

CONTINUOUSLY
EVOLVING,
CONSTANTLY
EXCELLING

ANNUAL REPORT **2024**

CONTENTS

Strategic Report

- 01 Company Profile
- 03 Company History
- 04 What We Do
- 06 Chairman's Message
- 08 Corporate Structure
- 09 Financial Highlights
- 10 Board Of Directors
- 12 Key Management
- 13 Brand Listings
- 14 Community Events

Sustainability Report

- 15 Sustainability Report

Financial Contents

- 45 Financial Contents

VISION

To become Asia's premium brand name, leading the fashion in tech-savvy products and services.

MISSION

To lead, create and shape the trend of tech-savvy products by presenting quality, innovative, user-focused products and services through a perfect blend of Chinese Philosophy and Western Management.

To grow and nurture our people.

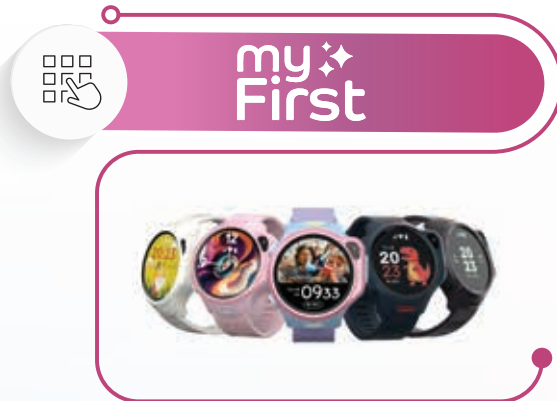
To operate in a socially and environmentally responsible manner whilst maintaining economic growth.

CORE VALUES

As an ancient saying goes; without honesty and good faith, a man cannot make his stand; a government cannot command power; a business operation cannot prosper. In the eyes of Confucianism, 诚信, honesty is the principle of conducting self and sets the fundamentals of all business operations. At Ban Leong Technologies Ltd, we uphold to this virtue in everything we do and this is also the very same core values that support our company mission and vision.

COMPANY PROFILE

PRODUCT HIGHLIGHTS



Building a Tech Haven for Kids

myFirst was conceptualized to broaden the scope of kid's educational toys which often fail to incorporate modern technological advancements. Recognizing the crucial role of technological engagement in enhancing children's cognitive development, myFirst offers a diverse array of innovative tech solutions that support learning and creativity. Their product line includes WatchPhones, audio devices, cameras, and other advanced technologies, all designed to be accessible and safe for young users.

Among myFirst's standout innovations is the Fone R2, a device that combines the functionality of a smart watch with the safety and simplicity suitable for children. Equipped with GPS tracker, voice call capability, and a camera, myFirst Fone R2 allows children to communicate effortlessly while parents maintain peace of mind through its robust safety features. This device supports connectivity with pre-approved contacts only, ensuring that children can safely explore digital communication within a controlled environment. myFirst products are hence excellent introductory technological tools for children, blending modern innovation with safety and ease of use.

For over 31 years, Ban Leong has been a trusted name in the technology products distribution industry. Under the visionary leadership of our Managing Director, Ronald Teng, Ban Leong Technologies Limited has evolved from a traditional IT products distributor into a modern, technology-driven specialist since our incorporation in 1993.

Building on our three-decade legacy, we have repositioned and strengthened our brand as a symbol of innovation, style, and user-focused tech products through consistent marketing efforts.

Listed on the SGX Main Board since June 23, 2005, we distribute a wide range of technology products. Our key segments include:

IT Accessories: Computer systems, DIY components, mobile, wearables, and power-related products.

Gaming: Gaming peripherals and systems.

Multimedia: Audio-Video products such as speakers, earphones, and monitors.

Smart (IOT) Technology: Networking, smart home, and tracking products.

Commercial Products: Large format displays, unified communication, video conferencing solutions, software, and computing systems for B2B clients.

With an experienced management team and established product and marketing departments, we are able to identify and establish strong relationships with our vendors who have a track record of developing innovative products. We continuously seek innovative products for both commercial and consumer markets, enhancing our product range. With authorized distributorships for over 50 brand names and various product types, we offer versatile bundling options to meet diverse customer needs.

COMPANY PROFILE

PRODUCT HIGHLIGHTS



GoPro



GoPro HERO12 Black

The Official Camera of Fun

GoPro is a leading innovator in the field of action cameras and digital imaging technology. Renowned for its durable and high-performance cameras, GoPro enables users to capture immersive, high-definition footage in extreme environments and everyday scenarios alike. With advanced features such as 5.3K video recording, waterproof design, and versatile mounting options, GoPro's products are designed to document life's adventures from unique perspectives, making them a preferred choice for professionals and enthusiasts worldwide.

GoPro's latest addition, the GoPro HERO12 Black takes GoPro's best-in-class image quality to the next level with new HDR (High Dynamic Range) 5.3K and 4K video, upgraded HyperSmooth 6.0 video stabilization and an industry-leading 177° field-of-view with Max Lens Mod 2.0. With GoPro HERO12 Black, users can capture every moment in stunning high definition and elevate visual storytelling to new heights.



We employ a multi-channel distribution strategy, encompassing e-commerce platforms, brick-and-mortar retailers, chain stores, and direct sales to corporate resellers and system integrators. To augment our distribution capabilities, we provide comprehensive after-sales support and out-of-box replacement warranties. Our fully operational service centers in Singapore, Malaysia and Thailand deliver technical support and repair services for select brands, reinforcing our standing as a dependable and trustworthy partner.

Headquartered in Singapore with regional offices in Malaysia and Thailand, Ban Leong Technologies Limited is dedicated to meeting customer needs across multiple markets, upholding our commitment to excellence and customer satisfaction.



COMPANY HISTORY



WHAT WE DO

PRODUCT HIGHLIGHTS



ATEN



Simply Better Connections

Adding to our portfolio of brands, we are excited to announce that we are an authorized distributor of ATEN, one of the global leaders in connectivity and management solutions.

Established in 1979 in Taiwan, ATEN has since expanded its presence, now spanning over 30 showrooms worldwide. Offering a comprehensive suite of KVM switches, video switches, and remote management solutions, ATEN caters to the diverse needs of businesses and organizations worldwide. With a focus on reliability, performance, and user-friendly design, ATEN empowers users to streamline operations, boost productivity, and optimize resource utilization across various industries.



IT DISTRIBUTION

With 31 years in the IT distribution business – we curate, procure and distribute a wide range of tech products across the region.

We are committed to meet and exceed businesses and organisations requirements through our value added distribution. Connecting brands worldwide to the markets we operate in.



LOGISTICS

With an integrated inventory management system as well as warehouse storage facilities and our fleet of delivery vehicles, we provide end-to-end logistic solutions for our vendors and customers.

Our shipping department also manages inbound and outbound shipments from our network of vendors around the world.



TECH SUPPORT

Leveraging on our expertise and knowledge on IT products, we offer aftersales services in terms of repairs and replacement according to warranties offered by manufacturers.

Our technical support team operates hotlines and walk-in service centers at our office locations regionally to fulfil product support queries.

WHAT WE DO



PRODUCT MARKETING

Going beyond traditional distribution models of “box-moving” services. Our marketing and product teams are key drivers in delivering vendor objectives and managing brand portfolios in-country.

With a focus on demand generation, we actively seek opportunities in brand building and in-country marketing. Covering multi-channel approach in events, PR, channel marketing, digital marketing and social media.



E-COMMERCE ENABLEMENT

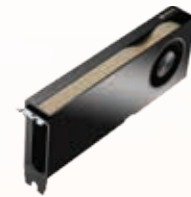
As a complete end-to-end distribution partner, we are a multi-awarded enablement partner on key e-commerce platforms. We actively manage official brand stores and assist brands with the expansion of their online businesses and logistics operations.

From storefront, marketing strategy, chat and customer service to fulfillment operations and performance analysis, our team has a proven track record of delivering success in the E-commerce space.

PRODUCT HIGHLIGHTS



nvidia.



NVIDIA A800 40GB Active Graphics Card

Accelerated Computing

Nvidia stands as a pioneering force in the realm of graphics processing technology, recognized globally for its relentless pursuit of innovation and excellence. Since its inception, Nvidia has consistently pushed the boundaries of visual computing, delivering cutting-edge solutions that power the world's most immersive gaming experiences, accelerate scientific research, and drive breakthroughs in artificial intelligence. With a diverse portfolio of GPUs, software platforms, and AI technologies, Nvidia remains at the forefront of transformative advancements in computing, shaping industries and empowering individuals worldwide.

One of Nvidia's notable innovations, the NVIDIA A800 40GB Active GPU, delivers unprecedented compute acceleration for workstations. Powered by the NVIDIA Ampere architecture, the GPU delivers powerful performance to accelerate the development and deployment of next-generation data science, data analytics, AI and HPC applications. By using common frameworks to develop once and deploy anywhere, IT and creative professionals can leverage high-performance workstation platforms powered by A800 40GB Active to derive insights from large datasets, build, iterate, and refine AI-augmented applications and models, tackle the most demanding computational problems, and simplify deployment at scale.

CHAIRMAN'S MESSAGE

The strategy to increase sales to the commercial sector, in addition to the traditional sales channels of retailers and IT megastores, has facilitated the stability and slight growth in our revenue for the Group. We have also signed up with new principals and suppliers over the past few years and have also widened our product range.



DEAR SHAREHOLDERS,

I am pleased to present the Annual Report for the financial year ended 31 March 2024. For the period from April 2023 to March 2024, work practices have resumed to pre-covid days, with adjustments from various companies in different industries implementing partial work from home practices. We have also adapted this practice in line with the requirements from our internal operation, our suppliers and also our customers preferences. We have also seen travel going back closer to pre-covid period. These activities would “signal” the key comparison of our financial results for this financial year to financial results for periods prior to the disruptions of the normal business activities due to the measures implemented during the covid periods. In this particular aspect, we are pleased that we have achieved higher revenues though with a lower gross profit margin. This is critical to the sustained growth strategy that we target to achieve.

The strategy to increase sales to the commercial sector, in addition to the traditional sales channels of retailers and IT megastores, has facilitated the stability and slight growth in our revenue for the Group. We have also signed up with new principals and suppliers over the past few years and have also widened our product range. These have directly resulted in us being able to provide better offers to the existing customer base. Gross margins will always be the result of the range and mix of the products

that we carry. We have on an ongoing basis, try to strike a delicate balance in trying to manage our working capital, carrying products with sufficient profit margins and at the same time distribute products with lower margins that tend to have a sustained demand from the IT commercial and consumer markets. This balance will allow us to have a strong foothold in the IT distribution markets where we continue to deliver the most tech-savvy products (that will usually have higher profit margins) with the supply of the traditionally high demand IT products that usually derive higher revenue with lower margins.

As previously mentioned in FY2023, we have made an investment of USD1mil in the convertible loan in myFirst Tech Holdings Pte Ltd (myFirst), formally known as Oaxis Holdings Pte Ltd, which owned several subsidiaries that develop the software and the sale of smartwatches suitable for children. These watches come with apps that would allow parents to have parental control and supervision as well as security features that would allow the minors to learn and use technology in a safe environment. They have made significant progress in their developments and were featured in various media channels in their company’s business growth plans and fund-raising plans. In line with financial reporting standards, we are required to assess the fair value of this investment in FY2024. With the fair valuation, we recorded a fair value gain of S\$2.16mil. This is a non-cash item and

CHAIRMAN'S MESSAGE

this fair value exercise will be done on an ongoing basis. This investment fair value assessment will have a financial impact on our results. We have, since the investment, taken a proactive approach in monitoring the progress of myFirst, as well as exploring various means to assist in bringing their products to the various markets and channels that we have a presence in.

During the financial year 2024, the Group has successfully increased our revenue from S\$203.7mil to S\$208.1mil, a slight increase of 2.1%. Gross profits declined from S\$19.5mil to S\$18.2mil, which is 6.7% lower. This is due to the product range and mix that we sold during the FY where our gross margins declined from 9.6% to 8.7%. While this gross profit margin is lower, this is still considered reasonable. This also reflects the importance of managing our cashflows through inventory management as well as close monitoring of our receivables. As reflected in the financial reports, our expenses have been managed. Despite the higher revenue generated, we have recorded lower sales and distribution expenses, from S\$7.7mil to S\$7.4mil. We have also recorded lower general and administrative expenses, from S\$5.9mil to S\$5.7mil.

With prudent cash management, our cash position remained healthy and the board has recommended a final dividend of 1.6cents per share, in addition to the interim dividend of 0.6cent per share that was paid during our HY2024 results announcement.

