THE HOUR GLASS

SUSTAINABILITY REPORT 2025

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BOARD STATEMENT [2-1] [2-3] [2-22]

The Board is pleased to present the eighth annual Sustainability Report for The Hour Glass Limited (the "***Company***") and its subsidiaries (collectively, the "***Group***"), for the financial year ended 31 March 2025 ("***FY2025***"). As the Group continues to position itself as a leading cultural retail enterprise for specialty watch retailing, it recognises that managing the socio-environmental impact of its operations is essential to achieving excellence in the field and securing the long-term sustainability of the business.

It is the Board's responsibility to drive the Group's policies and performance in key Environmental, Social and Governance ("***ESG***") matters. The Board also provides oversight for and monitors the management of these material ESG matters. For this Sustainability Report, the Group has reviewed the material and additional ESG matters that have previously been identified—Regulatory Compliance, Security of Information, Risk Management and Managing Impact on Environment—and has determined that they continue to be relevant.

As we continue in our sustainability journey, the Group is committed to further incorporating sustainability into our business decisions and assuring our stakeholders that our business is conducted in a transparent and sustainable manner.

BOARD OF DIRECTORS
25 July 2025

INTRODUCTION AND SUSTAINABILITY AT THE HOUR GLASS

ABOUT THE HOUR GLASS [2-1] [2-2] [2-6]

Founded in 1979, the Company is a limited liability company listed on the Singapore Exchange Securities Trading Limited ("***SGX-ST***"), incorporated and headquartered in Singapore. The Group endeavours to be the watch world's leading cultural retail enterprise, making it the primary port of call for all enthusiasts and collectors alike.

The Group is proud to be the official retailer for a thoughtfully curated selection of watches from the world's best watch manufacturers. Each of the Group's boutiques are strategically located in the core luxury retail precincts in Singapore, Hong Kong, Japan, Australia, New Zealand, Malaysia, Thailand and Vietnam. Principal activities of the Group include the retail and wholesale distribution of watches, jewellery and other luxury goods, investment in properties and investment holding.

ABOUT THIS REPORT [2-2] [2-3] [2-5]

This is the Company's eighth annual Sustainability Report, which presents our approaches and performance in respect of our key ESG matters for the period from 1 April 2024 to 31 March 2025 ("***FY2025***"). The report has been prepared in accordance with the Global Reporting Initiatives ("***GRI***") Universal Standards 2021 and aligned with the reporting requirements of the SGX-ST Listing Rules 711A and 711B. We have chosen to report using the internationally recognised GRI framework which allows us to comprehensively report on sustainability metrics and impacts while meeting rigorous global benchmarks. Furthermore, the use of GRI framework is encouraged by SGX-ST in view of its wide international adoption.

The scope of this report covers the retailing and distribution of watches and related products in Singapore [1]. The data displayed in this report covers FY2025, while comparative data from 1 April 2023 to 31 March 2024 ("***FY2024***") and 1 April 2022 to 31 March 2023 ("***FY2023***") have been incorporated where relevant. The Company has not sought external assurance for this Sustainability Report and has relied on internal review by our internal audit function. However, the Company may consider doing so in the future as our sustainability reporting practice matures.

If you wish to provide feedback on our report, please send it to ir@thehourglass.com.

GOVERNANCE STRUCTURE [2-9] [2-12] [2-13] [2-14] [2-16] [2-17]

The Group's sustainability strategy is directed by the Board, which plays a key role in ensuring that stakeholder expectations, particularly on ESG matters, are clearly understood and addressed. To support this responsibility and keep pace with evolving standards, all Directors have participated in a sustainability training course prescribed by SGX-ST.

The Board is supported by the Group Sustainability Committee ("***GSC***"), which consists of the Group's management team—who reports directly to the Board—and key employees from relevant departments. The Board-level Audit Committee ("***AC***") is responsible in management and overseeing of risk management frameworks and policies.

