

SUSTAINABILITY REPORT

2023



Jadason Enterprises Ltd

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Board Statement

Dear Stakeholders,

The Board of Directors (the “**Board**”) is pleased to present the Sustainability Report for Jadason Enterprises Ltd (“**Jadason**” or the “**Company**”) and its subsidiaries (the “**Group**” or “**We**”), highlighting the initiatives the Group has taken and the results we have achieved on our journey towards a sustainable future.

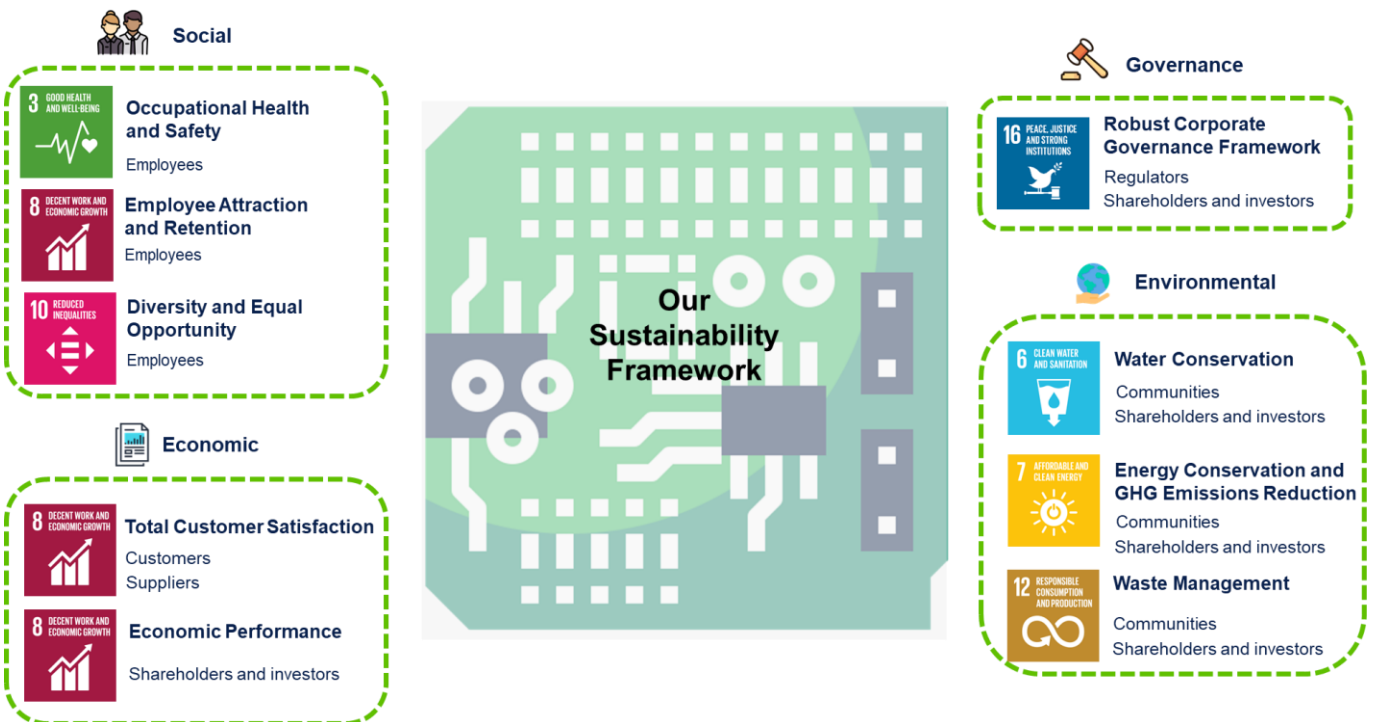
We reaffirm our commitment to sustainability and provide an overview of our approach towards sustainability in terms of our key sustainability factors (“**Sustainability Factors**”) under the sustainability pillars of economic, environmental, social and governance, as well as our performance and progress in this Sustainability Report (“**Report**”). The Board considered sustainability issues as part of its strategic formulation, determined the key Sustainability Factors and maintained oversight over the management and monitoring of the key Sustainability Factors.

The Group, taking small but steady steps, will continue to play its part in sustainability and make a positive impact on the diverse communities where it operates.

We would like to express our heartfelt gratitude to our staff and management for their hard work and commitment to work with Jadason towards sustainability. We would also like to thank all our stakeholders for their support.

Key Sustainability Factors At A Glance

Our sustainability framework communicates our commitment towards supporting the United Nations’ Sustainable Development Goals (“**SDGs**”), also known as Global Goals, and is primarily driven by the concerns of our key stakeholders. We work closely with stakeholders in our value chain and their inputs drive our sustainability focus on our key Sustainability Factors and the relevant SDGs as follows:



Key Sustainability Performance

A summary of our key sustainability performance in FY2023 is as follows:

Sustainability Pillar	Performance Indicator	Sustainability Performance	
		FY2023	FY2022
Economic	Market presence	Maintained an extensive distribution and manufacturing service facilities network in Asia	Maintained an extensive distribution and manufacturing service facilities network in Asia
	Revenue	S\$21.9 million	S\$32.2 million
	Loss after taxation	S\$8.0 million	S\$6.9 million
Environmental	GHG emissions intensity (Scope 2) (tonnes CO ₂ e/revenue S\$'000)	0.01	0.01
	Water consumption intensity (megalitre/employee)	0.001	0.002
	Percentage of hazardous waste handled by licensed waste collectors	100%	100%
Social	Average training hours per employee	6.5	6.8
	Employee turnover rate	21%	88%
	Number of workplace fatalities	-	-
	Number of high-consequence work-related injuries ¹	-	-
	Number of incidents of unlawful discrimination ² against employees	-	-
Governance	Number of confirmed incidents of corruption involving our employees ³	-	-
	Number of incidents of non-compliance with any applicable laws and regulations that resulted in significant fines or non-monetary sanctions	-	-

¹ High-consequence work-related injuries refer to injuries from which the worker cannot recover or cannot recover fully to pre-injury health status within 6 months.

² Unlawful discrimination refers to an incident of employee discrimination whereby the relevant authority has commenced investigation and resulted in a penalty to a reporting entity.

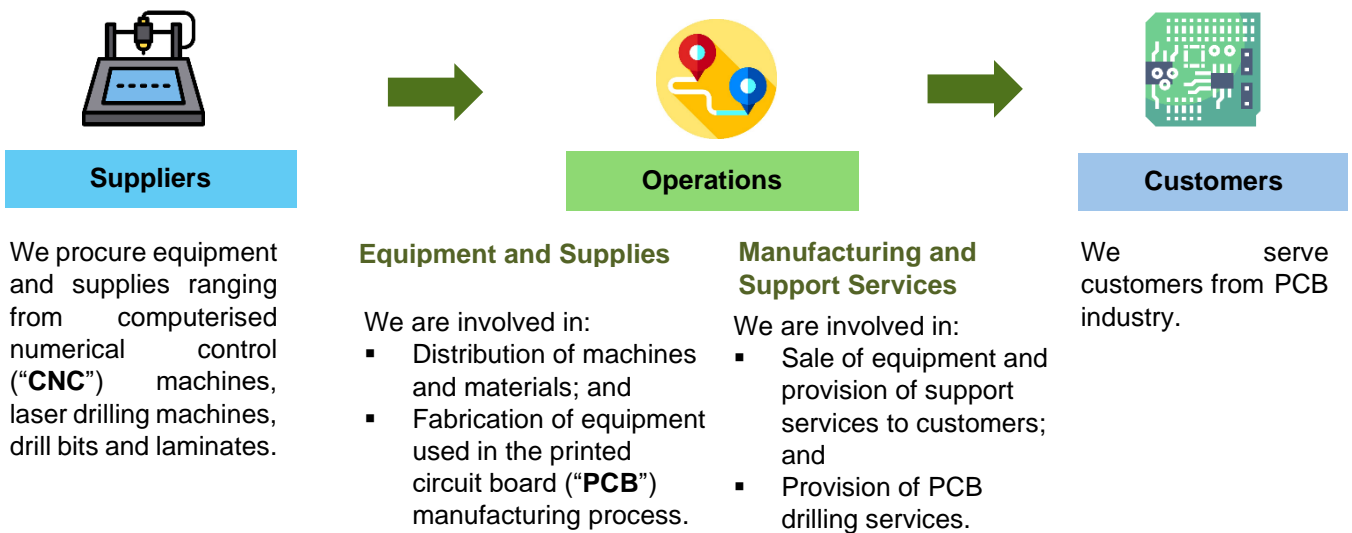
³ A corruption incident refers to a serious offence under Section 207(9A) read with Section 207(9D) of the Companies Act 1967, which is defined as one that involves fraud or dishonesty and is being or has been committed against the Company by its officers or employees. Such serious offence is punishable by imprisonment for a term of not less than 2 years and the value of the property obtained or likely to be obtained from the commission of the offence amounts to not less than S\$100,000.