On a macro basis, geopolitical tensions in various parts of the world do dampen consumer spending to a certain extent. While we are hopeful that tech companies continue to innovate and bring new and interesting products to the markets, there are other considerations including the disruptions in logistics supply chain in certain IT manufacturing processes. This may in turn affect, otherwise good

development plans for some of these IT companies. While we have expanded our product range to facilitate demand in the commercial segment, we will need to continue to find the balance in achieving the targeted revenue and profit growth. On a positive note, we do see a gradual increase in use of IT in more consumer electronics products, which likely indicates the transition/convergence of IT and consumer electronic products. This would also mean that we will have better growth opportunities through the potential expansion of the new innovative products that we bring to the markets.

With the ongoing disruptions, there will be more opportunities as well. Back by our healthy balance sheet, we will continue to explore potential collaboration opportunities in the markets where we see we have a distinct advantage. We will seek to work with companies especially in South East Asia, Hong Kong and China.

Corporate Social Responsibility

The company has been actively involved in sustainability efforts especially in the recycling of the IT products that we distribute. We work closely with our principals and customers and play our part in such efforts. I would also be pleased to present to our shareholders the Sustainability Report which is included in the Annual Report.

Community Engagement

Throughout the financial year, our staff, both independently and with the support of the company, have been actively engaged in community initiatives in the markets where we operate. They have participated in a variety of voluntary activities with charitable organizations, including distributing and preparing food with Food From The Heart and Willing Hearts, and taking part in environmental cleanup efforts with SG Beach Warriors. We also back other

sustainable and charitable endeavors, such as Run as One SG and the POSB Passion Run for Kids in 2023. We believe that these engagements are meaningful and contribute positively to the well-being of both the community and our staff.

Dividends

Over the years, we have declared dividends to our loyal shareholders. This practice has continued since our listing on the SGX-Mainboard in 2005. Consistent with our previous years' practices, and in appreciation of the support from our shareholders, the board has recommended a final dividend payout of 1.6cents for shareholders' approval at this Annual General Meeting. This is in addition to the interim dividend of 0.6cent paid out after our HY2024 results announcement. This brings the total dividends payout for the FY2024 to 2.2cents, representing a yield of 6.1% based on the share price of 36.0cents.

We believe in sharing the success and profits with our shareholders and stakeholders and since our listing in 2005, the company has declared dividends every financial year. Cumulatively, the company has paid out total dividends of 30.15cents including this FY2024.

Appreciation

Over the years, we have received much support from all our stakeholders, including our shareholders, our bankers, our principals, our customers, our business associates and also our loyal staff.

I would like to take this opportunity and on behalf of the board, thank all our stakeholders for your unwavering support. With such tremendous support, we can continuously stay focused on fulfilling our vision as a Group in leading the trend to bring the most innovative tech savvy products to our customers.

CORPORATE STRUCTURE

PRODUCT HIGHLIGHTS

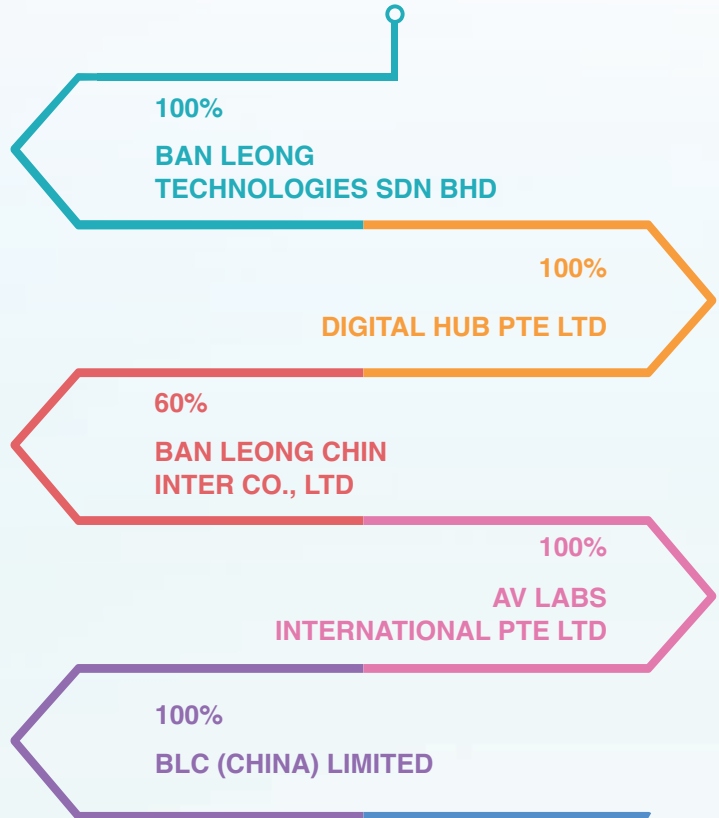


Razer Viper V3 Pro

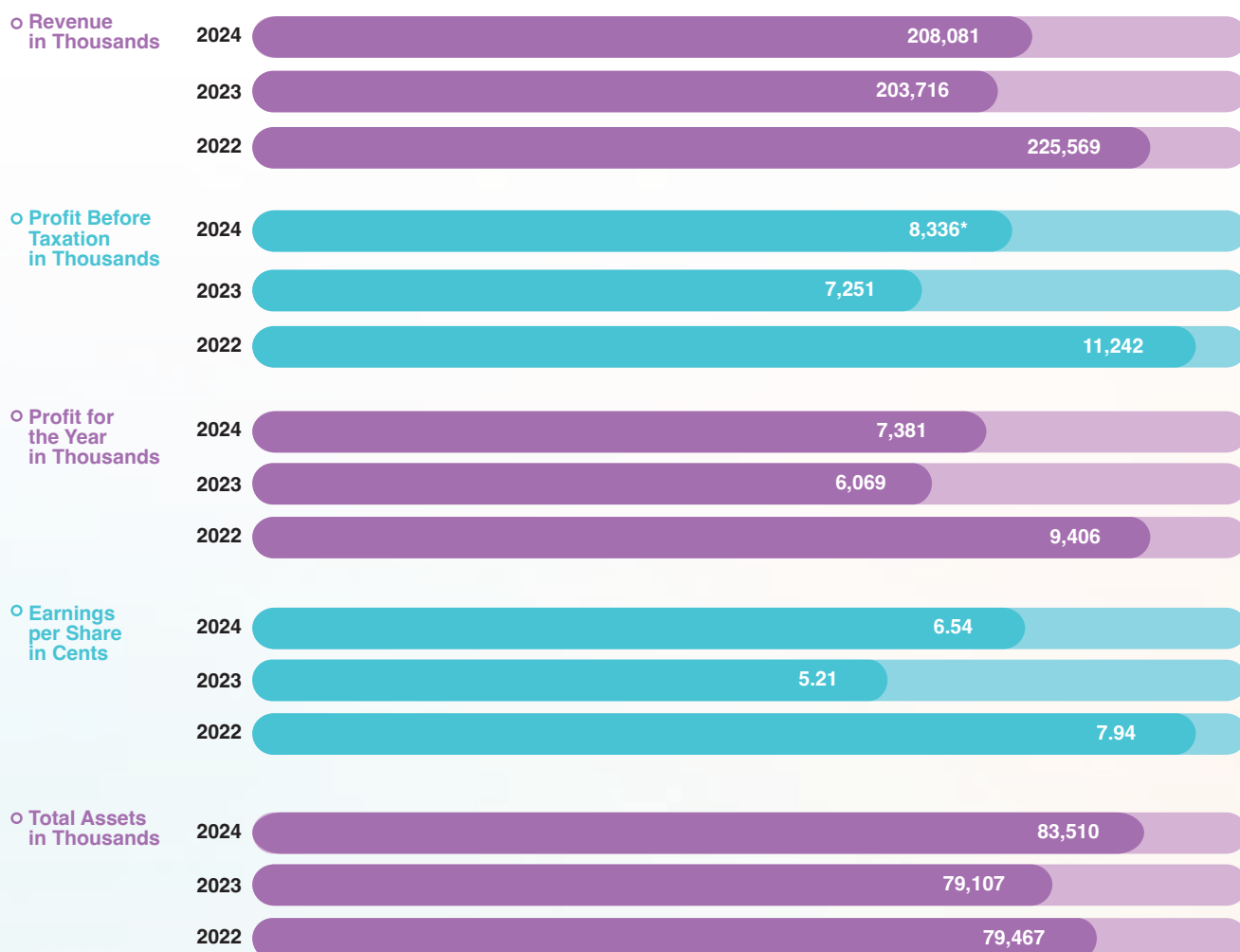
For Gamers. By Gamers.

Founded in 2005, Razer has established itself as a leading global lifestyle brand for gamers. Recognized by its iconic three-headed snake logo, Razer boasts a diverse ecosystem of high-performance gaming peripherals, including the acclaimed Deathadder Mouse, renowned for its precision and ergonomic design. Embracing a culture of innovation and collaboration, Razer consistently pushes the boundaries of technology to empower gamers worldwide.

One of their newest release, the Razer Viper V3 Pro emerges as a cutting-edge addition to Razer’s Viper series, engineered for esports excellence and professional-grade performance. Building on the legacy of its predecessors, the Viper V3 Pro features the Razer HyperPolling Technology, offering a blistering 8000 Hz polling rate for unparalleled responsiveness and precision.



FINANCIAL HIGHLIGHTS



Result of Operation In Thousands	2021/2022	2022/2023	2023/2024
Revenue	225,569	203,716	208,081
Profit Before Taxation	11,242	7,251	8,336*
Profit for the Year	9,406	6,069	7,381
Earnings Per Share (Cents)	7.94	5.21	6.54
Net Assets	43,651	44,602	47,578
Total Assets	79,467	79,107	83,510

* Amount included fair value gain on investment in convertible loan \$2,155,200

BOARD OF DIRECTORS

RONALD TENG WOO BOON

Managing Director

Ronald Teng Woo Boon is our Managing Director and was appointed as a Director of our Company on 18 June 1993. He is the founder of our Group and plays an important role in managing the overall business operations and profitability of our Group. His responsibilities include formulating and executing our Group's business strategies and policies as well as charting the growth of our Group. He also spearheads the sales and marketing function of our Group. In 2004, he received the Rotary ASME Top Entrepreneur of Year 2004 award presented by the Association of Small and Medium Enterprises (Singapore). He graduated from the National University of Singapore in 1993 with a Bachelor of Science degree in Computer and Information Science.

NEO GIM KIONG

Independent Non-Executive Director

Neo Gim Kiong was designated as our company's independent director from 2015. He had previously assisted with the company's listing and assisted in the strategic planning and expansion plans of the company. He is the Chairman of the Nominating Committee and member of the Audit and Remuneration Committees. He is the founding Director of Dollar Tree Inc Pte Ltd, a business advisory company incorporated in Singapore in 2004. He is an independent director of Acesian Partners Limited and Asia Enterprises Holding Ltd. He holds directorships in other non-listed entities as well. He graduated with a Bachelor of Science Degree in Mathematics (Honours) from National University of Singapore in 1993.

LOH YIH

Lead Independent Non-Executive Director

Loh Yih is the Lead Independent Non-Executive Director of our Company. He was appointed as an Independent Non-Executive Director of our Company on 12 May 2005. Mr Loh is also the Managing Director of Acesian Partners Limited, one of the Catalyst listed companies in Singapore Exchange Securities Trading Limited ("SGX-ST"). He is also the Managing Partner of MGF Management Pte Ltd, which was an exempt fund management company that focuses primarily on China Private Equity Investment. He was an Independent Director of International Press Softcom Ltd (which was delisted from SGX-ST Catalyst Board in Singapore following the completion of the compulsory acquisition). Mr Loh completed his directorship term in June 2018 with Weichai Power Co. Ltd ("Weichai") (a company listed on Hong Kong Exchange and Shenzhen Stock Exchange) but was subsequently appointed by the State Owned Assets Supervision and Administration Commission of Shandong Provincial Government, China (SASAC), as a foreign director of Shandong Heavy Industry Group (which is the parent company of Weichai, Shantui Construction Machinery Co Ltd and Weichai Heavy Machinery Co Ltd listed in Shenzhen, Yangzhou Yaxing Motor Coach Co Ltd listed in Shanghai, Kion Group AG listed in Frankfurt, Power Solutions International Inc. listed in New York and Ferretti Group listed in HKEX) in September 2018. From January 2005 to July 2006, he was the Managing Director of Netplus Communications Pte Ltd, an internet service provider, turning the company around before selling the entity to MediaRing, a listed company in SGX-ST. Between 2001 and 2004, he involved in managing his personal private equity investment. From 1998 to 2000, he managed an independent institutional marketing team in OSK Securities Berhad in Malaysia. Between 1995 and 1998, he headed the equities department of West Merchant Bank. Prior to that, he was a senior manager of the capital market department at Standard Chartered Merchant Bank where he managed equities trading and emerging market bonds investments. Mr Loh graduated with a Bachelor of Accountancy (Honours) degree from National University of Singapore in 1988.