[1] Operations in Hong Kong, Japan, Australia, New Zealand, Malaysia, Thailand and Vietnam, and retail and distribution of jewellery and investment in properties have been excluded from the coverage of this report

INTRODUCTION AND SUSTAINABILITY AT THE HOUR GLASS

GOVERNANCE STRUCTURE [2-9] [2-12] [2-13] [2-14] [2-16] [2-17]

The AC relies on the Group's management assurance statements, audit reports and the whistleblowing policy [2], among other controls and procedures, in reviewing and identifying critical concerns in financial reporting and other matters. These critical concerns would then be brought up for discussion with the Board. There was no critical concern raised in FY2025 (FY2024: Nil).

The GSC plays a key role in overseeing and guiding the Group's management of its economic, environmental and social impacts. Senior executives from the relevant department provide annual updates to the GSC on risk management processes implemented during the period. With the Board's endorsement and the Group's ongoing commitment to improve internal policies and practices on sustainability and climate strategies, the GSC continues to revise and oversee the management of sustainability-related risks, diversity and opportunities. The sustainability performance is reviewed, with any critical concerns brought up for discussion during board meetings.

For a complete description of the Corporate Governance, including board composition, management of conflicts, nomination and remuneration of the Board, evaluation of board performance and disclosure of transactions with related parties, please refer to the Group's latest annual report.

VALUE CHAIN [2-6]

For a holistic approach in sustainable development, The Hour Glass strives to embed sustainability throughout its value chain within our operating markets. The Group has taken efforts in performing due diligence with parties both up and downstream, namely our long-term brand partners and clients. The Group believes long-term prosperity will only follow, by working with trustworthy partners that share the Group's philosophy of patiently building the business with a coherent long-term strategy.

STAKEHOLDER ENGAGEMENT [2-6] [2-25] [2-26] [2-29] [3-1] [3-3]

The Hour Glass' sustainability approach remains focused on delivering value for all stakeholders. The Group is committed to understanding the key concerns of our stakeholders, and we seek to address these concerns by engaging stakeholders on a regular basis. The Group's main stakeholder engagement activities are summarised in the following table.

[2] Refer to Regulatory Compliance (page 10) for more information on the Whistleblowing Policy

INTRODUCTION AND SUSTAINABILITY AT THE HOUR GLASS

STAKEHOLDER ENGAGEMENT [2-6] [2-25] [2-26] [2-29] [3-1] [3-3]

Table 1: Stakeholder Engagement Approach

Engaged Stakeholder Group	Stakeholder Expectations	Modes of Engagement	Frequency of Engagement
Shareholders/ Investors	• Profitability and performance • Relevant results and information about the Group are provided on a timely basis	• Annual General Meeting • Annual Report	Yearly
		• Announcement of half-yearly financial results	Half-yearly
		• Corporate announcements on SGXNet	Ongoing
Clients	• Excellence in service delivery • Good product quality • High levels of brand and product knowledge offered by trained watch specialists • Good after-sales care • A unique retail experience	• The Group's digital platforms • Engaging with clients through events and tailored experiences • After-sales correspondence through emails and phone calls • Continuous upkeep and enhancements of boutiques	Ongoing
Brand Partners	• Conduct of business • Prompt payment • Provision of retail environment that is in line with their brand positioning	• Correspondence through emails and phone calls • Business review meetings • Appraisal of boutiques and merchandise presentation	Ongoing

STAKEHOLDER ENGAGEMENT [2-6] [2-25] [2-26] [2-29] [3-1] [3-3]

Table 1: Stakeholder Engagement Approach (cont'd)

Engaged Stakeholder Group	Stakeholder Expectations	Modes of Engagement	Frequency of Engagement
Employees	• Job security and competitive, fair compensation • Continuous training, skills enhancement and career progression opportunities • Safe and healthy work environment	• Thorough induction programme for new employees to gain essential organisational knowledge • Regular trainings, workshops and seminars to upgrade technical and soft skills • Regular luncheons to gather feedback and discuss work-related improvements • Comprehensive and regular performance appraisals providing constructive feedback and discussions on career prospects • Monthly departmental meetings for sharing of ideas and voicing concerns	Ongoing
Government/ Regulators	• Regulatory compliance • Timely reporting • Risk management policies and framework in place	• Raise awareness on any change in regulatory rules by attending workshops and seminars organised by relevant regulatory bodies • Regular review and update of policies, procedures and practices • Conduct updates on changes applicable to listing rules, financial reporting standards and other regulations at Board meetings • Monitoring of key risks using established framework and processes	Ongoing