About Jadason Enterprises Ltd



Value Chain

We have a broad range of suppliers for both core business segments of (a) Equipment and Supplies, and (b) Manufacturing and Support Services. Our suppliers are mainly based in Japan, Germany, China and United States of America (“USA”).



About This Report

Reporting Framework and Assurance

This Report is prepared in accordance with 711A and 711B of the Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Rules. This Report is prepared in accordance with the Global Reporting Initiative (“GRI”) Standards. We have selected GRI Standards as our reporting framework for this Report as it is widely accepted as a global standard for sustainability reporting. The GRI content index can be found in pages 24 to 26 of this Report.

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

Our approach for climate-related disclosures is guided by the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”).

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

Reporting Scope

This Report covers the financial year from 1 January 2023 to 31 December 2023 (“FY2023” or “Reporting Period”).

This Report covers the following operating entities within our key business segments which have material impact on sustainability issues in FY2023. The Group exited the Printed Circuit Board (“PCB”) mass lamination business in Dongguan, China in the fourth quarter of financial year ended 31 December 2022 (“FY2022”). Accordingly, the comparative figures in FY2022 are restated to exclude the figures relating to the Dongguan’s mass lamination plant. The Board will continue to review and adjust its reporting boundaries to align it with changes in the business and operating environment.

The operating entities covered are as follows:

S/N	Entity	Country of Operation	Principal Activity
1	Jadason Enterprises Ltd	Singapore	Investment holding company and distribution of machines and materials for the PCB industry
2	Jadason Enterprises (HK) Limited	Hong Kong	Distribution of equipment and supplies and provision of support services to the PCB industry
3	Jadason Engineering Sdn Bhd	Malaysia	Provision of resharpening services and distribution of supplies to the PCB industry
4	Jadason Enterprises (Thailand) Limited	Thailand	Installation of machines and provision of support services to the PCB industry
5	Jadason Enterprises (Japan) Limited	Japan	Provision of sales support and procurement services
6	Jadason Electronics (Dongguan) Ltd	China	Provision of drilling services to the PCB industry
7	Jadason Scientific (Dongguan) Ltd	China	Assembly of laser photoplotters, exposure machines and other PCB equipment for the PCB industry
8	Jadason Microelectronics (Dongguan) Ltd	China	Provision of drilling services to the PCB industry

Feedback

We welcome feedback to continually improve our sustainability reporting and practices. Please address all feedback, views and suggestions on our sustainability performance to ir@jadason.com.

Stakeholder Engagement

To ensure that our business interests and practices are aligned with our stakeholders, we engage with them regularly. This helps us to understand and address the evolving needs and concerns of our stakeholders.

Through an internal stakeholder mapping exercise, we have assessed and identified our stakeholders as individuals or groups that have an interest, that is affected or could be affected by our activities. Our efforts on sustainability are focused on creating sustainable value for our key stakeholders, which comprise communities, customers, employees, regulators, shareholders, investors and suppliers. Key stakeholders are determined for each key Sustainability Factor identified, based on the extent to which their interests are affected or can be affected by the activities of the Group.

Our stakeholders' concerns and forms of engagement with them are outlined in the following table:

Key Stakeholders	Forms of Engagement	Frequency of Engagement	Key Concerns Raised
Communities	Sustainability report	Annually	<ul style="list-style-type: none"> Corporate social responsibility Environmental initiatives
Customers	<ul style="list-style-type: none"> Point-of-sales Direct electronic mail communication Hotline 	Ongoing	<ul style="list-style-type: none"> Customer satisfaction Quality of products and services
Employees	<ul style="list-style-type: none"> Seminars and training sessions Meetings 	As and when required	<ul style="list-style-type: none"> Benefits and remuneration Talent retention and career progression Employee safety and well-being Training and development
	<ul style="list-style-type: none"> Staff bonding sessions Electronic mail communication 	Ongoing	
Regulators	Consultations and briefings organised by key regulatory bodies such as Singapore Stock Exchange and other government agencies/bodies	As and when required	<ul style="list-style-type: none"> Corporate governance Regulatory compliance
Shareholders and investors	<ul style="list-style-type: none"> Annual general meeting Annual report Sustainability report 	Annually	<ul style="list-style-type: none"> Financial performance and stability Long-term growth plans Business diversification Regulatory compliance Risk management Corporate governance Environmental initiatives
	Release of financial results	Half yearly	
	SGXNet announcements	As and when required	
Suppliers	<ul style="list-style-type: none"> Direct electronic mail communication Bilateral communication 	As and when required	<ul style="list-style-type: none"> Product quality assurance Supply chain management

Policy, Practice and Performance Reporting

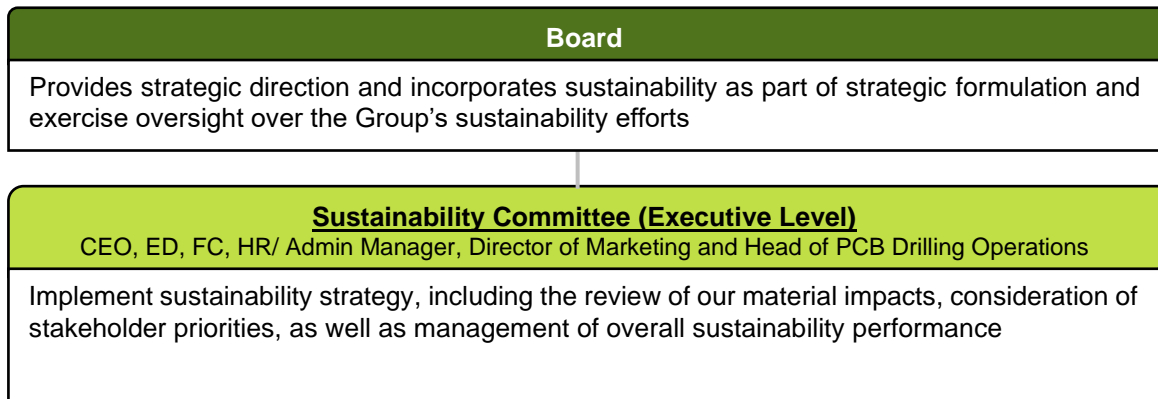
In line with our commitment to sustainability, a Sustainability Reporting Policy (“**SR Policy**”) covering our sustainability strategy, reporting structure, materiality assessment and processes in identifying and monitoring key Sustainability Factors is in place and serves as a point of reference in conducting our sustainability reporting. Under this SR Policy, we monitor, review and update our key Sustainability Factors from time to time, taking into account the feedback that we receive from our engagement with our stakeholders, organisational and external developments.

Sustainability Governance Structure

The oversight of sustainability performance and reporting is under the purview of the Board, who provides strategic direction and incorporates sustainability as part of strategic formulation. With the growing importance of climate change, Singapore Exchange Regulation has made several changes to the requirements of sustainability reporting. As part of our continual efforts to enhance the knowledge of our directors on sustainability reporting and to meet the requirement of SGX-ST Listing Rule 720 (7), we confirm that all Directors of the Company have completed one of the approved sustainability training courses.