LO YEW SENG

Independent Non-Executive Director

Lo Yew Seng was re-designated from our Non Independent Non-Executive Director to Independent Non Executive Director of the Company on 15 July 2020. He was also the independent director of Jackspeed Corporation Ltd, a company listed on the SGX mainboard from July 2010 to 2017. Mr Lo is the founder and director of Capella Capital Pte Ltd and Capella Management Pte Ltd, providing venture fund and financial advisory services since 2006. His position encompasses the strategic responsibility of managing the investments of the company as well as sourcing for further opportunities. Prior to founding the Capella group, Mr Lo was employed by a Swedish listed multi-national company, AXIS Communications in 1996. He was then appointed the Asia Pacific sales and marketing director where he stayed on for 9 years. He has concurrently held the company's Chief Representative position in the China subsidiary located in Shanghai and the director position of the subsidiary/branch in Korea and Taiwan. Mr Lo has a Bachelor Degree in Arts and Social Sciences from National University of Singapore (NUS), majoring in Economics. He has also attended the General Management Program at NUS Business School.

BOARD OF DIRECTORS

MARK CHIM SUAN KIT

Independent Non-Executive Director

Mark Chim Suan Kit was appointed as our Independent Non-Executive Director on 1 April 2024.

Mr Chim is the managing director of Primer International Management Ltd.(HK)/Primer International Management Pte. Ltd. since 2005 and was appointed to the board of directors of the group in 2016. Mr Chim has spent 34 years working in the Asia Pacific region, primarily engaged in the marketing and distribution of international lifestyle brands in the footwear, carry wear and sportswear categories. He has extensive experience and knowledge in setting up and running operations in the Asia Pacific region. His role in these countries have been in assessing partner's integrity, studying market trends, developing business and marketing strategies, assessing customer requirement opportunities effectively, forging long term business relationships with the key partners, and implementing internal controls and reporting systems to maintain the integrity of the organisations. His experience also extends to negotiations with brand owners for distribution rights, franchising rights and brand licensing rights for Asia Pacific. This incorporated factory audits, merchandising reviews, quality assurances as well as reporting and communicating with brand owners to ensure proper and appropriate compliance to quality and standards.

Prior to joining the primer group, Mr Chim was the General Manager of the Petite Cherie Group which was primarily involved in the retail and distribution of lifestyle brands in Singapore, Malaysia and Indonesia.

Mr Chim was educated at the University of Newcastle, Australia and graduated with a Bachelor of Commerce majoring in Economics. He has a Graduate Diploma in Marketing Communications (Gold Medal) from the Marketing Institute of Singapore, and has attained a Master of Business majoring in International Marketing and a Master of Accounting from the Curtin University of Technology, Australia. He is a full member of CPA Australia completing as Singapore divisional award winner, he is also a full member of the Singapore Institute of Directors, and recently accredited as Senior Accredited Director by the institute. Mr Chim holds several board memberships in the Asia Pacific and for 5 years was the lead independent director of a Singapore listed entity. In 2016 he completed the INSEAD International Directors Program held in Singapore and France. In 2019 he completed a Graduate Certificate in Digital Finance from Singapore Management University Academy and in 2021 under the National University of Singapore and Asian Institute of Digital Finance. He also completed the online Web3.0 knowledge Certificate in Financial Services.

PRODUCT HIGHLIGHTS



logitech G



Astro A50 X

A Passion For Play

With a legacy of excellence spanning decades, Logitech G continues to push the boundaries of what is possible in the realm of gaming peripherals. Among its notable offerings is the ASTRO A50 X, a premium wireless gaming headset that epitomizes Logitech's dedication to delivering immersive audio experiences.

Compatible with multiple systems, the A50 X seamlessly connects via LIGHTSPEED wireless to three systems simultaneously, facilitating effortless switching between platforms with a simple tap. Aside from the wide compatibility, the A50X is equipped with multiple features to enhance in-game experience. With PRO-G GRAPHENE audio drivers, this headset minimizes distortion, ensuring that each individual sound is rendered with pristine clarity. With precise audio placement, gamers can elevate their performance as game sounds occur exactly where and when they should. Additionally, boasting a broadcast-quality microphone, the A50 X ensures clear and crisp communication, allowing users to be heard with utmost clarity.

KEY MANAGEMENT

PRODUCT HIGHLIGHTS



Poly Studio X52

Command the conversation

Poly, a leading global communications company, is renowned for its innovative audio and video solutions designed to empower people to connect and collaborate seamlessly. The company offers a comprehensive portfolio of products, including video conferencing systems and speakerphones, all engineered to enhance productivity and deliver crystal-clear audio and video quality. Poly's solutions cater to a diverse range of industries and environments, from corporate offices and call centers to remote workspaces, ensuring reliable and efficient communication in any setting.

Among Poly's standout products is the Poly Studio X52, an all-in-one video bar suitable for medium conference spaces. At its core is an intelligent camera equipped with AI-driven capabilities that automatically frame participants and adapt to varying lighting conditions, ensuring optimal visibility for all attendees. Additionally, featuring AI-powered noise reduction and acoustic fence technology, it ensures only the most relevant sounds are captured and transmitted, effectively minimizing background distractions. Designed for modern workplaces, the Poly Studio X52 simplifies video conferencing with its smart camera and high-quality audio, making it the ultimate solution for productive and engaging meetings.

TAN YOU HONG

Deputy Managing Director

Tan You Hong is our Deputy Managing Director of the Group, who supervises the overall operations of Singapore and Malaysia. Prior to that, he was the Sales Director of the Group. Before joining the Group, he was the country sales manager of Intranet (S) Pte Ltd where he was responsible for overseeing the company's operations. He graduated from the National University of Singapore in 1993 with a Bachelor of Science degree in Computer and Information Science.

KHOO SOO FANG

Group Financial Controller

Khoo Soo Fang is the Financial Controller of our Group, responsible for overseeing and supervising the Finance Department as well as monitoring the performance of our subsidiaries. Prior to joining the Group in 2007, she was the Financial Controller of Jackspeed Corporation Limited, a SGX-ST listed company, from 2001 to 2006. Ms Khoo obtained a Bachelor of Accountancy degree from the Nanyang Technological University and is also a member of the Institute of Singapore Chartered Accountants.

BRAND LISTINGS



ASUSPRO



audio pro

AVLABS

belkin



cricut

D-Link



EDIFIER®

Energizer



iWALK®

j5create



JisuLife



Linksys

logitech

logitech®
for creators

MERCUSYS®

msi®

my
First

Omada



PowerColor

pulsar



SAMSUNG

ScreenBeam®



SUUNTO

Targus®

Tenda

THRUSTMASTER®

ULTIMATE
EARS

WITHINGS



COMMUNITY EVENTS



FOOD FROM THE HEART 2023-2024

We are proud to partner with Food From The Heart regularly throughout the year.

Working together to provide reliable and sustainable food support to those in need. This collaboration allows us to extend a helping hand to the less fortunate, supporting families and individuals with food and other basic essentials.

Through this partnership, we aim to make a meaningful impact in our community. By supporting Food From The Heart's mission, we are committed to fostering a more inclusive society where everyone has access to essential food resources. Together, we can create a brighter future for all.



SG BEACH WARRIORS BEACH CLEAN UP

In an inspiring partnership, Ban Leong Technologies has joined forces with SG Beach Warriors, a dedicated group focused on preserving Singapore's coastal ecosystems. This collaboration embodies our shared vision for a cleaner and a more sustainable environment.

Together, we are taking significant strides in environmental conservation by actively participating in beach clean-up activities on Coney Island, a crucial habitat for marine life. Through our collective efforts, we have managed to remove over 400kg of rubbish from the shores, ensuring that the beaches are not only cleaner but also safer for the wildlife that calls this area home.



WILLING HEARTS

In our partnership with Willing Hearts, Ban Leong is proud to contribute to their admirable initiative of providing nourishing meals to thousands of individuals across Singapore. With their unwavering dedication and our support, we are working towards a future where hunger is a thing of the past.

Through constant efforts together in preparing, cooking and distributing fresh meals daily to those in need, Ban Leong and Willing Hearts put in the utmost efforts to ensure all tasks on hand are done in a timely manner to ensure that stomachs of the less fortunate are filled and also spreading kindness one meal at a time islandwide!



POSB PASSION RUN FOR KIDS 2023

POSB PAssion Run for Kids supports the POSB PAssion Kids Fund, a registered charity under the Charities Act. Since the fund's inception, they have supported more than 869,000 children, including beneficiaries from low-income families, children with disabilities, and youths at risk, through 229 programmes that contribute towards social capital and community development.

Together with other organisations and individuals we managed to raise a total of \$1,240,000 at the event last year, with over 9,000 participants turning up at the run as well.



RUN AS ONE SG

Sharing our values with going green, our staff participated at the 2023 Run As One Singapore event.

This run promotes sustainability by relooking every aspect to see how it can be done better, whilst keeping the integrity of the event's competitiveness, safety and atmosphere.

From reducing physical goods to recycling any materials used at the event, Run As One Singapore took a blank canvas and rewrote the playbook around event organisation with the environment in mind.

SUSTAINABILITY REPORT

1. BOARD STATEMENT

As a technology-related company, Ban Leong Technologies Limited (the “**Company**”) and its subsidiaries (collectively as the “**Group**” or “**We**”) believe that technology can improve our daily life and provide better efficiencies in the things we do. At the same time, these efficiencies should translate to better use of the resources around us and help us in our sustainability journey. We strive to be a responsible corporate citizen wherever we operate and pledge our full support to meaningful sustainability initiatives.

We reaffirm our commitment to sustainability with the publication of this sustainability report (“**Report**”). This Report highlights the Group’s key sustainability factors under the economic, environmental, social, governance sustainability pillars (collectively as “**Sustainability Factors**”).

Having considered the Group’s sustainability issues as part of its strategic formulation and business strategies, the Board of Directors (the “**Board**”) determined the key Sustainability Factors, exercised oversight over the management and monitoring of the key Sustainability Factors. Our sustainability strategy focuses on growth, governance, environment, the development of our people and well-being of our communities. This will continue to guide our people, policies and processes in ensuring that we meet the long-term interests of our stakeholders, whilst sustaining our operational and financial performance.

This Report also communicates our support towards the United Nations’ Sustainable Development Goals (“**SDGs**”). As we collaborate closely with our stakeholders throughout the supply chain, their inputs serve as the compass directing our sustainability initiatives towards prioritising our key Sustainability Factors. Below shows the interaction between our key Sustainability Factors, stakeholders and the SDGs:

Our Sustainability Framework



SUSTAINABILITY REPORT

A summary of our key sustainability performance for our financial year from 1 April 2023 to 31 March 2024 (“FY2024” or “Reporting Period”) and a comparison with FY2023 is provided as follows:

Sustainability pillar	Performance indicator	Sustainability performance	
		FY2024	FY2023
Economic	Percentage of online stores with positive feedback ratings in excess of 80% ¹	100%	100%
	Economic value generated ²	S\$208.3 million	S\$204.2 million
	Operating costs ³	S\$191.9 million	S\$186.7 million
	Employee benefits expense	S\$9.7 million	S\$9.6 million
	Payments to providers of capital ⁴	S\$2.7 million	S\$4.4 million
	Income tax paid to governments	S\$1.0 million	S\$1.7 million
Environmental	Total Scope 1 and 2 Greenhouse Gas (“GHG”) emissions (tonnes CO ₂ e)	312	301
	Direct GHG emissions intensity (tonnes CO ₂ e/revenue S\$'000)	0.341	0.319
	Indirect GHG emissions intensity (tonnes CO ₂ e/sq ft)	0.004	0.004
	Percentage of electronic waste (“e-waste”) handled by a licensed waste collector ⁵	100%	100%
Social	Number of workplace fatalities	–	–
	Number of high consequence work-related injuries ⁶	–	–
	Average training hours per employee	5	3
	Overall turnover rate	21%	23%
	Number of reported incidents of unlawful discrimination ⁷ against employees	–	–
	Number of reported incidents of substandard products resulting in electrical accidents	–	–
Governance	Number of incidents of serious offence ⁸	–	–

1 Exclude certain outlet stores where feedback is yet available.

2 Economic value generated includes revenue, other income and interest income, net of government grants.

3 Operating costs include cost of sales, selling and distribution expenses, general and administrative expenses, net of depreciation of property, plant and equipment and right-of-use assets, allowance for inventory to net realisable value and employee-related costs.

