted in an ethical and environmentally responsible manner. The adoption of the RBA Code of Conduct provides a standardised framework for the Group to manage its ESG concerns while fulfilling the expectations of our stakeholders.

Procurement Practices and Supplier Assessment

As the Group's business grows, there will be a greater expectation on how it monitors and manages its social and environmental impacts across the supply chain. In addition to assessing suppliers in areas such as material quality, price, and delivery, our suppliers are required to meet standards such as the RBA code of conduct to manage both the quality as well as ESG impacts.

As consumers continue to place higher expectations on the Group on corporate responsibility, nearly all our key customers have joined the RBA's network to contribute to sustainability within the electronics industry. As expectations have been placed on us to be held accountable to RBA's code of conduct in our capacity as a Tier 1 supplier of electronic parts, we have likewise exercised the same due diligence processes on our suppliers.

Supplier assessment is an integral component of our risk management framework. We have in place a set of policies and procedures in place to screen our suppliers and support them in adopting the RBA Code of Conduct. During FY2022, all 34 suppliers were assessed as per the ISO and RBA requirements. During the year, there were no main suppliers that were found to have negative environmental and social impacts. This assessment criteria are reviewed on a yearly basis. We also keep a track record on the changes of our suppliers to facilitate due diligence and meet our customers' expectations.

Prior to any formal engagements, we will communicate RBA-related expectations with our suppliers by conducting training programmes and communicating the code requirements. An RBA Code of Conduct Checklist will have to be completed, and a Letter of Commitment will have to be signed. For assurance purposes, we conduct random on-site visits and audits for the shortlisted suppliers for RBA compliance. Moreover, we strengthen monitoring of key suppliers by mandating the RBA Validated Assessment Process, which is completed by third-party independent auditors. We also conduct a background check of our suppliers for relevant qualifications. During FY2022, we have screened 100% of our new suppliers using environmental and social criteria and we will look to achieve the same in the coming year.

The Group contributes back to the local economy by sourcing for quality and certified input materials from local economy where it operates. Therefore, we have prioritised sourcing for local input materials and equipment from local suppliers, where applicable, and only engage overseas suppliers when there are no eligible local suppliers available.

This increases our supply chain resiliency while also ensuring that we can manufacture quality products that meet industry standards. In FY2022, approximately 100% of our business expenditure was incurred with local suppliers for BTH and 7.5% of our business expenditure was incurred with local suppliers for BWX.

Supply Chain Management Targets

FY2022 Targets	Status	FY2022 Performance Update
<ul style="list-style-type: none"> 100% of key suppliers to comply with the RBA Code of Conduct Perform annual assessment for ISO and RBA compliance 	●	Conducted annual assessment of ISO and RBA for all suppliers
FY2023 Targets		
<ul style="list-style-type: none"> 100% of key suppliers to comply with the RBA Code of Conduct Perform annual assessment for ISO and RBA compliance 		

Status: ● Met ● Partially met ● Not met

FOCUS 7: CORPORATE SOCIAL RESPONSIBILITY

The Group is a strong advocate of giving back to the community to encourage social mobility and build a more inclusive society, and hopes that such initiatives will inculcate a culture of sharing in our employees. We encourage a culture of volunteerism and ensure that our employees participate in various initiatives as a part of our corporate social responsibility.

The Group also understands that there are potential negative impacts on the environment from its business operations such as the generation of industrial manufacturing waste from the production of hard disk drive actuator arms. Nevertheless, the Group continues to minimise the risk exposure by continuously ensuring that we comply with the respective jurisdictions regulations to minimise these negative impacts.

During FY2022, we have undertaken various initiatives to promote inclusivity and reached out to communities where we live and operate in. Some of our initiatives are described below.

BTH Helping Hands

As part of this 2-day event, the Group donated drinking water to Bang Pa-in Hospital in Thailand.



Blood Donation

In July and August 2022, the Group organised a blood donation drive at Ayutthaya Hospital, a hospital in Thailand. 48 of our employees participated in the blood donation.



Donation of Necessities to Temples

45 of our employees participated in this meaningful event where they presented candles and other necessities to various temples in Thailand.



Go Green Together (World Ozone Day)

30 of our employees participated in this initiative where various eco activities were organised.



World Rivers Day

25 of our employees participated in this meaningful event filled with environmental themes and activities such as cleaning up the waterways.