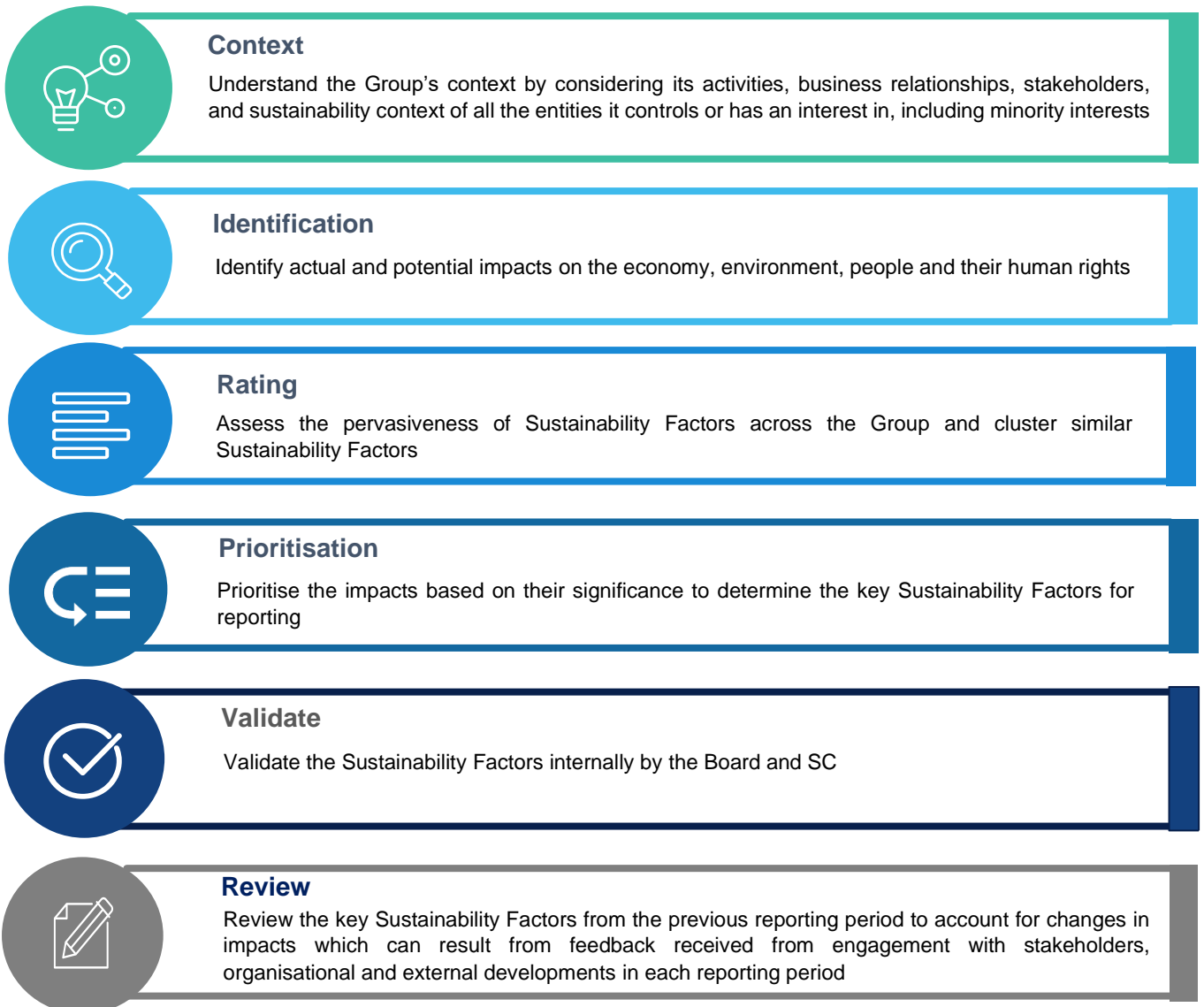
Our sustainability strategy is developed and directed by the senior management in consultation with the Board. In FY2023, we established an executive level Sustainability Committee (“**SC**”), which is led by our Chief Executive Officer (“**CEO**”), Executive Director (“**ED**”), Group Financial Controller (“**FC**”), HR/ Administration Manager (“**HR/ Admin Manager**”) and is supported by various corporate departments and factory heads which include our Director of Marketing and Head of PCB Drilling Operations. The SC leads the implementation of the sustainability strategy, including the review of our material impacts, consideration of stakeholder priorities, as well as management of overall sustainability performance through the collection, verification, monitoring, reporting of performance data and target setting for this Report. The SC also drives sustainability initiatives across the organisation. As we are still refining our sustainability related metric measuring, tracking and target setting mechanism, we will consider linking the key executives' remuneration to sustainability performance when the mechanism is more mature and stable.

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



Sustainability Reporting Processes

Under our SR Policy, our sustainability reporting process begins with an understanding of the Group's context. This is followed by the ongoing identification and assessment of the Group's impacts. The most significant impacts are prioritised for reporting, and the result of this process is a list of key Sustainability Factors disclosed in this Report. Processes involved are shown in the chart below:



Materiality Assessment

We recognise that our key Sustainability Factors may evolve over time due to the changing business landscape. Accordingly, an annual materiality assessment is performed to ensure that issues disclosed in our sustainability reports remain current, material, and relevant. This allows us to understand the changing needs and interests of our stakeholders, as well as the emerging global and local trends that shape our sustainable development. From the assessment, we identify key areas that impact our ability to create value for our stakeholders.

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

Performance Tracking and Reporting

We track our key Sustainability Factors by identifying the relevant data points and measuring them. In addition, performance targets that are aligned with our strategy are set to ensure that we maintain the right course in our path to sustainability. We also consistently enhance our performance-monitoring processes and improve our data capturing systems. A report will be published annually in accordance with our SR Policy.

Key Sustainability Factors

We conducted a stakeholder engagement session⁴ and materiality assessment across the Group during FY2023 to understand the concerns and expectations of our stakeholders. Through the materiality assessment, factors with significant impacts on the economy, environment, people and their human rights were updated. In this Report, we also reported our progress in managing these factors and set related targets to improve our sustainability performance.

Presented below is a list of key Sustainability Factors applicable to the Group:

S/N	Key Sustainability Factor	SDG	Key Stakeholder
Economic			
1	Total Customer Satisfaction	Decent work and economic growth	<ul style="list-style-type: none"> ▪ Customers ▪ Suppliers
2	Economic Performance	Decent work and economic growth	Shareholders and investors
Environmental			
3	Energy Conservation and GHG Emissions Reduction	Affordable and clean energy	<ul style="list-style-type: none"> ▪ Communities ▪ Shareholders and investors
4	Water Conservation	Clean water and sanitation	<ul style="list-style-type: none"> ▪ Communities ▪ Shareholders and investors
5	Waste Management	Responsible consumption and production	<ul style="list-style-type: none"> ▪ Communities ▪ Shareholders and investors
Social			
6	Employee Attraction and Retention	Decent work and economic growth	Employees
7	Occupational Health and Safety	Good health and well-being	Employees
8	Diversity and Equal Opportunity	Reduced inequalities	Employees
Governance			
9	Robust Corporate Governance Framework	Peace, justice and strong institutions	<ul style="list-style-type: none"> ▪ Regulators ▪ Shareholders and investors

⁴ The Company engaged both internal and external stakeholders, including employees, suppliers and customers for the materiality assessment performed.

Economic

Total Customer Satisfaction

Our Commitment

Customers are the foundation of our business. Therefore, it is imperative to serve their needs and expectations. We acknowledge that customer satisfaction is key in achieving long-term success and strive to enhance customer satisfaction by continually improving our products and services.

Our Approach

Offer a comprehensive range of quality products that meet market's needs

We believe that offering a comprehensive range of quality products is crucial in achieving customer satisfaction. A comprehensive range of quality products allows our customers from the PCB industry to better select quality and reliable products that meet their needs.

Key initiatives taken to offer a comprehensive range of quality products are as follows:

- Constantly seeking to identify new synergistic products;
- Engaging our customers through regular quality meetings to understand their feedback on the products we distribute and the services we provide;
- Monitoring the reputation and sales performance of our suppliers; and
- Monitoring the performance of our existing suppliers based on criteria such as timeliness of deliveries, product quality, supply reliability and after-sales support.