4 Payments to providers of capital include dividends to ordinary shareholders and interest payments made to providers of financing.

5 Applicable for e-waste collected under the Extended Producer Responsibility (“EPR”) scheme launched by National Environmental Agency (“NEA”).

6 A high consequence work-related injury refers to an injury from which the worker cannot recover or cannot recover fully to pre-injury health status within 6 months.

7 An unlawful discrimination refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to a company.

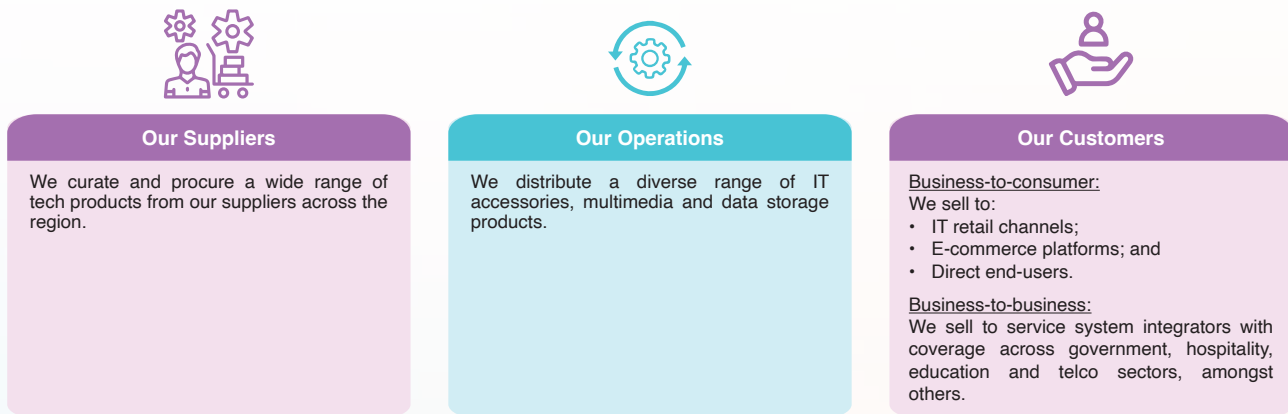
8 A serious offence is defined as one that involves fraud or dishonesty and is being or has been committed against a company by its officers or employees. Such a serious offence is punishable by imprisonment for a term of not less than 2 years and the value of the property obtained or likely to be obtained from the commission of the offence amounts to not less than S\$100,000.

SUSTAINABILITY REPORT

2. OUR KEY BUSINESS

2.1 Value chain

We are principally involved in the IT product distribution business. Our value chain is as follows:



2.2 People

The total number of permanent full-time employees⁹ by region as at 31 March 2024 is as follows:

Singapore	Malaysia	Thailand	Total
113	53	47	213

3. REPORTING FRAMEWORK

This Report has been 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 chosen to report using GRI framework as it is an internationally recognised reporting framework. The GRI content index can be found in the appendix.

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, 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 climate-related disclosures are produced based on the 11 recommendations of Task Force on Climate-Related Financial Disclosures (“TCFD”).

Internal review on the sustainability reporting process has been incorporated as part of our internal audit review cycle and we will work towards external assurance for our future sustainability reports, subject to market trends and regulatory requirements.

⁹ The number of temporary employees, part-time employees and non-guaranteed hours employees constitute to approximately 3% of the Group’s headcount, which is deemed immaterial as a proportion of the Group’s total headcount and thus not disclosed.

SUSTAINABILITY REPORT

4. REPORTING SCOPE

This Report covers the following key operating entities within the Group which contributed to all of our total revenue for the Reporting Period (FY2023: 100%):

S/N	Entity
1	Ban Leong Technologies Limited
2	Ban Leong Technologies Sdn Bhd
3	Digital Hub Pte Ltd
4	Ban Leong Chin Inter Co., Ltd
5	AV Labs International Pte Ltd

5. FEEDBACK

We welcome feedback from all stakeholders on this Report. You may send related questions, comments, suggestions or feedback to our investor relations email account: irexecutive@banleong.com.sg.

6. STAKEHOLDER ENGAGEMENT

Through an internal stakeholder mapping exercise, we have identified key stakeholder groups which we prioritise our engagements with. These include entities or individuals 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, government and regulators (collectively as “**Regulators**”), shareholders, suppliers and service providers (collectively as “**Suppliers**”). Key stakeholders are determined for each key Sustainability Factor identified, based on the extent of which their interests are affected or can be affected by our activities.

We actively engage our key stakeholders through the following channels:

S/N	Key stakeholder	Engagement channel	Frequency of engagement	Key concern raised
1	Communities	• Community campaigns	Ongoing	• Social inclusion • Environmental protection
2	Customers	• Service centre • Social media	Daily	• Product diversity, quality and reliability • Customer service
3	Employees	• Performance appraisal	Half-yearly	• Equal employment opportunity • Job security • Remuneration • Well-being
		• Email • Face-to-face communication	Daily	
4	Regulators	• Consultations and briefing organised by key regulatory bodies	As and when required	• Corporate governance • Environmental compliance
5	Shareholders	• Group annual report • Annual general meeting	Annually	• Sustainable business performance • Market valuation • Dividend payment • Corporate governance
6	Suppliers	• Email • Face-to-face communication	Daily	• Demand volatility

Through the above channels, we seek to understand the views of key stakeholders, communicate effectively with them and respond to their concerns.

SUSTAINABILITY REPORT

7. POLICY, PRACTICE AND PERFORMANCE REPORTING

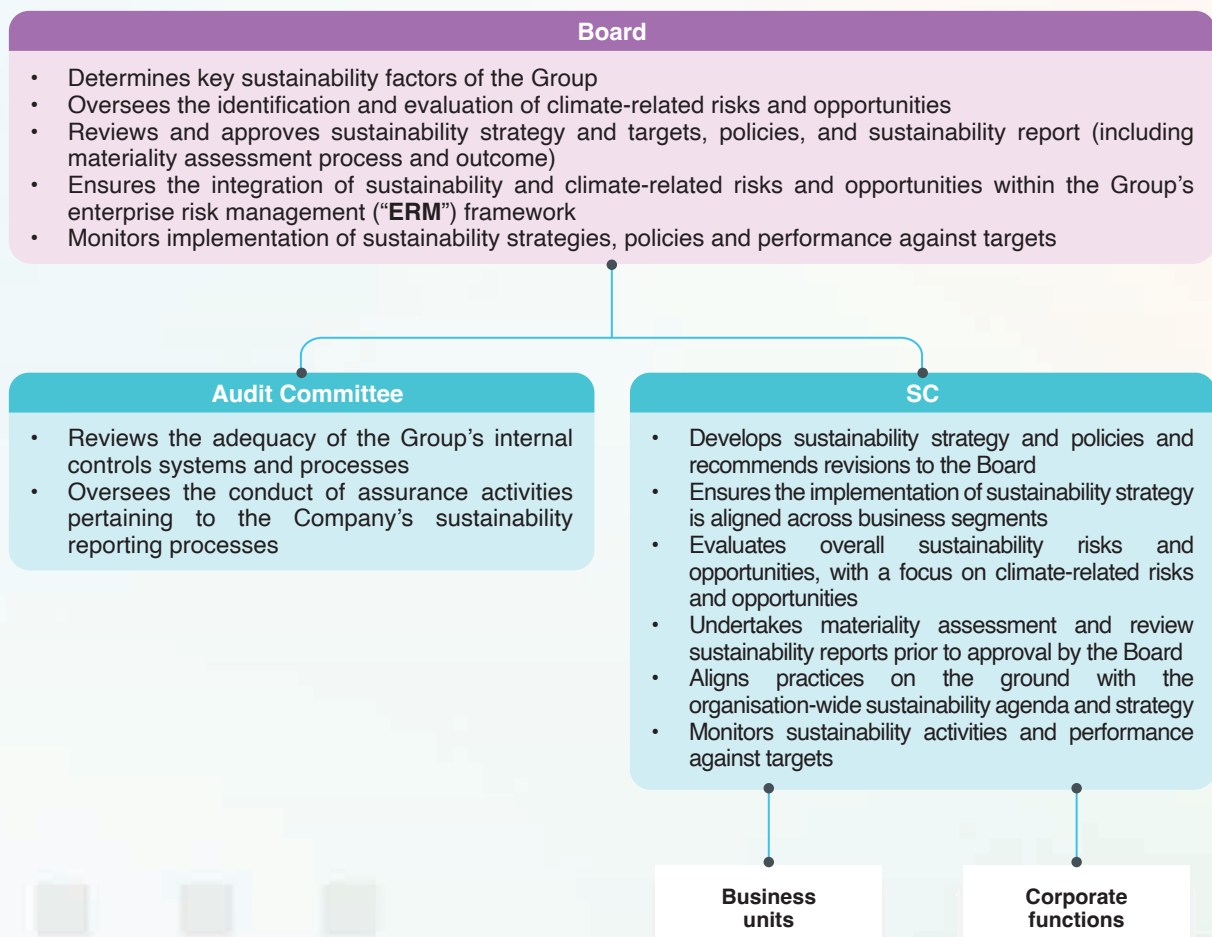
A sustainability reporting policy (“**SR Policy**”) covering our sustainability strategies, governance structure, materiality assessment and processes in identifying and monitoring key Sustainability Factors is established and serves as a point of reference in the conduct of our sustainability reporting. Under this SR Policy, we will continue to 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.

7.1 Sustainability Governance Structure

Our sustainability strategy is developed and directed by an executive level sustainability committee (“**SC**”) and overseen by the Board. In addition, as part of our continual efforts to upgrade the knowledge of our directors on sustainability reporting and to meet the requirement of Listing Rule 720 (7) of SGX-ST, we confirm that 4 directors or 80% of our directors have attended at least one of the approved sustainability training courses. We will continuously work towards improving the percentage of directors who attended approved sustainability training courses.

The Group’s SC, which includes senior management executives from key business units and corporate functions¹⁰, is led by the Group’s Managing Director, and tasked to develop the sustainability strategy, review our material impacts, consider stakeholder priorities and set goals and targets, as well as collect, verify, monitor and report performance data for this Report.

Besides the SC, the Board is also supported by the Audit Committee on specific sustainability matters under its terms of reference. Our sustainability governance structure and the responsibilities of component parties are detailed as follows:



¹⁰ The Group’s SC is supported by the Deputy Managing Director, Group Financial Controller and Finance Manager.

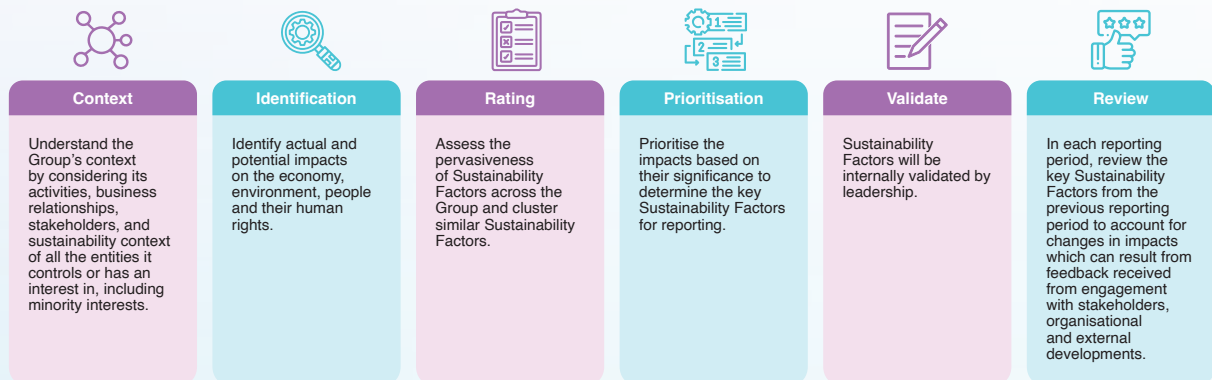
SUSTAINABILITY REPORT

As we are still refining our sustainability related metric measuring, tracking and target setting mechanism, we will link the key executives' remuneration to sustainability performance when the mechanism is more matured and stable.