INTRODUCTION AND SUSTAINABILITY AT THE HOUR GLASS

MATERIALITY ASSESSMENT [2-13] [2-14] [2-29] [3-1] [3-2]

The comprehensive materiality assessment helps the Group to assess and identify ESG matters that are important to The Hour Glass and our stakeholders. Feedback from key stakeholders form a crucial part of our strategic and business planning and is viewed as valuable insights for the Group to continuously improve its sustainability performance. This materiality assessment is conducted through a four-step process as shown in Figure 1 below.

Figure 1: Materiality Assessment Process

1	**Identification** A comprehensive list of ESG matters was identified through a desktop analysis of sustainability reports published by peers and interviews with key personnel from various departments.
2	**Prioritisation** The identified ESG matters were rated and prioritised by representatives from the various departments. Both internal and external stakeholders' perspectives were considered during the prioritisation process.
3	**Validation** Material matters that were identified in Step 2 were presented to the Board for their validation.
4	**Review** Material matters that were approved by the Board will continue to be re-assessed in successive reporting periods to ensure that the reported topics remain relevant and material.

To keep abreast of current ESG matters in this dynamic operating environment, The Hour Glass continually reviews our ESG matters on a yearly basis. In FY2025, we have reviewed the four ESG matters identified in the previous year. We have retained all four ESG matters—Regulatory Compliance, Security of Information, Risk Management and Managing Impact on Environment.

Table 2: The Hour Glass' Reported ESG Matters

Materiality	Sustainability Category	ESG Matter
Material	Governance	Regulatory Compliance
	Social	Security of Information
Additional	Governance	Risk Management
	Environmental	Managing Impact on Environment

PROFILE OF OUR WORKFORCE [2-7] [2-8]

We recognise that maintaining a diverse workforce is essential, and we value the range of experiences, perspectives and background our employees bring. This diversity supports the Company's continued progress and competitiveness. The Company is committed to providing fair compensation, training, and career development opportunities to both permanent and non-permanent employees, and across different age and gender groups, fostering a positive work environment for all.

Figure 2: Employees by Gender

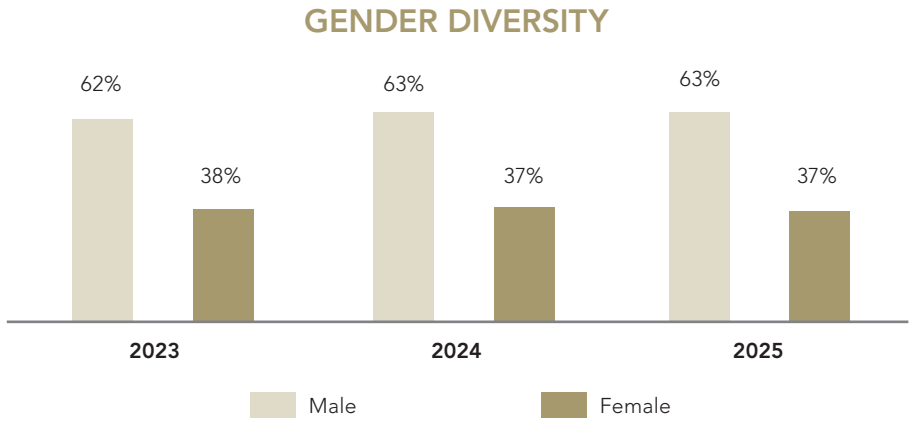
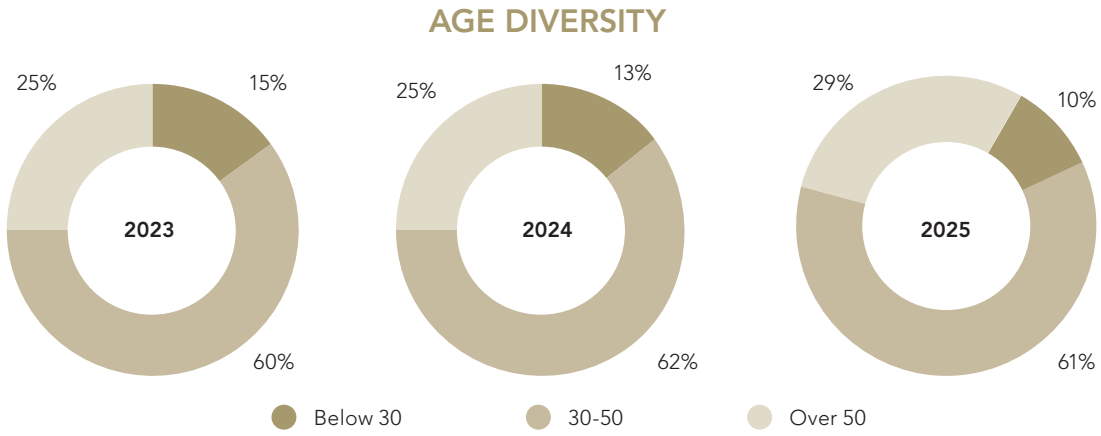