Nurture a team of highly trained and experienced employees to serve our customers

We are dependent on our highly trained and experienced professional staff in supporting customers with the products and services we carry. More details on training can be found in "Employee Attraction and Retention" section in this Report.

Our Performance

We have a distribution network in Asia, spanning across China, Hong Kong, Japan, Malaysia, Singapore and Thailand. To support the equipment sales and better service our customers, we established a comprehensive service network covering the areas where we have a marketing presence. In addition, our Dongguan's PCB drilling plant ("**Dongguan Drilling Operations**") is certified with ISO 9001 Quality Management System which demonstrates our commitment to deliver quality products that meet customer expectations.

Economic Performance

Our Commitment

We believe that the creation of long-term economic value and consistent economic performance is crucial in ensuring economic sustainability. We are committed to creating value for our stakeholders through meaningful ways such as provision of products and services for our customers which would create employment opportunities for our employees.

Our Approach

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

Our Performance

The Group generated a revenue of S\$21.9 million for FY2023 (FY2022: S\$32.2 million). The Group reported a loss after taxation of S\$8.0 million for FY2023 (FY2022: loss after taxation of S\$6.9 million).

For more information regarding the Group's financial performance, please refer to the Annual Report 2023.

Environmental

Energy Conservation and GHG Emissions Reduction

Our Commitment

Energy use and the resulting GHG emissions cause heat to be trapped in the atmosphere, leading to climate change and global warming. Accordingly, we are committed to reducing our carbon footprint whilst open to capitalise on opportunities that may arise as we transit to become a low-carbon organisation.

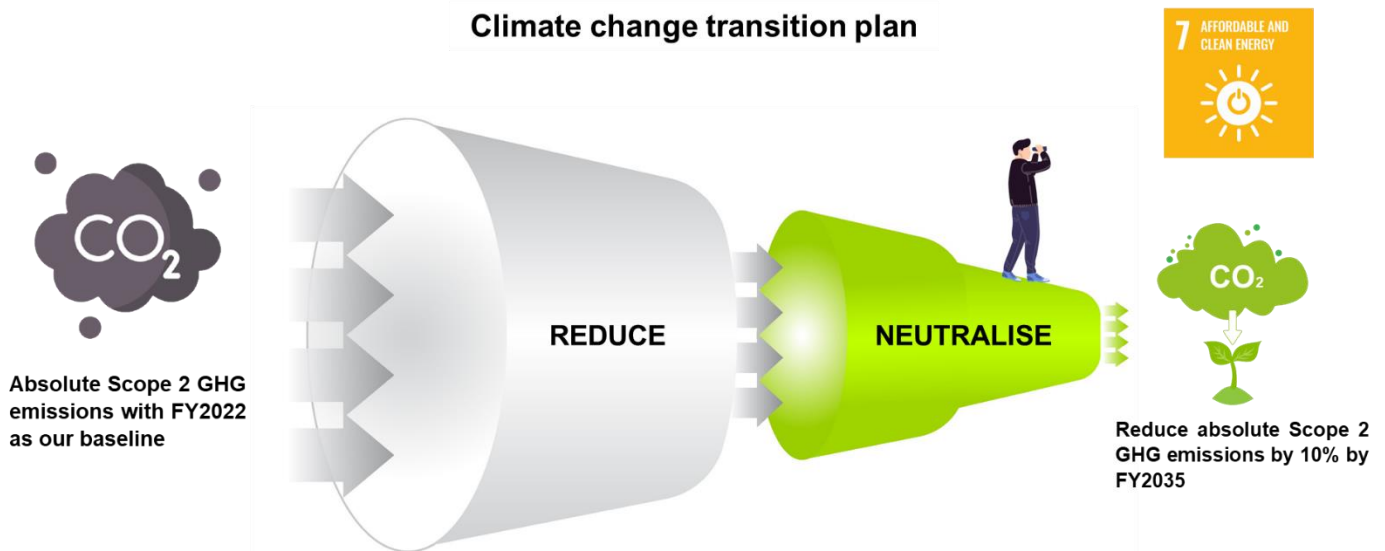
Our Approach

In our operations, we rely mainly on electricity to operate machinery and equipment in our production activities and equipment for office uses. During the Reporting Period, we do not generate material direct Scope 1⁵ GHG emissions from our operations. Therefore, no separate disclosure is made but we will continue to monitor such emissions and to disclose in future, as and when applicable.

We track and monitor our Scope 2⁶ and certain categories of Scope 3⁷ GHG emissions closely and are developing mechanisms to track our other categories of our Scope 3 GHG emissions, where relevant and practicable. We also developed a climate change transition plan and will refine and improve our climate change transition plan as we progressively implement the plan, by considering changes in business operations, environment and market trends. Progress updates and performance will be provided in our sustainability reports with assurance on the reporting process covered by an internal review.

Climate change transition plan

Our climate change transition plan steers us on our decarbonisation journey. Under this plan, we are committed to reduce our absolute Scope 2 GHG emissions by 10% by FY2035, with FY2022 as our baseline. Our climate change transition plan is focused on two (2) strategic levers of reduce and neutralise as follows:



⁵ Scope 1 GHG emissions occur from sources that are owned or controlled by a company.

⁶ Scope 2 GHG emissions are indirect emissions that arise from generation of purchased electricity consumed by a company.

⁷ Scope 3 GHG emissions are all other indirect emissions that occur in a company's value chain.

Details of our strategic levers are as follows:

Lever	Reduce	Neutralise
Description	<ul style="list-style-type: none"> ▪ Reduce absolute emissions within our operations ▪ Replace existing energy source with low or zero-carbon sources 	Neutralise unavoidable residual emissions
Focus area	<ul style="list-style-type: none"> ▪ Energy efficiency <ul style="list-style-type: none"> - Machinery and equipment - Lighting • Behavioral changes 	<ul style="list-style-type: none"> ▪ Renewable energy certificates (“REC”) ▪ Carbon credits

We continuously review our energy saving plan through monitoring, analysing and optimising the energy consumption level in our operations. We also constantly review our operations and implement initiatives to improve energy efficiency which contribute to environmental sustainability and allow us to achieve cost savings. Our initiatives and plans in optimising our energy consumption are as follows:

Lever	Focus Area	Description
Reduce	Energy efficiency - Machinery and equipment	Our initiatives on this front are as follows: <ul style="list-style-type: none"> ▪ Optimise production planning to reduce machines’ idle time; ▪ Regular maintenance of machines to improve productivity and reduce energy usage; and ▪ Disposal of older machines and assess efficiency of the machines.
	Energy efficiency - Lighting	We use LED lights which are more durable and consume less energy.
	Behavioural changes	We remind our staff on basic and socially responsible habits at their workplaces such as adopting greener work ethics, switching off appliances if not in use, enabling power saving modes and optimising operating temperatures.
Neutralise	<ul style="list-style-type: none"> ▪ REC ▪ Carbon credits 	We plan to explore the use of REC and carbon credits to offset unavoidable residual emissions when the relevant markets mature.

Our Performance

To run our operations, we rely mainly on electricity for machinery in our Dongguan Drilling Operations, lightings and electrical appliances in our operations at other locations.

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

Performance Indicator	Unit of Measurement	FY2023	FY2022
Energy consumption			
Purchased electricity consumption	MWh	292	600
Purchased electricity consumption intensity	MWh/revenue S\$'000	0.02	0.02
GHG emissions			
Indirect GHG emissions (Scope 2) ⁸	tonnes CO ₂ e	149	324
Total GHG emissions	tonnes CO ₂ e	149	324
GHG emissions intensity	tonnes CO ₂ e/revenue S\$'000	0.01	0.01

During the Reporting Period, we started tracking selected Scope 3 emissions of our operations in Singapore as follows:

⁸ Scope 2 GHG emissions from electricity purchased by the Group are calculated based on the emissions factors published by the relevant local authorities.