SGX-ST SIX PRIMARY COMPONENTS INDEX

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> Stakeholder Engagement and Materiality Assessment
2	Climate-related disclosures consistent with the TCFD recommendations	Focus 2: Building Resiliency for Climate Change
3	Policies, Practices and Performance	<ul style="list-style-type: none"> Chairman's Statement Sustainability Strategy Overview Focus 1 to 7
4	Board Statement	ESG Governance and Statement of the Board
5	Targets	Focus 1 to 7
6	Framework	About This Report

GRI CONTENT INDEX

Statement of use	The Company has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standard/ Other Source	Disclosure	Location / Reason for omission
GRI 2: General Disclosures 2021	2-1 Organisational details	Corporate Profile, Annual Report 2022
	2-2 Entities included in the organisation's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	About This Report, Focus 4: Protecting the Environment, Focus 5: Developing Human Capital
	2-5 External Assurance	About This Report
	2-6 Activities, value chain and other business relationships	Corporate Profile, Annual Report 2022
	2-7 Employees	Focus 5: Developing Human Capital
	2-8 Workers who are not employees	Focus 5: Developing Human Capital
	2-9 Governance structure and composition	Focus 1: Governance and Ethics
	2-10 Nomination and selection of the highest governance body	Corporate Governance Report
	2-11 Chair of the highest governance body	Corporate Governance Report
	2-12 Role of the highest governance body in overseeing the management of impacts	Focus 1: Governance and Ethics
	2-13 Delegation of responsibility for managing impacts	Focus 1: Governance and Ethics
	2-14 Role of the highest governance body in sustainability reporting	Focus 1: Governance and Ethics
	2-15 Conflicts of interest	Corporate Governance Report

GRI Standard/ Other Source	Disclosure	Location / Reason for omission
	2-16 Communication of critical concerns	Focus 1: Governance and Ethics
	2-17 Collective knowledge of the highest governance body	Focus 1: Governance and Ethics
	2-18 Evaluation of the performance of the highest governance body	Corporate Report Governance
	2-19 Remuneration policies	Corporate Report Governance
	2-20 Process to determine remuneration	Corporate Report Governance
	2-21 Annual total compensation ratio	Confidentiality constraints - the Group wishes to maintain confidentiality due to intense competition for talent in the industry
	2-22 Statement on sustainable development strategy	Sustainability Strategy Overview
	2-23 Policy commitments	Focus 1 to 7
	2-24 Embedding policy commitments	Focus 1 to 7
	2-25 Processes to remediate negative impacts	Focus 1 to 7
	2-26 Mechanisms for seeking advice and raising concerns	Focus 1 to 7
	2-27 Compliance with laws and regulations	Focus 1: Governance and Ethics
	2-28 Membership associations	Corporate Profile
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment
	2-30 Collective bargaining agreements	Not applicable as the Group's employees are not covered under any collective bargaining agreement
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	Stakeholder Engagement and Materiality Assessment
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 2: Building Resiliency for Climate Change
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report 2022
	201-2 Financial implications and other risks and opportunities due to climate change	Focus 2: Building Resiliency for Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report 2022
	201-4 Financial assistance received from government	Annual Report 2022
Market Presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Human Capital

GRI Standard/ Other Source	Disclosure	Location / Reason for omission
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Focus 5: Developing Human Capital
	202-2 Proportion of senior management hired from the local community	Focus 5: Developing Human Capital
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 3: Quality and Innovation
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not applicable as the Group does not have any infrastructure investments beyond the scope of its operations
	203-2 Significant indirect economic impacts	Focus 3: Quality and Innovation
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 6: Supply Chain Management
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Focus 6: Supply Chain Management
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Governance and Ethics
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Focus 1: Governance and Ethics
	205-2 Communication and training on anti-corruption policies and procedures	Focus 1: Governance and Ethics
	205-3 Confirmed incidents of corruption and actions taken	Focus 1: Governance and Ethics
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Governance and Ethics
GRI 207: Tax 2019	207-1 Approach to tax	Focus 1: Governance and Ethics
	207-2 Tax governance, control, and risk management	Focus 1: Governance and Ethics
	207-3 Stakeholder engagement and management of concerns related to tax	Focus 1: Governance and Ethics
	207-4 Country by country reporting	Confidentiality constraints – due to sensitive commercial information
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Protecting the Environment
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Focus 4: Protecting the Environment
	301-2 Recycled input materials used	Focus 4: Protecting the Environment
	301-3 Reclaimed products and their packaging materials	Not applicable as the Group does not reclaim its products from its customers