Figure 3: Employees by Age Group



As at 31 March 2025, our operations in Singapore employed a total of 236 employees [3] (31 March 2024: 255 employees [4], 31 March 2023: 254 employees [5]) and 8 contractors (non-employees [6]) (31 March 2024: 7 contractors; 31 March 2023: 6 contractors). There are no non-guaranteed or part-time employees within the operations. Additionally, the gender and the age composition of our workforce remained consistent over the reporting periods, with no significant year-on-year fluctuations observed.

[3] 31 March 2025: 234 full-time, permanent employees (148 male, 86 female) and 2 full-time, temporary employees (1 male, 1 female)
[4] 31 March 2024: 253 full-time, permanent employees (159 male, 94 female) and 2 full-time, temporary employees (1 male, 1 female)
[5] 31 March 2023: 252 full-time, permanent employees (156 male, 96 female) and 2 full-time, temporary employees (1 male, 1 female)
[6] Contractors (non-employees) do not perform a significant share of our business activities

REGULATORY COMPLIANCE [2-23] [2-24] [2-26] [2-27] [3-3]

The Group remains committed to meeting all applicable statutory and regulatory obligations, in line with the expectations of our key stakeholders and in support of their continued trust and confidence. Upholding strong corporate governance standards enables the Group to mitigate regulatory and reputational risks, as well as minimise potential financial penalties.

These laws and regulations include the Companies Act 1967, Income Tax Act 1947, Goods and Services Tax Act 1993, Employment Act 1968, Central Provident Fund Act 1953, Personal Data Protection Act 2012 ("***PDPA***") and Precious Stones and Precious Metals (Prevention of Money Laundering, Terrorism Financing and Proliferation Financing) Act 2019, and the listing rules of the SGX-ST.

The following table describes the key policies that the Group has put in place to guide our employees' behaviour at the workplace. For a detailed explanation of these policies and practices, please refer to The Hour Glass' 2025 Annual Report, Corporate Governance section, pages 18 to 45.