Category	Coverage	Unit of Measurement	FY2023 ⁹
Category 1: Purchased goods and services	Water consumption	tonnes CO ₂ e	0.01
Category 6: Business travel	Air travel	tonnes CO ₂ e	8.15
Category 7: Employee commuting	Transportation of employees between their homes and their worksites	tonnes CO ₂ e	6.89

Water Conservation

Our Commitment

We are committed to improving the management of water use in our operations. Water is a precious resource and water management is important to ensure that we consume water responsibly and efficiently.

Our Approach

Water required for our operations is sourced from municipal water suppliers. We rely on water resources for our Dongguan Drilling Operations and offices in other locations. Our water conservation initiatives include tracking and reviewing spending on water consumption regularly to control usage with corrective actions taken when there are unusual consumption patterns and encouraging staff to use water responsibly.

Our Performance

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

Performance Indicator	Unit of Measurement	FY2023	FY2022
Water consumption	Megalitre ("ML")	21	59
Water consumption intensity	ML/ revenue S\$'000	0.001	0.002

Waste Management

Our Commitment

We believe that responsible waste management can help to preserve the environment in which we operate in. Accordingly, we are committed to conducting our business in a manner that respects and protects the environment by preventing pollution and reducing wastage.

Our Approach

Waste generated

The waste generated by our operations are as follows:

- Hazardous waste: PCB dust generated by our Dongguan Drilling Operations; and
- Non-hazardous waste: aluminum sheets, drilling boards, drill bits and packaging materials such as packaging tapes, cardboards and stretch wraps from our Dongguan Drilling Operations.

For our Dongguan Drilling Operations, the plant engages licensed waste collectors for the collection and treatment of hazardous waste. Non-hazardous waste is sold to licensed waste collectors for recycling.

Wastewater

Wastewater is mainly generated by our Dongguan Drilling Operations during the drilling process. The plant engages licensed wastewater collection operators for the collection and treatment of wastewater.

⁹ No comparative data is available as we have only started tracking Scope 3 GHG emissions in FY2023. Scope 3 GHG emissions are calculated using emission factor published by "Life cycle assessment of water supply in Singapore — A water-scarce urban city with multiple water sources", calculation tools comprising International Civil Aviation Organization Carbon Emissions Calculator and Carbon and Emissions Recording Tool.

Our Performance

Hazardous and non-hazardous waste

Key statistics on the amount of waste generated during the Reporting Period are as follows:

Performance Indicator	Unit of Measurement	FY2023	FY2022
Amount of hazardous waste generated	tonnes	1	16
Amount of non-hazardous waste generated	tonnes	23	237

The decrease in the amount of waste generated was due mainly to lower demand for PCB drilling services in China.

In FY2023, 100% (FY2022: 100%) of our hazardous waste was handled by licensed waste collectors.

Wastewater

In FY2023, 100% (FY2022: 100%) of wastewater generated which amounted to 0.01 tonnes (FY2022: 0.07 tonnes) was handled by licensed wastewater collection operators.

Social

Employee Attraction and Retention

Our Commitment

We seek to develop our employees to reach their full potential.

Our Approach

We recognise that the growth and development of our employees is key to our business sustainability. With continuous training and learning, our employees will be able to adapt to changes in key operational areas such as information technology, engineering, technical and reporting, and grow together with the Group.

Continuous training provides employees with better understanding and skills needed for the tasks assigned to them. Training helps to build up the confidence of the employees in performing their daily tasks. These training programmes mainly focus on factory operations and financial reporting.

We value the well-being of our employees and believe that promoting the well-being of employees will lead to higher retention rates and increase workplace productivity. Our full-time employees enjoy benefits such as insurance coverage including industrial injury, medical and pension/retirement, social security payments, and leave entitlement including annual, marriage and maternity. Employee benefits vary across regions based on local employment practices.

We are committed to engage our employees constantly and our employees receive regular feedback on their performance and career development.

We recognise the importance of our employees feeling a sense of belonging to the organisation. We regularly organise an array of activities to foster bonding among the employees.

Our Performance

In FY2023, the Group clocked a total of 562 hours (FY2022: 702 hours) of training. Key statistics on training hours are as follows:

Disclosure	FY2023	FY2022
Overall		
Total training hours	562	702
Average training hours per employee	6.5	6.8
Gender (Male)		
Total training hours	505	620
Average training hours per employee	9.4	9.1
Gender (Female)		
Total training hours	57	82
Average training hours per employee	1.8	2.3
Employee Category (Senior Management)		
Total training hours	23	23
Average training hours per employee	2.6	2.3
Employee Category (Management)		
Total training hours	30	53
Average training hours per employee	3.0	4.8
Employee Category (Executives and Supervisors)		
Total training hours	84	118
Average training hours per employee	4.9	5.1
Employee Category (Production)		
Total training hours	304	383
Average training hours per employee	13.2	10.4
Employee Category (Administration and Others)		
Total training hours	121	125
Average training hours per employee	4.5	5.4

The decline in training hours was mainly attributable to a reduction in training hours for production employees and executives and supervisors given the reduction in business activities for our Dongguan Drilling Operations.

New hires

We had no (FY2022: 23) new hires during the Reporting Period. Key statistics on new hires of our employees are as follows:

Disclosure	FY2023		FY2022	
	Number of New Hires	%	Number of New Hires	%
Gender				
Male	-	-%	16	70%
Female	-	-%	7	30%
Age				
Below 30	-	-%	11	48%
30 to 50	-	-%	11	48%
Above 50	-	-%	1	4%

Employee turnover

In FY2023, we experienced a turnover of 18 (FY2022: 92) employees, which translates to a turnover rate of 21% (FY2022: 88%).

Disclosure	FY2023		FY2022	
	Number of Turnovers	%	Number of Turnovers	%
Gender				
Male	13	72%	61	66%
Female	5	28%	31	34%
Age				
Below 30	4	22%	44	48%
30 to 50	12	67%	39	42%
Above 50	2	11%	9	10%

We experienced high employee turnover in FY2022 mainly due to the rationalisation of our Dongguan Drilling Operations in the face of sluggish growth in the PCB industry in China.

Occupational Health and Safety

Our Commitment

We prioritise the health and safety of our employees and are committed to providing a safe environment for them.

Our Approach

Our employees at the Dongguan Drilling Operations are required to strictly follow the safety measures put in place at the plant. Training is provided to them on the proper handling of machinery, equipment, materials and waste to prevent accidents at the plant.

Our Performance

The Group recorded zero (FY2022: zero) workplace fatalities, zero (FY2022: zero) high-consequence work-related injuries, zero (FY2022: 8) recordable work-related injuries and zero (FY2022: zero) recordable work-related ill health¹⁰ cases in FY2023.

Diversity and Equal Opportunity

Our Commitment

Our people, forming the backbone of the Group, are key to providing high and reliable quality goods and services to our customers. Each individual plays a crucial role in the growth and progress of the Group.

Our Approach

We value all of our employees and provide equal opportunities for each individual. We recruit and select our people on the basis of merit (in terms of skill, experience, and ability to perform the job) regardless of age, gender, race, nationality, sexual orientation, religion, family status or disability. Each employee is provided with an equal opportunity for training and development based on his/her strengths and needs, so that the employee is able to achieve his/her full potential. We reward our people based on their ability, performance, contribution and experience. We ensure that our terms and conditions of employment, along with policies and procedures strictly abide by the local labour law in the locations where we operate.

Our Performance

As at 31 December 2023, 100% of our workforce¹¹ was under permanent contract and 99% of our workforce comprised full-time employees. Details of our employee strength are as follows:

Year	Total Employees
FY2023	86
FY2022	104

The breakdown of our employees by region is as follows:

Year/ Country	China (Excluding Hong Kong)	Singapore	Hong Kong	Malaysia	Thailand	Japan
FY2023	58%	17%	13%	6%	4%	2%
FY2022	61%	17%	10%	6%	4%	2%

During the Reporting Period, we recorded zero (FY2022: zero) incidents of unlawful discrimination against employees.

¹⁰ Work-related ill health cases refer to negative impacts on health arising from exposure to hazards at work.

¹¹ Entities covered in this Report did not employ non-guaranteed hours employees.