7.2 Sustainability Reporting Processes

Under our SR policy, our sustainability reporting processes begin 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 as shown in the chart below:



7.3 Materiality Assessment

We constantly refine our management approach to adapt to the changing business landscape. The Group performs an annual materiality assessment to ensure that issues disclosed in our sustainability reports remain current, material, and relevant. 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 the occurrence of actual and potential negative and positive impacts and (ii) their significance on the economy, environment, people and their human rights and contribution to sustainable development.

7.4 Performance Tracking and Reporting

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

8. MATERIAL FACTORS

In FY2024, the SC conducted a stakeholder engagement session¹¹ and a materiality assessment 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 have also reported our progress in managing these factors and set related targets to improve our sustainability performance.

¹¹ The Company distributed an online survey to both its internal and external stakeholders of customers, employees and suppliers to gather perspectives on the most important sustainability factors for the business to prioritise.

SUSTAINABILITY REPORT

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	Sustainable Business Performance	Decent work and economic growth	<ul style="list-style-type: none"> • Employees • Regulators • Shareholders • Suppliers
Environmental			
3	Energy Conservation and GHG Emissions Reduction	Climate action	<ul style="list-style-type: none"> • Communities • Shareholders
4	Responsible Waste Management	Responsible consumption and production	<ul style="list-style-type: none"> • Communities • Regulators • Shareholders
5	Water Conservation	Clean water and sanitation	<ul style="list-style-type: none"> • Communities • Shareholders
Social			
6	Occupational Health and Safety	Good health and well-being	<ul style="list-style-type: none"> • Employees
7	Employee Development and Retention	Decent work and economic growth	<ul style="list-style-type: none"> • Employees
8	Equality and Diversity in the Workplace	Reduced inequalities	<ul style="list-style-type: none"> • Employees
9	Spirit of Giving	Sustainable cities and communities	<ul style="list-style-type: none"> • Communities
10	Commitment to Quality and Product Safety Practices	Peace, justice and strong institutions	<ul style="list-style-type: none"> • Customers • Suppliers
Governance			
11	Robust Corporate Governance Framework	Peace, justice and strong institutions	<ul style="list-style-type: none"> • Shareholders • Regulators

We will update the key Sustainability Factors on an annual basis to reflect changes in business operations, environment, stakeholder's feedback and sustainability trends.

The details of each key Sustainability Factor are presented as follows:

8.1 Total Customer Satisfaction

Our Commitment

In line with our vision to lead, create and shape the trend of tech-savvy products, we believe that ensuring customer satisfaction is key to achieve this vision and ensure our business sustainability. We sell primarily to retailers as well as via e-commerce marketplaces.

Our Approach

Our strategies towards customer satisfaction are as follows:

- Offer a comprehensive product range that meets market's needs and demand
We offer a wide range of products and create bundling possibilities of different products to meet customers' varied needs. Refer to our brand and product listing at our corporate website: <https://banleong.com/our-brands/>.

SUSTAINABILITY REPORT

- b. Offer quality and safe products
In line with our commitment to provide quality products to our customers, we ensure strict compliance with our quality requirements and relevant safety regulations.
- For our Sustainability Factor on product safety and consistency in quality, refer to Section 8.10 for further details.
- c. Offer competitive pricing
Leveraging on our long established relationships with suppliers and through bulk purchases, we are able to secure competitive pricing through discounts, rebates or pricing support from suppliers which can then be passed on to our customers. Customers are also constantly engaged by our sales teams and management to understand the market price trends in order for us to offer competitive selling prices.
- d. Proactively gather customer feedback to formulate strategies
Customer feedback collected from various touchpoints such as sales teams, service centre and social media are analysed to gather valuable insights into current and future customer requirements. Insights gathered are discussed during regular management meetings to drive product and service improvements, enhance operational level and provide inputs for strategies.
- e. Render good customer service
We operate our own service centre with in-house technicians to handle hardware and technical problems as well as provide onsite repairs for certain products. By providing such value-added services to our customers, we have established a reputation as a reliable and trustworthy partner.

Our Performance

We manage 75 online stores (FY2023:79) at various third-party e-commerce platforms at the time of this Report. For our e-commerce sales, we measure customer satisfaction based on feedback ratings provided by customers. During the Reporting Period, 100% (FY2023:100%) of the online stores have positive feedback ratings in excess of 80%.

8.2 Sustainable Business Performance

Our Commitment

We are committed to provide value to various stakeholders through relevant and meaningful ways.

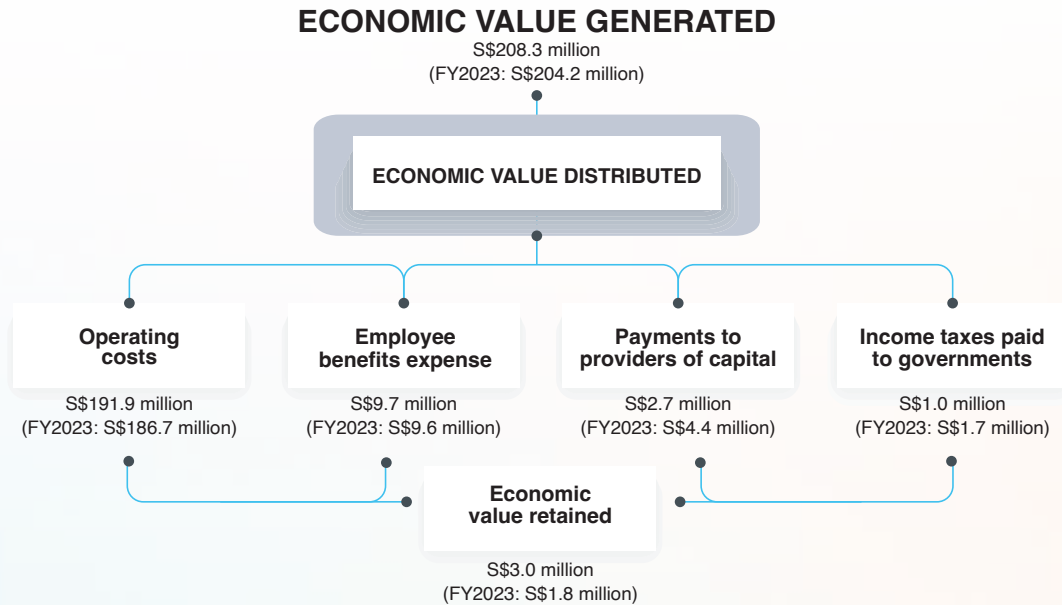
Our Approach

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, whilst mitigating relevant business risks identified.

SUSTAINABILITY REPORT

Our Performance

In line with this commitment, the Group's economic value generated in FY2024 is distributed as follows to enable a sustainable business performance for the Group's future:



Details of the Group's economic performance can be found in the financial contents and audited financial statements of this Annual Report.

8.3 Energy Conservation and GHG Emissions Reduction

Our Commitment

We acknowledge that our energy consumption and the resultant GHG emissions contribute to climate change. Accordingly, we are committed to reduce our carbon footprint whilst being open to capitalise on opportunities that may arise as we transit to become a low-carbon organisation.

In line with our mission to operate in an environmentally responsible manner, we are driven by our commitment to ensure responsible usage of energy resources, reduce carbon emissions, combat climate change, preserve the environment that we operate in and yet reduce our costs, resulting in enhanced returns to shareholders.

Our Approach

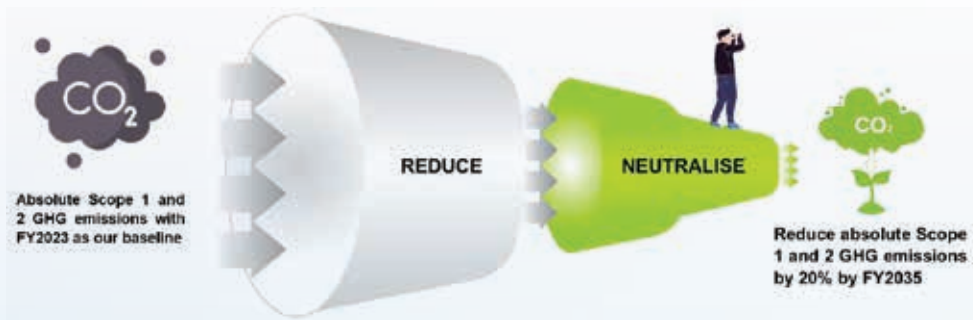
We track and monitor our Scope 1, 2 and certain categories of Scope 3 GHG emissions closely and are developing mechanism to track our other categories of our scope 3 GHG emissions, where relevant and practicable. We developed a climate change transition plan and will refine and improve the plan as we progressively implement it, by considering changes in business operations, environment and market trends. Progress updates and performance will be provided in our future sustainability reports with assurance on the reporting process covered by an internal review.

SUSTAINABILITY REPORT

Climate change transition plan

Our climate change transition plan steers us on our decarbonisation journey. Under this strategy, we commit to reduce our absolute Scope 1 and 2 GHG emissions by 20% by FY2035, with FY2023 as our baseline. Our climate change transition plan is focused on two (2) strategic levers of reduce and neutralise as follows:

Climate change transition plan



Details of our strategic levers are as follows:

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

We review our energy consumption regularly to control usage and corrective actions are taken when there are unusual consumption patterns. We continuously strive to improve our energy use and efficiency through the following initiatives and aspirations:

Lever	Key initiative	Description
Reduce	Energy efficiency – delivery vehicles	We maintain a systematic maintenance programme for delivery vehicles to improve fuel efficiency.
	Energy efficiency – Lighting	We optimise electricity efficiency using high-efficiency lighting wherever practicable.
	Behavioural changes	We constantly remind our employees on basic and environmentally responsible habits at their workplaces such as switching off appliances if not in use.
	Clean energy	We are constantly exploring opportunities to source for clean and/or renewable energy where we operate in.
Neutralise	<ul style="list-style-type: none"> REC Carbon credits 	The Group plans to explore the use of REC and carbon credits to offset unavoidable residual emissions when the relevant markets mature.

SUSTAINABILITY REPORT

Our Performance

To run our operations, we rely mainly on the following energy resources:

- Diesel for our fleet of delivery vehicles and forklifts; and
- Electricity for lighting, office equipment and cooling.

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

Performance indicator	Unit of measurement	FY2024	FY2023
Energy consumption			
Diesel consumption	GJ	942	874
Electricity consumption	GJ	1,767	1,751
Energy consumption intensity			
Diesel consumption intensity	GJ/revenue S\$ million	4.526	4.289
Electricity consumption intensity	GJ/sq ft	0.026	0.026
GHG emissions			
Direct GHG emissions (Scope 1 ¹²)	tonnes CO ₂ e	71	65
Indirect GHG emissions (Scope 2 ¹³)	tonnes CO ₂ e	241	236
Total Scope 1 and 2 GHG emissions	tonnes CO ₂ e	312	301
GHG emissions intensity			
Direct GHG emissions intensity (Scope 1)	tonnes CO ₂ e/revenue S\$ million	0.341	0.319
Indirect GHG emissions intensity (Scope 2)	tonnes CO ₂ e/square foot	0.004	0.004

The increase in diesel consumption intensity and direct GHG emissions intensity is mainly attributable to due to a switch from third-party deliveries to in-house deliveries for Malaysia operations which is more cost-effective for certain product range.

During the Reporting Period, we started to track selected Scope 3 emissions for our operations in Singapore which are as follows:

Category	Coverage	Unit of Measurement	FY2024 ¹⁴
Category 1: Purchased goods and services	Potable water	tonnes CO ₂ e	0.06
Category 6: Business travel	Air travel	tonnes CO ₂ e	54
Category 7: Employee commuting	Transportation of employees between their homes and their worksites	tonnes CO ₂ e	100

12 GHG emissions from consumption of diesel controlled by a company (Scope 1) are calculated based on the Greenhouse Gas (GHG) Emissions Measurement and Reporting Guidelines published by the NEA.

13 GHG emissions from electricity purchased by a company (Scope 2) are calculated based on the emissions factors published by the relevant local authorities.

14 No comparative data is available as we have only started tracking Scope 3 emissions in FY2024. Scope 3 emissions were calculated using a mix of emission factors from "Life cycle assessment of water supply in Singapore – A water-scarce urban city with multiple water sources" and calculation tools comprising International Civil Aviation Organization Carbon Emissions Calculator and Carbon and Emissions Recording Tool.