Table 3: The Hour Glass' Policies and Guidelines

Policy	Elaboration
Code of Ethics and Business Conduct	• All employees are required to act in alignment with the code, which is accessible to all via the Group's internal platforms • Employees are expected to act with integrity, objectivity and in compliance with the laws and Company's policies relating to: - Conflict of interest - Procurement activities - Integrity of records and accounting procedures - Protection of proprietary information - Workplace behaviour and misconduct (i.e. violence, intimidation, sexual, racial or other harassment) that may lead to disciplinary action or dismissal, while providing a channel for grievances to be raised responsibly
Dealing in Securities	• The Group adopts a strict policy with respect to dealings in securities modelled on the SGX-ST's best practices and recommendations
Whistleblowing Policy	• The policy, which is available on the Group's internal platforms and regularly circulated to employees via electronic mail, provides a channel for employees to raise concerns about possible impropriety in matters of financial reporting, fraudulent acts or behaviour that might constitute a contravention of any rules, regulations or internal policies • The policy also states the Company's stance on ensuring that whistleblowers are protected from any form of retaliation, harassment or other discriminatory acts • The policy is overseen by the AC which ensures that procedures are in place for independent investigations and appropriate follow-up action

REGULATORY COMPLIANCE [2-23] [2-24] [2-26] [2-27] [3-3]

Table 3: The Hour Glass' Policies and Guidelines (cont'd)

Policy	Elaboration
Anti-Money Laundering (*"AML"*)	• The Company implements internal policies, procedures and controls ("***IPPC***") as a guide to AML compliance • To ensure compliance, employees are required to attend training sessions during the onboarding process • Internal training sessions are conducted twice a year • IPPC are made available to all employees through internal online platforms
Corporate Governance	• The Board is entrusted with the overall management of the business affairs of the Company, corporate governance matters and sets the overall strategy for the Group • At the operational level, the senior management team provides leadership in decision-making with regard to the implementation of corporate targets and policies
Tax Management Policy [7]	• The policy ensures the Company complies with statutory and legal tax obligations, including conducting appropriate due diligence before adopting a tax position on any significant issue • The policy is overseen by the Finance department which is responsible for the overall coordination and tax planning, and monitoring of all tax issues

The Group believes that its proactive approach towards compliance has underpinned its performance in corporate governance, and that its actions continue to be effective. Figure 4 shows several actions taken to ensure and assess the standards of regulatory compliance within the Group.

[7] https://www.thehourglass.com/investor-relations-corporate-reports

REGULATORY COMPLIANCE [2-23] [2-24] [2-26] [2-27] [3-3]

Figure 4: The Hour Glass' Practices for Ensuring and Assessing Regulatory Compliance

Ensuring Regulatory Compliance

- All new employees are briefed and enrolled for internal courses on the Code of Ethics and Business Conduct, Whistleblowing Policy and AML compliance during orientation and induction
- Employees are regularly updated by relevant authorities on regulatory changes and may also request to attend related seminars to familiarise themselves with technical updates
- Senior executives and incoming directors are updated on key financial reporting standards, listing rules, relevant laws and regulations
- Regular reminders on dealing in securities are circulated via email, in particular during periods prior to half-yearly SGX-ST announcements release

Evaluating Effectiveness of Regulatory Compliance Management

- Established internal audit functions to conduct audits and review internal controls
- Continuous learning and upgrade of regulatory knowledge and know-how for all levels of employees
- Workshops are conducted to update employees of regulatory requirements
- Internal learning platforms provide evaluation opportunities through online quizzes

Our Perpetual Target [8]

To achieve zero incident of non-compliance with laws and regulations that would result in financially punitive measures

Maintaining the target of strict compliance safeguards the Company's reputation, directly avoiding financial penalties and reducing potential liabilities that could impact profitability and shareholder value

Performance for FY2025

100% compliance or zero incidence of reported non-compliance with laws and regulations in FY2025

The Group will continue to strive to maintain this record

[8] Perpetual targets are ongoing sustainability objectives that our organisation commits to indefinitely. These targets are regularly reviewed and updated based on our progress and evolving external conditions to ensure continuous improvement towards our sustainability goals

SECURITY OF INFORMATION [2-23] [2-24] [3-3] [418-1]

Safeguarding information is a top priority for The Hour Glass. Strong information security measures help prevent unauthorised access, cyber threats and data breaches, while also reducing the risk of reputational damage, loss of customer trust and loyalty, financial impact, and legal exposure.

The Hour Glass acknowledges that effective information security measures have the potential to foster trust and loyalty among stakeholders. Additionally, the implementation of robust information security protocols can confer a competitive edge in the modern digital era.