GRI Standard/ Other Source	Disclosure	Location / Reason for omission
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Protecting the Environment
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Focus 4: Protecting the Environment
	302-2 Energy consumption outside of the organisation	Information unavailable – to disclose in subsequent years
	302-3 Energy intensity	Focus 4: Protecting the Environment
	302-4 Reduction of energy consumption	Focus 4: Protecting the Environment
	302-5 Reductions in energy requirements of products and services	Focus 4: Protecting the Environment
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Protecting the Environment
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Focus 4: Protecting the Environment
	303-2 Management of water discharge related impacts	Focus 4: Protecting the Environment
	303-3 Water withdrawal	Focus 4: Protecting the Environment
	303-4 Water discharge	Focus 4: Protecting the Environment
	303-5 Water consumption	Focus 4: Protecting the Environment
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Protecting the Environment
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Focus 4: Protecting the Environment
	305-2 Energy indirect (Scope 2) GHG emissions	Focus 4: Protecting the Environment
	305-3 Other indirect (Scope 3) GHG emissions	Information unavailable – to disclose in subsequent years
	305-4 GHG emissions intensity	Focus 4: Protecting the Environment
	305-5 Reduction of GHG emissions	Focus 4: Protecting the Environment
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable as the Group does not emit ozone depleting substances
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable as the Group does not emit Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Protecting the Environment
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Focus 4: Protecting the Environment
	306-2 Management of significant waste related impacts	Focus 4: Protecting the Environment

GRI Standard/ Other Source	Disclosure	Location / Reason for omission
	306-3 Waste generated	Focus 4: Protecting the Environment
	306-4 Waste diverted from disposal	Focus 4: Protecting the Environment
	306-5 Waste directed to disposal	Focus 4: Protecting the Environment
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 6: Supply Chain Management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Focus 6: Supply Chain Management
	308-2 Negative environmental impacts in the supply chain and actions taken	Focus 6: Supply Chain Management
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Human Capital
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Focus 5: Developing Human Capital
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Focus 5: Developing Human Capital
	401-3 Parental leave	Focus 5: Developing Human Capital
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Human Capital
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Focus 5: Developing Human Capital
	403-2 Hazard identification, risk assessment, and incident investigation	Focus 5: Developing Human Capital
	403-3 Occupational health services	Focus 5: Developing Human Capital
	403-4 Worker participation, consultation, and communication on occupational health and safety	Focus 5: Developing Human Capital
	403-5 Worker training on occupational health and safety	Focus 5: Developing Human Capital
	403-6 Promotion of worker health	Focus 5: Developing Human Capital
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Focus 5: Developing Human Capital
	403-8 Workers covered by an occupational health and safety management system	Focus 5: Developing Human Capital
	403-9 Work-related injuries	Focus 5: Developing Human Capital
	403-10 Work-related ill health	Focus 5: Developing Human Capital
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Human Capital
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Focus 5: Developing Human Capital

GRI Standard/ Other Source	Disclosure	Location / Reason for omission
	404-2 Programs for upgrading employee skills and transition assistance programs	Focus 5: Developing Human Capital
	404-3 Percentage of employees receiving regular performance and career development reviews	Focus 5: Developing Human Capital
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Human Capital
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Focus 5: Developing Human Capital
	405-2 Ratio of basic salary and remuneration of women to men	Focus 5: Developing Human Capital
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Human Capital
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Focus 5: Developing Human Capital
Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Human Capital
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Focus 5: Developing Human Capital
Forced or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 5: Developing Human Capital
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Focus 5: Developing Human Capital
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 7: Corporate Social Responsibility
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Focus 7: Corporate Social Responsibility
	413-2 Operations with significant actual and potential negative impacts on local communities	Not applicable as the Group's operations have no negative impact to the local communities
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 6: Supply Chain Management
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Focus 6: Supply Chain Management
	414-2 Negative social impacts in the supply chain and actions taken	Focus 6: Supply Chain Management
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Governance and Ethics
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Focus 1: Governance and Ethics

TCFD CONTENT INDEX

TCFD Disclosure	Section reference
Governance	
a) Board's oversight of climate related risks	Focus 2: Building Resiliency for Climate Change
b) Management's role in assessing and managing climate-related risks	
Strategy	
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	Focus 2: Building Resiliency for Climate Change
b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	
c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2 degree or lower scenario	The Group is taking a phased approach to TCFD adoption. The Group will incorporate scenario analysis and planning into our subsequent sustainability reports when more information and tools are available for greater accuracy and relevant analysis.
Risk Management	
a) Describe the organisation's processes for identifying and assessing climate-related risks.	Focus 2: Building Resiliency for Climate Change
b) Describe the organisation's processes for managing climate-related risks.	
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	
Metrics and Targets	
a) Disclose the metrics used by organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Focus 2: Building Resiliency for Climate Change
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Focus 2: Building Resiliency for Climate Change Focus 4: Protecting the Environment
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Focus 2: Building Resiliency for Climate Change



BROADWAY INDUSTRIAL GROUP LIMITED

Company Registration No.: 199405266K

202 Kallang Bahru #07-01 Spaze Singapore 339339

Tel : (65) 6236 0088