SUSTAINABILITY REPORT

8.4 Responsible Waste Management

Our Commitment

In line with our mission to operate in an environmentally responsible manner, we are committed to environmental preservation through efficient waste management such as reuse and recycling to allow us to operate in a sustainable environment.

Our Approach

We work with NEA, under the EPR scheme, to assist in the collection of e-waste generated in operations in Singapore for proper recycling and waste treatment. In addition, during our business operations, we purchased products for distribution and these products arrive in our warehouse in carton boxes. The used carton boxes are centrally placed at a designated location for reuse in deliveries whilst unusable carton boxes are sent regularly to a licensed waste collector for recycling purposes.

Our Performance

Under the EPR scheme, 100% of our e-waste (FY2023:100%) we collected in Singapore, which amounted to 2,893 kg (FY2023:2,016 kg), were handled by a licensed waste collector for proper treatment and recycling during the Reporting Period.

8.5 Water Conservation

Our Commitment

We are committed to water-use efficiency to address global water scarcity.

Our Approach

We rely on water resources supplied primarily by municipal water suppliers in our office environment. Our water conservation initiative includes performing regular tracking and review on our water consumption.

Our Performance

Key statistics on our water consumption during the Reporting Period¹⁵ are as follows:

Our Sustainability Framework

Resource ¹⁶	FY2024	
	Water consumption (CuM)	Water consumption intensity (CuM/employee)
Water	1,186	5.5

8.6 Occupational Health and Safety

Our Commitment

A work environment that improves the well-being of employees and allows them to work safely without fear of getting injured, builds loyalty amongst employees and supports the sustainability of our business. Accordingly, we place emphasis on creating a workplace that allows employees to perform and develop in a safe and conducive working environment.

¹⁵ No comparative data is available due to non-availability of information.

¹⁶ Disclosure on water drawn from water stress areas is not made as it is not applicable. The Group does not contribute significantly to the ability of any of the country in which it operates in, to meet the human and ecological demand for water. Areas with water stress are identified based on the World Resources Institute Aqueduct Water Risk Atlas.

SUSTAINABILITY REPORT

Our Approach

We aim to provide a hazard-free workplace through establishing an occupational health and system which comprises the following procedures and practices:

- Perform risk assessments that are led by a risk assessment leader and supported by risk assessment members to identify the occupational health and safety hazards associated with work activities and processes within the warehouse operations which may potentially lead to workplace injuries or ill health cases. The identified hazards are assessed taking into consideration the existing control measures in place and additional control measures required;
- Implement job safety guidelines which are communicated to new employees of logistic departments and ensuring that relevant employees undergo the required safety briefings to familiarise themselves with the applicable safety precautions;
- Aside from informing the Department Head and Human Resource Department on any occupational health and safety incident, any employee who believes himself/herself to be in situations that could result in work-related injury or ill health, may also choose to remove himself/herself from the situation immediately. Employees are protected against reprisal under our employee handbook for reporting on a confidential or anonymous basis about actions that may cause danger to the health and safety of others; and
- Adhere to guidelines and measures, laws and regulations passed by the relevant local authorities.

Our Performance

We encountered zero fatalities, zero high consequence work-related injuries, one recordable work-related injuries and zero recordable work-related ill health cases in FY2024 (FY2023: zero fatalities, zero high consequence work-related injuries, zero recordable work-related injuries and zero recordable work-related ill health cases). The recordable work-related injury relates to a struck by accident. Lessons from the work-related injury were shared across business units to prevent recurrence and we will continuously work towards reducing both the occurrence and severity of workplace accidents. We have strengthened the relevant policies and procedures to reinforce workplace safety measures.

8.7 Employee Development and Retention

Our Commitment

The continual success of our business pivots on a team of motivated, experienced and qualified staff, driven by the core values to achieve our mission and vision.

Our Approach

Key initiatives taken by us to nurture, grow and motivate our employees are as follows:

- Care for employees through strong corporate culture and comprehensive benefits scheme**
We adopt the culture of Chinese philosophy with Western management principles, whereby trust and integrity form the basis of all our business dealings. We also believe that our corporate culture will convey the core values to our employees and motivate them to work for the good of the Group. Key initiatives to foster strong corporate culture amongst our employees are as follows:
 - Senior management leads by example in business and operations;
 - A buddy system is in place to help new employees immerse in and practise the organisation's culture; and
 - Team building activities such as company trips, staff outings and training courses are organised regularly for employee interaction and bonding.

SUSTAINABILITY REPORT

We also care for our employees through a comprehensive benefits scheme such as medical insurance coverage. In line with Singapore Government's pro-family measures, we also provide leave benefits such as maternity leave, paternity leave, childcare leave and shared parental leave.

b. Establish a quality team

We encourage continual learning and leadership quality improvements for our employees by offering sponsorships to upgrade their skillsets. A Further Education Sponsorship Programme has also been set up since 2017 to groom employees at the managerial levels. The programme aims to provide managerial staff with a clear and forward-looking career path to greater responsibilities and better prospects. Under this programme, we co-sponsor trainings for managerial staff who meet the criteria.

We also believe that everyone is talented in his/her own way, and we should provide opportunities to people from a diverse educational background to nurture them. To support our belief, we partnered with Workforce Singapore ("WSG") and Employment and Employability Institute ("NTUC's e2i") in Singapore under the Career Support Programme to offer job opportunities to eligible Professionals, Managers, Executives and Technicians ("PMETs") who are Singapore citizens and have been actively looking for jobs for a considerable period of time to help them adapt to changing job demands and enhance their employability. To support unemployed or mature jobseekers aged 40 and above, we partnered with WSG under the Career Conversion Programme to offer opportunities for mid-career individuals, to undergo skills conversion and switch to new jobs or sectors that have good longer-term prospects. In addition, we partnered with institutes of higher learning under various programmes such as internships to provide opportunities for young talents from these institutions to build work skills and experience by working at the Group. As at 31 March 2024, the number of employees under these programmes is 21 (FY2023:10).

c. Engage employees constantly

Employees are engaged regularly via various channels such as the appraisal exercise which allows employees to gain feedback on their career progress.

Our Performance

Training hours

During the Reporting Period, our full-time employees attended in-house and external training which cover areas such as induction on business processes, security management, forklift operations, leadership and information technology. Key statistics on training hours provided for our full-time employees are as follows:

Disclosure	FY2024	FY2023
Overall		
Total training hours	1,075	574
Average training hours per employee	5	3
Gender (Male)		
Total training hours	720	490
Average training hours per employee	5	3
Gender (Female)		
Total training hours	355	84
Average training hours per employee	5	1
Management		
Total training hours	182	318
Average training hours per employee	5	10
Non-management		
Total training hours	893	256
Average training hours per employee	5	1

SUSTAINABILITY REPORT

The increase in average training hours per employee is mainly attributable to additional training for the implementation of a new Enterprise Resource Planning (“ERP”) system for our Singapore subsidiaries.

Performance and career development reviews

During the Reporting Period, 100% (FY2023:100%) of our employees received regular performance and career development reviews.

New hires

Key statistics on new hires of our full-time employees are as follows:

Disclosure	FY2024		FY2023	
	Number of new hires	Rate of new hires	Number of new hires	Rate of new hires
Gender				
New hires (male)	25	18%	34	24%
New hires (female)	15	20%	21	27%
Age				
New hires (below 30)	15	37%	26	63%
New hires (30 to 50)	19	14%	27	19%
New hires (above 50)	6	16%	2	6%
Overall new hires	40	19%	55	25%

Employee turnover

Key statistics on employee turnover of our full-time employees are as follows:

Disclosure	FY2024		FY2023	
	Number of turnover	Rate of turnover	Number of turnover	Rate of turnover
Gender				
Turnover (male)	28	20%	30	21%
Turnover (female)	17	23%	21	27%
Age				
Turnover (below 30)	11	27%	25	61%
Turnover (30 to 50)	32	24%	23	16%
Turnover (above 50)	2	5%	3	9%
Overall turnover	45	21%	51	23%

Parental leave

Key statistics on Parental Leave taken by eligible employees are as follows:

Disclosure	FY2024 ¹⁷	
	Male	Female
Number of employees entitled to Parental Leave	3	1
Number of employees who took Parental Leave	3	1
Number of employees who returned to work after Parental Leave ended	3	1
Return to work rate of employees who took Parental Leave	100%	100%

17 No comparative data is available due to non-availability of information.

SUSTAINABILITY REPORT

8.8 Equality and Diversity in the Workplace

Our Commitment

In line with our mission to grow and nurture our people, we are committed to provide a work environment for employees that fosters fairness, equality and respect for social and cultural diversity.

Our Approach

To promote equal opportunity, we established various human resource related processes as follows:

- A wage policy is in place to guide management on assessing employees based on merit and competency; and
- Staff recruitment advertisements do not state age, race, gender or religion preferences as a requirement.

Our Performance

During the Reporting Period, there was no incident of unlawful discrimination against employees (FY2023:zero incident).

Gender diversity

On gender diversity, we view diversity as an important component in supporting sustainable development. Key statistics on gender diversity of our employees are as follows:

Disclosure	As at 31 March 2024		As at 31 March 2023	
	Male	Female	Male	Female
Overall	65%	35%	65%	35%
Employee category				
Management	67%	33%	63%	37%
Non-management	65%	35%	65%	35%
Employment type				
Full-time	65%	35%	65%	35%

Educational background diversity

On diversity in educational background, we seek to create an inclusive environment for employees from different educational background. As at 31 March 2024, the breakdown of employees by educational level is as follows:

Educational qualification	As at 31 March 2024	As at 31 March 2022
Tertiary	54%	52%
Non-tertiary	46%	48%
Total	100%	100%

SUSTAINABILITY REPORT

Age diversity

On age diversity, matured workers are valued for their experience knowledge and skills. Key statistics on age diversity of our employees are as follows:

Disclosure	As at 31 March 2024			As at 31 March 2023		
	Below 30	30 – 50	Above 50	Below 30	30 – 50	Above 50
Overall	19%	63%	18%	19%	66%	15%
Management level						
Management	–%	69%	31%	–%	78%	22%
Non-management	23%	62%	15%	22%	65%	13%
Employment type						
Full-time	19%	63%	18%	19%	66%	15%

8.9 Spirit of Giving

Our Commitment

In line with our mission to operate in a socially responsible manner, we recognise that long-term success of our business is closely related with the health and prosperity of the communities we operate in.

Our Approach

On this front, we participate in various events, and you may refer to the community events disclosed on page 14 of this Annual Report for more details. Our continuous efforts in cultivating a spirit of giving have encouraged employees to volunteer in community work which in turn support their personal development.

Our Performance

In FY2024, more than 390 volunteer hours (FY2023: more than 500 volunteer hours) are clocked amongst our employees. The decrease in volunteer hours is mainly due to increase in business activities and time taken to implement and transit towards the new ERP system.

8.10 Commitment to Quality and Product Safety Practices

Our Commitment

To present quality, innovative, user-focused products and services to our customers, we take potential risks to the health and safety of customers seriously as electrical products could pose a risk to our customers when sub-standard products are sold and used.

Our Approach

Key measures taken to ensure product safety and quality are as follows:

- Our procurement team works closely with suppliers to ensure strict compliance with our quality requirements and relevant safety regulations. Feedback is constantly furnished by the procurement team to suppliers to make improvements. A supplier that does not improve will be disqualified; and
- We ensure that products sold in Singapore comply with the Consumer Protection (Safety Requirements) Registration Scheme (CPS Scheme) and are certified with the applicable SAFETY mark.

SUSTAINABILITY REPORT

Our Performance

During the Reporting Period, there was no incident of substandard products resulting in electrical accidents (FY2023:zero incident).