We are compliant with PDPA in Singapore and the local data protection laws in the markets we operate in. The Group has also aligned our Privacy Policy to the key principles of the General Data Protection Regulation ("***GDPR***"), a European Union regulation on data protection and privacy.

The Group's Privacy Policy is available on our corporate website [9], which details the purposes of data collection, use, disclosure and transfer of personal data. This policy is overseen by The Hour Glass' Data Protection Officer ("***DPO***"). Details on how clients and prospects can access and correct their personal data, as well as make a privacy-related complaint, can also be found in the policy. The Company takes any reported cases of non-compliance seriously and will perform a thorough assessment should such cases arise. In cases where any risk or non-compliance is identified, the respective laws and regulations will be reiterated to the team. Where the severity of non-compliance is high and may involve a data breach, the Personal Data Protection Committee will be informed and necessary actions in line with PDPA will be taken.

To ensure the security of our stakeholders' information and to prevent a breach of data security, the Group undertakes a series of steps to ensure compliance with our Privacy Policy (Figure 5).

Figure 5: Steps Taken to Ensure Information Security and Policy Effectiveness Evaluation

Ensuring Data Security

Compliance with Personal Data Protection Regulations

- Continuous education and review on privacy policies and controls
- Ensure compliance of data protection regulations
- Strict control over user access rights with approval process in place

Implementation of Data Protection Procedures

- Prospect and client data collection only conducted upon consent
- Marketing information is sent on an opt-in basis
- Access to data stored digitally in internal systems is restricted
- Electronic files are password-protected if they contain sensitive data
- Security controls are implemented to identify and prevent intrusion

[9] www.thehourglass.com/privacy-policy

SECURITY OF INFORMATION [2-23] [2-24] [3-3] [418-1]

Figure 5: Steps Taken to Ensure Information Security and Policy Effectiveness Evaluation (cont'd)

Ensuring Data Security

Training

- The Hour Glass internal learning platforms provide resources and references on PDPA
- New hires' orientation includes briefing and eLearning on PDPA policies and procedures
- Employees are enrolled for courses related to data security, PDPA, GDPR and other related courses as part of continuous education

Third Parties

- Any third party involved in handling of personal data are required to adhere to data protection policies and procedures
- Third parties may be required to sign non-disclosure agreements and undertakings to protect personal data

Evaluating Effectiveness of Data Security Management

- Cybersecurity assessments are performed to identify potential threats
- User access, roles and audit logs are monitored regularly
- Program changes are monitored closely to ensure changes are tested and documented
- Phishing campaigns are executed to assess employees' vigilance against potential threats
- Internal audits are conducted to identify areas of improvement

Our Perpetual Target [8]	Performance for FY2025
To achieve zero security incident of unauthorized access, data breaches, malware attacks or non-compliance of data protection laws Meeting targets for the security of information enhances customer trust and protects organisational assets, crucially preventing financial losses from data breaches, system disruptions, and regulatory fines, thereby supporting sustained financial health and business continuity	100% compliance or zero incidence of reported non-compliance with PDPA and data protection laws in FY2025 There were zero substantiated complaints concerning breaches of customer privacy and identified losses of customer data The Group will continue to strive to maintain this record

[8] Perpetual targets are ongoing sustainability objectives that our organisation commits to indefinitely. These targets are regularly reviewed and updated based on our progress and evolving external conditions to ensure continuous improvement towards our sustainability goals.

RISK MANAGEMENT [2-23] [2-24]

The Group has also adopted Risk Management as an additional ESG matter to reflect the importance of managing risks in the Group. Besides maintaining a sound system of risk management and internal controls, the Group has developed and implemented a Board Assurance Framework which includes an Enterprise Risk Management ("***ERM***") Framework to identify the significant risks faced by the Group, the potential impact and likelihood of those risks occurring, and the control effectiveness and action plans being taken to mitigate those risks. The Group has also developed a risk governance structure, which provides details on the roles and responsibilities for the Board and management in risk monitoring, escalation, mitigation and reporting.