Gender diversity

Distribution of Gender Diversity by Region

Key statistics on gender diversity by region are as follows:

Country	FY2023		FY2022	
	Male	Female	Male	Female
Overall	63%	37%	65%	35%
China (Excluding Hong Kong)	70%	30%	76%	24%
Singapore	53%	47%	44%	56%
Hong Kong	27%	73%	27%	73%
Malaysia	60%	40%	67%	33%
Thailand	100%	-%	75%	25%
Japan	100%	-%	100%	-%

China, in which the Group mainly operates, reported the highest total number of employees. The nature of our work in China, which involves the production of printed circuit boards and working on night shifts, is physically demanding and results in more male workers being employed.

Distribution of Gender Diversity by Employment Contract

Key statistics on gender diversity by employment contract type are as follows:

Disclosure	FY2023		FY2022	
	Male	Female	Male	Female
Overall	63%	37%	65%	35%
Employment Contract				
▪ Permanent	63%	37%	65%	35%
▪ Temporary	-%	-%	-%	-%
Employment Type				
▪ Full-time	64%	36%	66%	34%
▪ Part-time	-%	100%	-%	100%

Distribution of Gender Diversity by Employee Category

Key statistics on gender diversity by employee category are as follows:

Disclosure	FY2023		FY2022	
	Male	Female	Male	Female
Senior management	89%	11%	90%	10%
Management	90%	10%	91%	9%
Executives and supervisors	47%	53%	39%	61%
Production	61%	39%	73%	27%
Administration and others	56%	44%	57%	43%

Age diversity

We believe that having employees of different age groups working and learning together can aid in the growth of the organisation through diversity in outlook and experience.

Distribution of Age Diversity by Employee Category

Key statistics on age diversity by employee category are as follows:

Disclosure	FY2023			FY2022		
	Below Age 30	Age 30 - 50	Above Age 50	Below Age 30	Age 30 - 50	Above Age 50
Overall	6%	51%	43%	10%	56%	34%
Employee Category						
▪ Senior management	-%	-%	100%	-%	10%	90%
▪ Management	-%	50%	50%	-%	64%	36%
▪ Executives and supervisors	-%	71%	29%	-%	74%	26%
▪ Production	17%	61%	22%	27%	59%	14%
▪ Administration and others	4%	48%	48%	4%	48%	48%

Governance

Robust Corporate Governance Framework

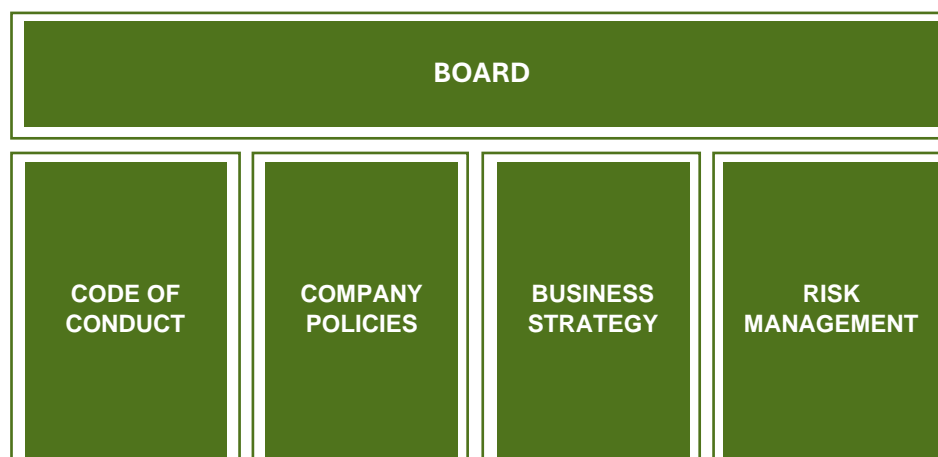
Our Commitment

We are committed to maintaining a high standard of corporate governance, in terms of business ethics, risk management, policies and processes, which form the foundation of our sustainable business. A high standard of corporate governance is crucial to ensure that the Group's activities are carried out in the best interests of its shareholders.

Further details of the Group's corporate governance activities can be found in pages 14 - 32 of our Annual Report 2023.

Our Approach

Board oversight and diversity



The Board, being the highest governance body, provides general oversight of the Group's policies, activities and performance. The Board is responsible for setting the corporate strategy and business direction of the Group, ensuring that the necessary financial and human resources are in place for the Group to meet its objectives.

The Group recognises the importance for the Board to be able to discharge its duties and responsibilities with an appropriate level of independence, professionalism and diversity of thought, and make decisions in the best interests of the Company. As at 31 December 2023, the Board consisted of five (5) Directors, of whom two (2) are independent. The Group recognises and values the importance of gender diversity in its Board. Out of the five (5) Directors (FY2022: five Directors), two (2) are females, representing 40% (FY2022: 40%) of all Board members.

The Board established three committees, namely the Audit Committee (“AC”), Nominating Committee, and Remuneration Committee, to assist it in the execution of its responsibilities. The committees operate within clearly defined terms of reference and the effectiveness of each committee is reviewed on a regular basis.

The Board also oversees that appropriate risk management policies and controls are established, reviews management performance, sets the Group’s values and standards and ensures that obligations to shareholders and other stakeholders are understood and met, and considers sustainability issues as part of its strategic formulation.

Risk management

The Board is responsible for ensuring that the Group’s system of risk management and internal controls are adequate and effective to safeguard the Group’s business and assets. It regularly reviews the Group’s business and operational activities to identify areas of significant risks, as well as the adequacy of measures to control and mitigate the risks within the Group’s policies and strategies.

The risk management framework established by the Group covers the identification, assessment, monitoring and management of significant risks affecting the Group. The internal and external auditors perform reviews in accordance with their audit plans, and material non-compliance and recommendations, if any, are reported to the AC. The AC also reviews the effectiveness of the actions taken by the Management on the recommendations made by the auditors.

The AC, together with the Board, reviews the effectiveness of the Group’s internal control and risk management systems put in place to provide reasonable assurance that assets are safeguarded, proper accounting records are maintained and financial information are reliable.

Dealing in securities

The Group observes the best practices on dealing in securities as recommended in the SGX-ST Listing Manual and has issued a policy to the Directors and officers setting out the guidelines on dealing in the securities of the Company. Directors and officers are expected to observe insider trading laws at all times and are discouraged from dealing in the Company’s securities on short-term considerations.

The Group issues reminders to Directors and employees, informing them of the dates of the release of its results and advising them not to deal in the Company’s securities during the window periods.

Ethics and compliance

We have zero tolerance on corruption and are committed to act professionally, fairly and with integrity in our business dealings. In line with this commitment, we have established a Code of Conduct and Whistle-Blowing Policy.

The Code of Conduct of the Company provides principles and guidelines to employees on how they should behave with various stakeholders. All employees are required to act with high standards of business integrity, comply with local regulations and ensure that our ethical standards are not compromised.

The Whistle-Blowing Policy provides individuals with confidential channels to report any suspected wrongdoings within the organisation. A copy of the Whistle-Blowing Policy can be found on the Company’s website.

Our Performance

Incidents of corruption can cause serious damage to our organisation. In FY2023, we recorded zero (FY2022: zero) confirmed incidents of corruption involving our employees. There were also zero (FY2022: zero) incidents of non-compliance with laws and regulations for which significant fines and/or non-monetary sanctions were incurred.

Targets and Progress

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

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

S/N	Key Sustainability Factor	Target ¹²	Current Year Progress
Economic			
1	Total Customer Satisfaction	<u>On-going and long-term</u> Maintain or increase market presence subject to market conditions	●●● We maintained an extensive distribution and manufacturing service facilities network in Asia.
2	Economic Performance	<u>Short-term</u> Improve or maintain our financial performance subject to market conditions	●○○ We recorded a decline in turnover and increase in loss after taxation due to lack of demand for the Group's drilling services as a result of the impact of US-China tensions and the subdued economic conditions in China. Amidst the challenging operating environment, the Group will continue its efforts in managing costs and rationalising its operations to enhance the Group's competitiveness.
Environmental			
3	Energy Conservation and GHG Emissions Reduction	<u>Short-term</u> Reduce Scope 2 GHG emissions intensity by FY2025, with FY2022 as our baseline <u>Medium-term</u> Reduce our absolute Scope 2 GHG emissions by 10% by FY2035, with FY2022 as our baseline	●●○ We maintained our Scope 2 GHG emissions intensity. ●●○ We developed a climate change transition plan and will refine and improve the plan as we progressively implement it, by considering changes in business operations, environment and market trends.