8.11 Robust Corporate Governance Framework

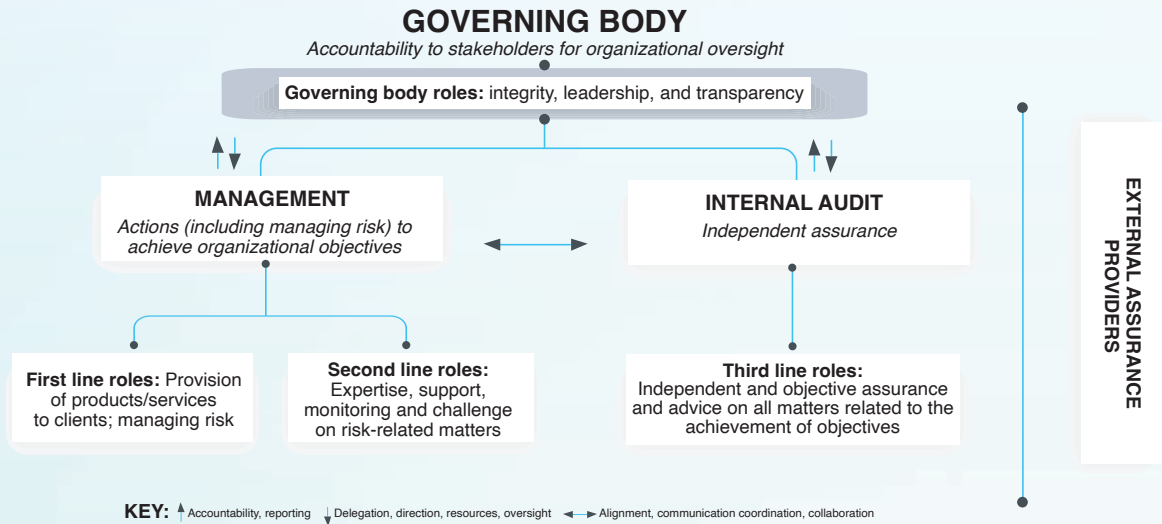
Our Commitment

We are committed to high standards of corporate governance and believe that a high standard of corporate governance is integral in ensuring sustainability of our business as well as safeguarding shareholders’ interests and maximising long-term shareholder’s value.

Our Approach

Corporate governance and risk management approach

We aligned our corporate governance and risk management approach with the Three Lines Model issued by the Institute of Internal Auditors (“IIA”). The Three Lines Model serves to identify structures and processes that best assist the achievement of organisational objectives and facilitate strong governance and risk management. Under the Three Lines Model, the roles and responsibilities of governing body, management (first and second line roles), internal audit (third line roles) and the relationship among them are defined as follows:



Source: Three Lines Model issued by the IIA

Anti-corruption

We take a zero-tolerance approach to bribery and corruption and prohibit corruption in all forms, including extortion and bribery. We have a whistle blowing policy in place to provide a mechanism for employees to raise concerns through accessible confidential disclosure channels about possible improprieties in matters of financial reporting and others. Refer to the Report of Corporate Governance in this Annual Report for details of our corporate governance practices.

SUSTAINABILITY REPORT

Our Performance

Our overall SGTI score assessed by the Center for Governance and Sustainability of the National University of Singapore Business School was 67 for year 2023 (Year 2022:71). We will continuously work towards improving our SGTI score. In FY2024, there was no incident of serious offence (FY2023:zero incident) and no (FY2023:zero) reported incident of non-compliance with laws and regulations for which fines and/or non-monetary sanctions were incurred.

9. 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	Current year's progress
Economic			
1	Total Customer Satisfaction	<u>Short-term</u> Maintain our customer review rate	●●● Maintained 100% customer review rate
2	Sustainable Business Performance	<u>Short-term</u> Maintain or improve economic value generated subject to market conditions	●●● Economic value generated increased mainly as a result of an increase in revenue which is attributable to a new distributorship secured in FY2024
Environmental			
3	Energy Conservation and GHG Emissions Reduction	<u>Short-term</u> Reduce Scope 1 and 2 GHG emissions intensities by FY2025, with FY2023 as our baseline	●●○ <ul style="list-style-type: none"> • Scope 1 GHG emissions intensity increased mainly due to a switch from third-party deliveries to in-house deliveries for our Malaysia operations which is more cost-effective for certain product range • No material changes in Scope 2 GHG emissions intensity
		<u>Medium-term</u> Reduce our absolute Scope 1 and 2 GHG emissions by 20% by FY2035, with FY2023 as our baseline	○○○ 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

SUSTAINABILITY REPORT



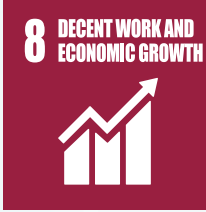
S/N	Key Sustainability Factor	Target	Current year's progress
4	Responsible Waste Management	<u>Ongoing and long-term</u> 100% of e-waste generated in Singapore are handled by a licensed waste collector for proper treatment and recycling	●●● 100% of our e-waste we collected in Singapore, which amounted to 2,893 kg, are handled by a licensed waste collector for proper treatment and recycling
5	Water Conservation	<u>Short-term</u> Maintain or improve water consumption intensity	○○○ Not applicable as Water Conservation is a new Sustainability Factor identified by the Group
Social			
6	Occupational Health and Safety	<u>Ongoing and long-term</u> Maintain zero incident of workplace fatalities, high consequence work-related injuries, recordable work-related injuries and ill health cases	●●○ <ul style="list-style-type: none"> Maintained zero incident of workplace fatalities, high consequence work-related injuries, recordable work-related ill health cases Recorded an incident of recordable work-related injury associated with minor nausea and dizziness arising from being struck by falling objects
7	Employee Development and Retention	<u>Short-term</u> <ul style="list-style-type: none"> Improve or maintain employee retention rate subject to market conditions Improve or maintain average training hours per employee Maintain percentage of confirmed employees who received regular performance and career development reviews 	●●● <ul style="list-style-type: none"> No material changes in overall turnover rate Increase in average training hours per employee mainly attributable to the implementation of a new ERP system for our Singapore subsidiaries. 100% of confirmed employees continued to receive regular performance and career development reviews
8	Equality and Diversity in the Workplace	<u>Ongoing and long-term</u> Maintain zero incident of unlawful discrimination against employees	●●● Maintained zero incident of unlawful discrimination against employees
9	Spirit of Giving	<u>Ongoing and long-term</u> Continue with existing community engagement campaigns or initiate new community engagement campaigns	●●● Continued with existing community engagement campaigns and initiated new community engagement campaigns
10	Commitment to Quality and Product Safety Practices	<u>Ongoing and long-term</u> Maintain zero incident of substandard products resulting in electrical accidents to our customers	●●● Maintained zero incident of substandard products resulting in electrical accidents to our customers
Governance			
11	Robust Corporate Governance Framework	<u>Ongoing and long-term</u> Maintain zero incident of serious offence	●●● Maintained zero incident of serious offence

SUSTAINABILITY REPORT

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.

10. SUPPORTING THE UN SUSTAINABLE DEVELOPMENT GOALS

We have incorporated the SDGs under the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, where appropriate, as a supporting framework to shape and guide our sustainability strategy. The results shown below are how our key Sustainability Factors relate to these SDGs:

SDG	Our efforts
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p><u>Section 8.6 Occupational Health and Safety</u> We implement measures such as job safety guidelines and safety training and drills to provide a hazard-free workplace for our employees and ensure the well-being of our employees.</p>
 <p>6 CLEAN WATER AND SANITATION</p>	<p><u>Section 8.5 Water Conservation</u> We implement checks and measures to reduce water wastage, which in turn help us to work towards achieving sustainable management and efficient use of natural resources.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p><u>Section 8.1 Total Customer Satisfaction</u> We place heavy emphasis on customer satisfaction as we understand that maintaining a high level of customer satisfaction is essential to the continual success of our business. This in turn helps to contribute to economic growth as well as create new jobs.</p> <p><u>Section 8.2 Sustainable Business Performance</u> We contribute to economic growth through creating long-term value for our stakeholders.</p> <p><u>Section 8.7 Employee Development and Retention</u> We believe in creating decent and fulfilling jobs for our employees and empowering our employees which in turn contributes to economic growth through investing in training, education and development to enhance our business competencies, as well as providing a strong corporate culture and comprehensive benefits scheme.</p>

SUSTAINABILITY REPORT

SDG

Our efforts



Reduce inequality within and among countries

Section 8.8 Equality and Diversity in the Workplace

We ensure equal opportunity for all regardless of age, gender, and educational background by establishing various human resource related policies and processes to achieve this goal.



Make cities and human settlements inclusive, safe, resilient and sustainable

Section 8.9 Spirit of Giving

We participated in various events to cultivate a spirit of giving and encourage employees to volunteer in community works.



Ensures sustainable consumption and production patterns

Section 8.4 Responsible Waste Management

We dispose our e-waste responsibly and constantly enhance our operating systems to move towards a paperless working environment.



Take urgent action to combat climate change and its impacts

Section 8.3 Energy Conservation and GHG Emissions Reduction

We implement measures to reduce our energy consumption as not only does it help to improve our energy efficiency, it also helps us to reduce our emissions and contribute in the global action to combat climate change.



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Section 8.10 Commitment to Quality and Product Safety Practices

We ensure that our products meet necessary safety standards and relevant laws and regulations to maintain the continued success of our business and promote effective and accountable institutions.

Section 8.11 Robust Corporate Governance Framework

We are committed to high standards of corporate governance and believe that a high standard of corporate governance is integral in ensuring sustainability of our business as well as safeguarding shareholders' interests and maximising long-term shareholder's value.

SUSTAINABILITY REPORT

11. SUPPORTING THE TCFD

Our climate-related disclosures are produced based on the 11 recommendations of TCFD as follows:

Governance

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

The Board oversees the management and monitoring of our Sustainability Factors and consider climate-related issues in determining the Group's strategic direction and policies, including climate-related risks and opportunities.

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

Our sustainability strategy is developed and directed by the SC in consultation with the Board. The SC includes senior management executives from key business units and corporate functions and is led by the Group's Managing Director. The responsibilities of the SC include considering climate-related issues in the development of sustainability strategy, materiality assessment, target setting, as well as collection, verification, monitoring and reporting of performance data.

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 climate-related risks and opportunities identified by the Group during a climate-related risk assessment exercise includes the following:

- **Increased severity of extreme weather events** – With rising temperatures and more frequent heatwaves arising from global warming and climate change, risks attributing to the increased cost of cooling spending and risk to labour productivity are expected. However, this also creates an opportunity to raise awareness amongst our employees to be more environmentally conscious and reduce our environmental impact through energy conservation initiatives;
- **Shifting customer preferences for sustainable products** – The business and financial risks of shifting customer preferences for sustainable products, which may result in the potential loss of sales for the Group should it not meet customers' needs. Conversely, this also presented an opportunity for the Group to review and assess its value chain to identify sustainable products; and
- **Enhanced emissions-reporting obligations** – With rising concerns over the effects of climate change, key stakeholders such as the regulators, customers 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 meet the rising needs and expectations of regulators, customers and shareholders on the environment.

SUSTAINABILITY REPORT

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

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 with the adoption 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 – FY2035) and long term (after FY2035) with details as follows:

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

Risk	Potential impact magnitude		
	Short-term	Medium-term	Long-term
Key transition risk identified			
Shifting customer preferences for sustainable products	●	●	●
Enhanced emissions-reporting obligations	●	●	●
Key physical risk identified			
Increased severity of extreme weather events	●	●	●

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

Risk	Potential impact magnitude		
	Short-term	Medium-term	Long-term
Key transition risk identified			
Shifting customer preferences for sustainable products	NA ¹⁹	NA ¹⁹	●
Enhanced emissions-reporting obligations	NA ¹⁹	NA ¹⁹	●
Key physical risk identified			
Increased severity of extreme weather events	NA ¹⁹	NA ¹⁹	●

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.

¹⁹ Not applicable as this scenario is unlikely in the short and medium term.

SUSTAINABILITY REPORT

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 our climate 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, much of the impact will be attributable to transition risks from the shifting consumer preferences for sustainable products 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.*

The Group's climate related risks and opportunities are identified and assessed during a climate-related risk assessment exercise. We also manage our climate-related risks by monitoring the trend of climate-related performance indicators. We will integrate climate-related risks into our risk management framework in the future.

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, including energy, GHG emissions and waste management and disclose related metrics in our sustainability report. 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 GHG emissions, and the related risks.*

To support the climate change agenda, we disclose our Scope 1, 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 the disclosure of our Scope 3 GHG emissions wherever applicable and practicable.

We recognise the importance of monitoring our indirect Scope 3 GHG emissions and started tracking and disclosing indirect Scope 3 GHG emissions from purchased goods and services (category 1), business travel (category 6), employee commuting (category 7) in FY2024. We aim to review our Scope 3 GHG emissions to better track and disclose our material Scope 3 GHG emissions and expand the reporting coverage of our Scope 3 GHG emissions on categories relevant to the Group wherever applicable and practicable.

- 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 energy consumption and GHG emissions. For further details, please refer to Section 9.