The Group also reviews the risks associated with AML, terrorism financing and proliferation financing activities, and adhere to IPPC to minimise these risks.

The Group's ERM process aims to achieve the following:

- A structured, disciplined and systematic approach to managing risks;
- Robustness of risk information;
- Accountability for outcomes and risk treatment action plans; and
- Sustainability

RISK MANAGEMENT [2-23] [2-24]

The following are steps that the Group follow for identifying, assessing and reporting risks:

Figure 6: Steps in Identifying, Assessing and Reporting Risks

Step 1: Communication and Consultation Communication of risks and consultation of all relevant external and internal stakeholders to support risk management decisions
Step 2: Establish Context A) Establish internal and external context: Understanding of our objectives, KPIs and the external and internal organisational environment in which we operate B) Review risk parameters to assess the likelihood and impact of risks
Step 3: Risk Assessment A) Identify and prioritise key risks: Identification and prioritisation of key risks based on the strategic objectives which we aim to achieve B) Risk analysis and evaluation: Analysis of risk drivers, consequences and existing controls and evaluation of whether the risks identified are managed properly and within the tolerance limits
Step 4: Risk Treatment Implementation of risk treatment action plans to further manage risks to an acceptable level
Step 5: Monitor and Report A) Risk monitoring activities ensure risks are managed in a structured and timely manner B) Risk reporting and escalation to management and Board or AC

The Group has established risk appetite statements and tolerance limits to monitor shifts in its significant risks and to proactively manage them within acceptable levels.

The Group's approach to risk management focuses on ensuring that appropriate controls are in place to effectively manage those risks. Measures are adopted to manage such risks and risk management policies are monitored by management, periodically reviewed and approved by the Board.

MANAGING IMPACT ON ENVIRONMENT

The Company has taken steps to review existing processes on the related topics. We are committed to evolving our strategies to meet international standards and ensure our processes comply with internationally recognised frameworks.

The Group is increasingly recognising the importance of sustainability. To minimise its environmental impact, the Company is implementing strategies to save energy and paper. These efforts contribute to environmental preservation and align with the growing consumer demand for sustainable practices.

Figure 7: Strategies for environmental conservation

Energy Conservation

Energy conservation is an area where the Group can make progressive strides. Boutiques often feature elaborate lighting to create an inviting atmosphere and showcase their products effectively. To address this, the Group adopts the following practices to mitigate the risk of escalating energy costs:

LED Lighting

Replacing traditional incandescent bulbs with LED lighting reduces energy consumption significantly. LEDs are more energy-efficient, have a longer lifespan, and produce less heat, which can also reduce the load on air conditioning systems.

Energy-efficient appliances

Upgrading to energy-efficient appliances, systems and equipment with energy-saving features and better Energy Star ratings, helps reduce overall energy consumption.

MANAGING IMPACT ON ENVIRONMENT

Figure 7: Strategies for environmental conservation (cont'd)

Reduction on Usage of Paper

In an age where digital technology is prevalent, reducing paper usage is both feasible and beneficial for the Group in responding to the market preferences associated with the evolving consumer preferences. Strategies to minimise paper consumption include:

Digital Communication

Shifting from printed materials to digital communication for marketing, customer correspondence, and internal communications reduce paper use. This has led to a significant decrease in the need for paper approvals, while enhancing controls through digitalised audit trails. Email newsletters, digital invoices, and electronic signatures are practical examples.

In FY2025, the Group strengthened its commitment to digitalisation and sustainability through a targeted paper reduction initiative. From this year onward, printed annual reports are provided upon shareholder request prior to the Annual General Meeting, reflecting the Group's ongoing focus on environmental responsibility. Shareholders can access the annual report via the Group's website and the SGX-ST platform.

Paperless Transactions

Implementing paperless electronic systems, reduces paper use and enhances convenience.

Recycling Programs

Selective recycling programs manage paper waste where feasible.

The path to sustainability is an ongoing journey, and The Hour Glass is working towards reducing environmental impact through thoughtful and innovative practices.