¹² Time horizons for target setting are (1) short-term: before FY2025, (2) medium-term: FY2025 – FY2035, (3) long-term: after FY2035, (4) on-going: continuous time horizon.










S/N	Key Sustainability Factor	Target	Current Year Progress
Environmental			
4	Water Conservation	<u>Short-term</u> Maintain or reduce water consumption intensity	●●● We reduced our Scope 2 GHG emissions intensity.
5	Waste Management	<u>Short-term</u> Maintain percentage of hazardous waste handled by licensed waste collectors	●●● We maintained the percentage of hazardous waste handled by licensed waste.
Social			
6	Employee Attraction and Retention	<u>On-going and long-term</u> Maintain or improve average training hours per employee	●○○ We recorded a decline in average training hours per employee.
7	Occupational Health and Safety	<u>On-going and long-term</u> <ul style="list-style-type: none"> • Maintain zero workplace fatalities • Reduce number of high consequence work-related injuries, recordable work-related injuries and ill health cases 	●●● We recorded zero workplace fatalities, zero high-consequence work-related injuries, zero recordable work-related injuries and zero recordable work-related ill health cases
8	Diversity and Equal Opportunity	<u>On-going and long-term</u> Maintain zero incidents of unlawful discrimination against employees	●●● We recorded zero incidents of unlawful discrimination against employees.
Governance			
9	Robust Corporate Governance Framework	<u>On-going and long-term</u> <ul style="list-style-type: none"> ▪ Maintain zero confirmed incidents of corruption involving our employees ▪ Maintain zero incidents of non-compliance with laws and regulations for which significant fines and/or non-monetary sanctions were incurred 	●●● <ul style="list-style-type: none"> ▪ We recorded zero incidents of unlawful discrimination against employees ▪ We recorded zero incidents of non-compliance with laws and regulations for which significant fines and/or non-monetary sanctions were incurred

For certain key Sustainability Factors identified above, we are still in the process of setting the related medium and long-term targets as their historical data trends have yet to stabilise. We will disclose such targets in our future sustainability reports when the data trends have stabilised and subject to market trends.

Supporting the UN SDGs

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDGs, which form an urgent call for action by all countries – developed and developing – in a global partnership. We believe that everyone plays an important role in advancing sustainable development and in order to align our business objectives with the SDGs, we have identified a number of SDGs which we can contribute to through our business practices, products and services.

The SDGs that we focus on and the related Sustainability Factors are as follows:

SDG	Our Effort
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p><u>Occupational Health and Safety</u> We implemented safety measures and conducted on-the-job trainings to ensure adherence to national safety regulations and alignment of our processes to industry standards.</p>
 <p>6 CLEAN WATER AND SANITATION</p>	<p><u>Water Conservation</u> We adopt measures to enhance water conservation in our office premises and business operations.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p><u>Energy Conservation and GHG Emissions Reduction</u> We implement measures to improve operational efficiencies. For instance, turning off the lights and electrical appliances when they are no longer in use, setting air-conditioning systems at optimal temperature and adopting energy-efficient fixtures and fittings.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p><u>Total Customer Satisfaction</u> We strive to uphold high product quality and service standards, as well as maintain presence and proximity to our customers.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p><u>Economic Performance</u> We contribute to economic growth through creating long-term value for our stakeholders.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p><u>Employee Attraction and Retention</u> We adopt fair employment practices and recruit based on merit. We ensure that our employees are granted a wide range of benefits.</p>
 <p>10 REDUCED INEQUALITIES</p>	<p><u>Diversity and Equal Opportunity</u> We ensure equal opportunity for all regardless of gender and age by establishing various human resource related policies and procedures to facilitate this goal.</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p><u>Waste Management</u> We implement measures such as hazardous waste handled by licensed waste collectors and manage the associated environmental impacts from the generation and discharge of wastewater.</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p><u>Robust Corporate Governance Framework</u> We adopt a zero-tolerance stance towards corruption and fraud and established various policies and procedures to facilitate this goal.</p>

TCFD

Our approach for climate-related disclosures is guided by the recommendations of the TCFD:

Governance

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

The Board provides strategic direction and incorporates sustainability as part of strategic formulation.

Governance

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

Our sustainability strategy is developed and directed by the senior management in consultation with the Board. In FY2023, we established a SC, which is led by our CEO, ED, FC, HR/ Admin Manager and is supported by various corporate departments and factory heads which include our Director of Marketing and Head of PCB Drilling Operations, to strengthen our oversight of sustainability issues and strategies, including climate-related risks and opportunities. The SC is tasked to strengthen the Board's oversight of sustainability issues and strategies, including climate-related risks and opportunities, develop sustainability strategies, review material impacts, consider stakeholder priorities and set goals and targets, as well as collect, verify, monitor and report performance data for this Report. The SC also drives sustainability initiatives across the organisation.

Strategy

a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.

b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.

The Group is aware that businesses will be affected in different ways due to climate change. Climate threats have severe impact on the planet, people and businesses. Without conserving the planet, businesses will not be able to sustain and thrive.

The climate-related risks and opportunities identified by the Group during an Enterprise Risk Management ("ERM") exercise include the following:

- **Increased severity of extreme weather events** - Extreme weather patterns and weather disruptions such as flood and typhoon may damage our property, plant and equipment, thus resulting in adverse impacts on financial performance and inability to recover from business interruptions should there be inadequate insurance coverage. In addition, extreme weather patterns and weather disruptions may lead to supply chain disruptions for our equipment and materials procured, affecting our ability to distribute the equipment and materials timely to our customers in the PCB industry, thus adversely affecting our reputation and financial performance. On the other hand, this raises awareness for us to establish alternative contingency arrangements in the event of extreme weather patterns and weather disruptions;
- **Shifting consumer preferences for more efficient equipment** - With rising concerns over the effects of climate change, shifting consumer preferences for more efficient equipment that are less carbon intensive and environmentally friendly materials may arise. A failure to adapt to shifting consumer preferences may adversely affect customer satisfaction, demand for our products and the Group's financial performance. On the other hand, shifting consumer preferences raise awareness amongst our employees to explore new environmentally friendly products;
- **Changes in policy and regulations relating to carbon tax** – This may lead to increased operating costs. On the other hand, increased operating costs raise climate awareness amongst our employees and with more defined job responsibilities and training, the Group will be in a better position to use energy resources responsibly and meet the rising needs and expectations of regulators and our customers on the environment; and
- **Enhanced emissions-reporting obligations** - With rising concerns over the effects of climate change, key stakeholders such as the regulators and shareholders are demanding climate-related information. Failure to comply with the relevant climate reporting requirements may lead to adverse impacts on the Group's reputation and financial performance. On the other hand, enhanced emissions-reporting obligations raise climate awareness amongst our employees and with more defined job responsibilities and training, the Group will be in a better position to use energy resources responsibly and meet the rising environmental needs and expectations of regulators and our shareholders.

The Group's assessment on potential implications of the above climate-related risks was undertaken based on a range of climate scenarios using the Representative Concentration Pathway ("RCP")¹³ adopted by the Intergovernmental Panel on Climate Change ("IPCC")¹⁴:

Scenario	Description
IPCC RCP 2.6/1.5°C	This scenario is in line with Paris Agreement to limit global warming to below 2°C by 2100 as a result of efficiency enhancements and behaviour changes as key mitigation strategy
IPCC RCP 8.5/4°C	The "business-as-usual" scenario assumes that emissions continue to rise with significant increases in global temperatures, as no concerted efforts are made to reduce emissions

We selected 1.5°C and > 4 °C warming scenarios for the purpose of our inaugural qualitative climate scenario analysis. The impact of the climate-related risks is analysed on group-wide activities in the short term (before FY2025), medium term (FY2025 - 2035) and long term (after FY2035) with details as follows:

Warming scenario 1: 1.5°C warming (RCP 2.6)

Risk	Significance of Financial Impact ¹⁵		
	Short Term	Medium Term	Long Term
Key transition risk identified			
Shifting consumer preferences for more efficient equipment	●	●	●
Changes in policy and regulations relating to carbon tax	●	●	●
Enhanced emissions-reporting obligations	●	●	●
Key physical risk identified			
Increased severity of extreme weather events	●	●	●

Warming scenario 2: > 4°C warming (RCP 8.5)

Risk	Significance of Financial Impact ¹⁵		
	Short Term	Medium Term	Long Term
Key transition risk identified			
Shifting consumer preferences for more efficient equipment	NA ¹⁶	NA ¹⁶	●
Changes in policy and regulations relating to carbon tax	NA ¹⁶	NA ¹⁶	●
Enhanced emissions-reporting obligations	NA ¹⁶	NA ¹⁶	●
Key physical risk identified			
Increased severity of extreme weather events	NA ¹⁶	NA ¹⁶	●

Legend

● Minor ● Moderate ● Major

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

¹³ RCP provides time-dependent projections of atmospheric GHG concentrations.

¹⁴ The IPCC is the United Nations body for assessing the science related to climate change.

¹⁵ Significance of financial impact is determined based on the risk appetite established in accordance with the Group's ERM framework.

¹⁶ Not applicable as this scenario is unlikely in the short and medium term.

Strategy

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

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

Through the above scenario analysis, we concluded that unmitigated climate risks (under warming scenario > 4°C warming) may result in a severe financial impact in the long-term. Under the warming scenario 1.5°C, the vast majority of the impact will be attributable to transition risks from the combined effects of carbon tax increase, potential revenue loss and cost increase from product development and enhanced emissions-reporting obligations. To address the risks and capitalise on opportunities associated with climate change, we will continuously build on our strategy to remain resilient as we progress in our sustainability journey.

Risk Management

a. Describe the organisation's processes for identifying and assessing climate-related risks

b. Describe the organisation's processes for managing climate-related risks.

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

We acknowledge that maintaining a sound system of climate-related risk management is imperative to safeguarding the interests of the Group and foster trust with our stakeholders. To keep abreast of any changes in existing regulatory requirements and maintain good corporate governance, we proactively identify any major climate-related risks relevant to our business, as well as reviewing key climate-related risk performance regularly.

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

Metrics and Targets

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

We track, measure and report on our environmental performance, such as energy consumption and disclose related metrics in our sustainability reports. Monitoring and reporting these metrics help us in identifying areas with key climate-related risks and enabling us to be more targeted in our efforts.

b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

In our operations, we rely mainly on electricity to operate machinery and equipment in our production activities and equipment for office uses. During the Reporting Period, we do not generate material direct Scope 1 GHG emissions from our operations. Therefore, no separate disclosure is made but we will continue to monitor such emissions and to disclose in future, as and when applicable.

To support the climate change agenda, we disclose our Scope 2 and selected Scope 3 GHG emissions in this Report and set climate-related targets such as those related to energy and GHG emissions. We will continue to monitor our emissions and expand our disclosure of our Scope 3 GHG emissions wherever applicable and practicable.

For Scope 3 GHG emissions, we tracked and disclosed Scope 3 GHG emissions from purchased goods and services (category 1), business travel (category 6) and employee commuting (category 7) in this Report.

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

As a commitment towards mitigating climate change, we have set climate-related targets related to GHG emissions, and energy consumption. Refer to page 18 for further details.

GRI Content Index

Statement of use	Jadason Enterprises Ltd has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standard	Disclosure	Location and Omissions
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organisational details	1, 3, Annual Report 2023 ("AR 2023"): 1-2, 13, 89 - 90
	2-2 Entities included in the organisation's sustainability reporting	4
	2-3 Reporting period, frequency and contact point	4, 7
	2-4 Restatements of information	4
	2-5 External assurance	4
	2-6 Activities, value chain and other business relationships	3
	2-7 Employees	14-16
	2-8 Workers who are not employees	None
	2-9 Governance structure and composition	5-6, AR 2023: 10-11
	2-10 Nomination and selection of the highest governance body	AR 2023: 20-22
	2-11 Chair of the highest governance body	AR 2023: 10
	2-12 Role of the highest governance body in overseeing the management of impacts	5-6
	2-13 Delegation of responsibility for managing impacts	5-6
	2-14 Role of the highest governance body in sustainability reporting	5-6
	2-15 Conflicts of interest	AR 2023: 14
	2-16 Communication of critical concerns	17
	2-17 Collective knowledge of the highest governance body	5
	2-18 Evaluation of the performance of the highest governance body	AR 2023: 22
	2-19 Remuneration policies	AR 2023: 23
	2-20 Process to determine remuneration	AR 2023: 23
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints.
	2-22 Statement on sustainable development strategy	1
	2-23 Policy commitments	16-17, 19-23
	2-24 Embedding policy commitments	16-17, 19-23
	2-25 Processes to remediate negative impacts	17
	2-26 Mechanisms for seeking advice and raising concerns	17
	2-27 Compliance with laws and regulations	17
	2-28 Membership associations	Our Hong Kong subsidiary is a member of the Hong Kong Printed Circuit Association and the Federation of Hong Kong Industries.
	2-29 Approach to stakeholder engagement	4-5
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.

GRI Standard	Disclosure	Location
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	6-7
	3-2 List of material topics	7
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	8, 18
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	8
	201-2 Financial implications and other risks and opportunities due to climate change	21-23
	201-3 Defined benefit plan obligations and other retirement plans	AR 2023: 54
	201-4 Financial assistance received from government	AR 2023: 52
Robust Corporate Governance Framework		
GRI 3: Material Topics 2021	3-3 Management of material topics	16-17, 19
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	17
	205-2 Communication and training about anti-corruption policies and procedures	17
	205-3 Confirmed incidents of corruption and actions taken	17
Energy Conservation and GHG Emissions Reduction		
GRI 3: Material Topics 2021	3-3 Management of material topics	9-10, 18
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	10
	302-3 Energy intensity	10
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	10
	305-2 Energy indirect (Scope 2) GHG emissions	10
	305-3 Other indirect (Scope 3) GHG emissions	11
	305-4 GHG emissions intensity	10
Water Conservation		
GRI 3: Material Topics 2021	3-3 Management of material topics	11, 19
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	11
	303-3 Water withdrawal	11
	303-5 Water consumption	11
Waste Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	11, 19
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	11
	303-4 Water discharge	11-12
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	11
	306-2 Management of significant waste-related impacts	11
	306-3 Waste generated	12
	306-4 Waste diverted from disposal	12
	306-5 Waste directed to disposal	12

GRI Standard	Disclosure	Location	
Employee Attraction and Retention			
GRI 3: Material Topics 2021	3-3 Management of material topics	12, 19	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	13	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	12	
	401-3 Parental leave	12	
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	12	
	403-6 Promotion of worker health	12	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	13	
	404-2 Programs for upgrading employee skills and transition assistance programs	12	
	404-3 Percentage of employees receiving regular performance and career development reviews	12	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	14, 19	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	14	
	403-2 Hazard identification, risk assessment, and incident investigation	14	
	403-4 Worker participation, consultation, and communication on occupational health and safety	14	
	403-5 Worker training on occupational health and safety	14	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	14	
	403-8 Workers covered by an occupational health and safety management system	14	
	403-9 Work-related injuries	14	
	403-10 Work-related ill health	14	
	Diversity and Equal Opportunity		
	GRI 3: Material Topics 2021	3-3 Management of material topics	14, 19
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	14-16	
	405-2 Ratio of basic salary and remuneration of women to men	Information is not provided due to confidentiality constraints.	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	14	



Jadason Enterprises Ltd

Registration No. 199003898K

No.3 Kaki Bukit Crescent #03-01

Singapore 416237

Tel: (65) 6383 1800