GRI CONTENT INDEX

Statement of Use	The Hour Glass Limited has reported in accordance with the GRI Standards for the period 1 April 2024 to 31 March 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Nil
Publication date	25 July 2025

GRI Standard Disclosure Reference	Description	Section of Report/ Reasons for Omission	Page Reference(s)
GRI 2: GENERAL DISCLOSURES 2021			
2-1	Organisational details	Board Statement About The Hour Glass	03 04
2-2	Entities included in the organisation's sustainability reporting	About The Hour Glass About this Report	04
2-3	Reporting period, frequency and contact point	Board Statement About this Report	03 04
2-4	Restatements of information	No significant change or error that influences information users' decision making that requires restatement	
2-5	External assurance	About this Report	04
2-6	Activities, value chain and other business relationships	About The Hour Glass Supply Chain Stakeholder Engagement	04 05 05-07
2-7	Employees	Profile of Our Workforce	09
2-8	Workers who are not employees		
2-9	Governance structure and composition	Governance Structure The Hour Glass' 2025 Annual Report (Corporate Governance Report)	04-05 18-23
2-10	Nomination and selection of the highest governance body	The Hour Glass' 2025 Annual Report (Corporate Governance Report)	24-27
2-11	Chair of the highest governance body	The Hour Glass' 2025 Annual Report (Corporate Governance Report)	24

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GRI Standard Disclosure Reference	Description	Section of Report/ Reasons for Omission	Page Reference(s)
GRI 2: GENERAL DISCLOSURES 2021			
2-12	Role of the highest governance body in overseeing the management of impacts	Governance Structure The Hour Glass' 2025 Annual Report (Corporate Governance Report)	04-05 18-20, 29-32
2-13	Delegation of responsibility for managing impacts	Governance Structure Materiality Assessment	04-05 08
2-14	Role of the highest governance body in sustainability report		
2-15	Conflicts of interest	The Hour Glass' 2025 Annual Report (Corporate Governance Report)	18-20, 38, 41
2-16	Communication of critical concerns	Governance Structure	04-05
2-17	Collective knowledge of the highest governance body		
2-18	Evaluation of the performance of the highest governance body	The Hour Glass' 2025 Annual Report (Corporate Governance Report)	24-27
2-19	Remuneration policies	The Hour Glass' 2025 Annual Report (Corporate Governance Report)	27-29, 35-36
2-20	Process to determine remuneration	The Hour Glass' 2025 Annual Report (Corporate Governance Report)	27-29, 35-36
2-21	Annual total compensation ratio	The Company will not be providing this information due to the confidential and commercial sensitivities associated with remuneration matters	
2-22	Statement on sustainable development strategy	Board Statement	03
2-23	Policy commitments	Regulatory Compliance Security of Information Risk Management	10-12 13-14 15-16
2-24	Embedding policy commitments		
2-25	Processes to remediate negative impacts	Stakeholder Engagement	05-07

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GRI Standard Disclosure Reference	Description	Section of Report/ Reasons for Omission	Page Reference(s)
GRI 2: GENERAL DISCLOSURES 2021			
2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement Regulatory Compliance	05-07 10-12
2-27	Compliance with laws and regulations	Regulatory Compliance	10-12
2-28	Membership associations	Singapore Clock and Watch Trade Association Singapore Retailers Association Singapore National Employers Federation Singapore Business Federation Orchard Road Business Association	
2-29	Approach to stakeholder engagement	Stakeholder Engagement Materiality Assessment	05-07 08
2-30	Collective bargaining agreements	None of our employees are covered by collective bargaining agreements The working conditions and terms of employment of these employees are not influenced or determined based on other collective bargaining agreements	
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	Stakeholder Engagement Materiality Assessment	05-07 08
3-2	List of material topics	Materiality Assessment	08
3-3	Management of material topics	Stakeholder Engagement Regulatory Compliance Security of Information	05-07 10-12 13-14
GRI 418: CUSTOMER PRIVACY 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Security of Information	13-14

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