SUSTAINABILITY REPORT

11. GRI CONTENT INDEX

Statement of use	Ban Leong Technologies Limited has reported in accordance with the GRI Standards for the period from 1 April 2023 to 31 March 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI standard	Disclosure	Location/Page reference and Omissions
GRI 2: General Disclosures 2021	2-1 Organisational details	15, 17, 100, 147-148
	2-2 Entities included in the organisation's sustainability reporting	18
	2-3 Reporting period, frequency and contact point	16, 18, 20
	2-4 Restatements of information	None
	2-5 External assurance	17
	2-6 Activities, value chain and other business relationships	17, 21-22
	2-7 Employees	17, 30
	2-8 Workers who are not employees	We have approximately 10 workers who are not employees as at 31 March 2024. They include interns under Administrative, Marketing, Customer Service and Human Resources departments. There is no significant fluctuation in the number of workers who are not employees as compared to FY2023.
	2-9 Governance structure and composition	10-11, 19-20
	2-10 Nomination and selection of the highest governance body	53-56
	2-11 Chair of the highest governance body	19-20, 52-53
	2-12 Role of the highest governance body in overseeing the management of impacts	19-20
	2-13 Delegation of responsibility for managing impacts	19-20
	2-14 Role of the highest governance body in sustainability reporting	19-20
	2-15 Conflicts of interest	45
	2-16 Communication of critical concerns	32, 68
	2-17 Collective knowledge of the highest governance body	19, 47
	2-18 Evaluation of the performance of the highest governance body	56-57

SUSTAINABILITY REPORT

GRI standard	Disclosure	Location/Page reference and Omissions
	2-19 Remuneration policies	57-60
	2-20 Process to determine remuneration	57-60
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints
	2-22 Statement on sustainable development strategy	06-07, 15
	2-23 Policy commitments	32, 35-39
	2-24 Embedding policy commitments	32
	2-25 Processes to remediate negative impacts	32, 68
	2-26 Mechanisms for seeking advice and raising concerns	32, 68
	2-27 Compliance with laws and regulations	30, 33
	2-28 Membership associations	None
	2-29 Approach to stakeholder engagement	18
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	19-20
	3-2 List of material topics	21
Sustainable Business Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	22-23, 33
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	23
	201-2 Financial implications and other risks and opportunities due to climate change	37-38
	201-3 Defined benefit plan obligations and other retirement plans	111, 117
	201-4 Financial assistance received from government	117
Robust Corporate Governance Framework		
GRI 3: Material Topics 2021	3-3 Management of material topics	32-34

SUSTAINABILITY REPORT

GRI standard	Disclosure	Location/Page reference and Omissions
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	32
	205-2 Communication and training about anti-corruption policies and procedures	32
	205-3 Confirmed incidents of corruption and actions taken	33
Energy Conservation and GHG Emissions Reduction		
GRI 3: Material Topics 2021	3-3 Management of material topics	23-25, 33
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	25
	302-2 Energy consumption outside of the organisation	25
	302-3 Energy intensity	25
	302-4 Reduction of energy consumption	24
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	25
	305-2 Energy indirect (Scope 2) GHG emissions	25
	305-3 Other indirect (Scope 3) GHG emissions	25
	305-4 GHG emissions intensity	25
	305-5 Reduction of GHG emissions	24
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	23-25
Water Conservation		
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 34
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	26
	303-2 Management of water discharge-related impacts	Disclosure is not applicable as we do not discharge wastewater in our operations.
	303-3 Water withdrawal	26
	303-4 Water discharge	Disclosure is not applicable as we do not discharge wastewater in our operations.
	303-5 Water consumption	26
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	26
Responsible Waste Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 34

SUSTAINABILITY REPORT

GRI standard	Disclosure	Location/Page reference and Omissions
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	26
	306-2 Management of significant waste-related impacts	26
	306-3 Waste generated	26
	306-4 Waste diverted from disposal	26
	306-5 Waste directed to disposal	26
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	26
Employee Development and Retention		
GRI 3: Material Topics 2021	3-3 Management of material topics	27-29, 34
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	29
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	27-28
	401-3 Parental leave	29
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	28
	403-6 Promotion of worker health	28
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	28
	404-2 Programs for upgrading employee skills and transition assistance programs	28
	404-3 Percentage of employees receiving regular performance and career development reviews	29
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	26-27, 34
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	27
	403-2 Hazard identification, risk assessment, and incident investigation	27
	403-4 Worker participation, consultation, and communication on occupational health and safety	27
	403-5 Worker training on occupational health and safety	27
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	27
	403-9 Work-related injuries	27
	403-10 Work-related ill health	27

SUSTAINABILITY REPORT

GRI standard	Disclosure	Location/Page reference and Omissions
Equality and Diversity in the Workplace		
GRI 3: Material Topics 2021	3-3 Management of material topics	30-31, 34
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	30-31
	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	30
Spirit of Giving		
GRI 3: Material Topics 2021	3-3 Management of material topics	31, 34
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	14, 31
Commitment to Quality and Product Safety Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	31-32, 34
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	31
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	32

REPORT OF CORPORATE GOVERNANCE

REPORT OF CORPORATE GOVERNANCE

The Board of Directors (the “**Board**”) of Ban Leong Technologies Limited (the “**Company**” together with its subsidiaries, the “**Group**”) continues to be committed to ensuring and maintaining high standards of corporate governance and places importance on its corporate governance processes and systems which are essential to the stability and sustainability of the performance of the Group, promotion of corporate transparency, accountability and integrity of the Group, protection of interests of shareholders and maximisation of long-term shareholders’ value.

This report describes the corporate governance framework, practices, process and activities of the Company with specific reference to the underlying principles of the Code of Corporate Governance 2018 (the “**Code**”) that were in place throughout the financial year ended 31 March 2024 (“**FY2024**”). The Board believes that the Group has complied in all material aspects with the principles and provisions as set out in the Code, except where otherwise stated. The Company is also guided by the voluntary Practice Guidance which was issued to complement the Code and which sets out best practice standards for companies. Where there are deviations from the Code, appropriate explanations and reasons for deviation are provided in the relevant sections below.

BOARD MATTERS

The Board’s Conduct of Affairs

Principle 1:

The Company is headed by an effective Board which is collectively responsible and works with Management for the long-term success of the company.

Besides carrying out its statutory responsibilities, the Board meets regularly to oversee the business affairs, corporate affairs and the overall performance of the Group and works with the management (“**Management**”) to take objective decisions in the interest of the Group. Board members are expected to act in good faith and exercise independent judgment in the best interests of the Group. Directors facing conflict of interest have recused himself from discussions and decisions involving the issues of conflict. The Management also plays a pivotal role in providing Board members with complete, adequate and timely information to assist the Board in the fulfilment of its responsibilities.

The Board recognises that its principal duties include:

- Providing entrepreneurial leadership, setting the strategic directions and the long-term goals of the Group and ensuring that adequate resources are available to meet these objectives;
- Reviewing and approving, inter alia, the approval for the release of the half-year and full year results announcements, approval of the annual report and financial statements, material acquisitions and disposals of assets, interested person transactions, corporate strategies, annual budgets and investment proposals of the Group;
- Reviewing and evaluating the adequacy and integrity of the Group’s internal controls, compliance, risk management and financial report systems;
- Reviewing and monitoring management performance towards achieving organisational goals;

REPORT OF CORPORATE GOVERNANCE

- Overseeing succession planning for management;
- Setting corporate values and standards, setting appropriate tone-from-the-top and desired organizational culture, ensuring proper accountability within the Group and ensuring that the obligations to shareholders and other stakeholders are understood and met;
- Ensuring accurate and timely reporting in communication with shareholders; and
- Considering sustainability issues including environmental and social factors in the Group's strategic formulation.

To be in line with the requirements of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) relating to the sustainability reporting, the Group presents its Sustainability Report for FY2024 on pages from 15 to 44 in this Annual Report.

The Group has adopted internal guidelines setting forth matters that require Board's approval. Matters specifically reserved for the approval by the Board are those relating to the strategy and business plan/budget of the Group, material acquisitions and disposal of assets, capital related matters including corporate or financial restructuring, investment or expenditure exceeding certain threshold limits, share issuances, interim dividend and other returns to shareholders and interested person transactions.

The Management is responsible for day-to-day operations/administration of the Group and they are accountable to the Board. Clear directions have been given out to the Management that such reserved matters must be approved by the Board.

The Board exercises due diligence and independent judgment in dealing with business affairs of the Group and works with Management to take objective decisions in the interest of the Group.

The Board has established and delegated specific authority to the committees of the Board, namely the Audit Committee (“**AC**”), the Nominating Committee (“**NC**”) and the Remuneration Committee (“**RC**”) (collectively, the “**Board Committees**”) with clear written terms of reference to assist the Board in carrying out and discharging its duties and responsibilities efficiently and effectively, and reporting back to the Board. These Board Committees are made up of Non-Executive Directors and each chaired by Independent Director. Each Board Committee has its own specific Terms of Reference setting out the scope of its duties and responsibilities, rules and regulations, and procedures governing the manner in which it is to operate and how decisions are to be taken.

All the Board Committees are actively engaged and NC plays an important role in ensuring good corporate governance in the Company and within the Group.

The Board meets regularly on a half-yearly basis with two (2) scheduled meetings held within each financial year to approve, among others, announcements of the Group's half-year and full year financial results. Additional meetings are also convened to discuss and deliberate on urgent substantive matters or issues. The Board may also have informal discussions on matters requiring urgent attention which would then be formally approved by circular resolutions in writing. The Company's Constitution provides for the Board to convene meetings via telephone conferencing and electronic means in the event when Directors were unable to attend meetings in person.

REPORT OF CORPORATE GOVERNANCE

While the Board considers Directors' attendance at Board meetings as important, it should not be the only criterion to measure their contributions. The Board also takes into account the contributions by Board members in other forms, including periodical reviews and the provision of guidance and advice on various matters relating to the Group. The number of meetings of Board and Board Committees held during FY2024 and the attendance of each Director at those meetings are set out as follows:

Name of Directors	Board of Directors		Audit Committee		Nominating Committee		Remuneration Committee	
	No. of meeting		No. of meeting		No. of meeting		No. of meeting	
	Held	Attended	Held	Attended	Held	Attended	Held	Attended
Ronald Teng Woo Boon	2	2	–	–	–	–	–	–
Neo Gim Kiong	2	2	2	2	1	1	1	1
Loh Yih	2	2	2	2	1	1	1	1
Lo Yew Seng	2	2	2	2	1	1	1	1

The Board ensures that incoming new Directors are given comprehensive and tailored induction on joining the Board including onsite visits, if necessary, to get familiarised with the business of the Group and corporate governance practices upon their appointment and to facilitate the effectiveness in discharging their duties. Newly appointed Directors will be provided a formal letter setting out their duties and obligations. They will be given briefings by the Management on the business activities of the Group and its strategic directions as well as its corporate governance practices. A newly appointed Director who has no prior experience as a director of a listed company in Singapore must undergo mandatory training organised by Singapore Institute of Directors in relation to the roles and responsibilities of a director of a listed company. There was no new Director appointed during FY2024.

In addition, with effect from 1 January 2022, all Directors are required to undergo training on sustainability matters. In this connection, all the Board members have completed the mandated sustainability training course as required by the enhanced SGX sustainability reporting rules except Mr Mark Chim Suan Kit ("**Mr Chim**"). He will be attending the mandated sustainability training programmes prescribed by the Exchange within one (1) year from his date of appointment.

All Directors are encouraged to constantly keep abreast of developments in regulatory, legal and accounting frameworks that are of relevance to the Group through the extension of opportunities for participation in the relevant training courses, seminars and workshops as relevant and/or applicable at the Group's expenses. The Directors are also provided with updates on the relevant new laws and regulations relevant to the Group's operating environment through emails and regular meetings. They also have the opportunity to visit the Group's operational facilities and meet with management to obtain a better understanding of the business operations. Below are some of the updates have been provided to the Directors in FY2024:–

- the external auditors, Ernst & Young LLP, had briefed the AC members on the latest developments in accounting and corporate governance standards at their attendance in the AC meetings held half-yearly;
- Executive Chairman has updated the Board at half-yearly meetings on the business outlook and the direction of the Group; and
- Financial Controller has also updated the Board at half-yearly meetings on each segmental business operation and development of the Group along with the financial results.

REPORT OF CORPORATE GOVERNANCE

To enable the Board to fulfill its responsibilities, it obtains information it deems adequate, complete and in a timely manner from the Management so as to make informed decisions. A system of communication between the Management, the Board and its Committees has been established and improved over time.

The Board, its Committees and every director have separate and independent access to the Management and are free to request additional information as needed to make informed decisions.

In addition to the annual budget and business plans submitted to the Board for approval, the Board was provided with half-yearly financial management report which contains key performance indicators informing the Directors of the Group's performance, position and prospects. The Management also kept the Board apprised of material variances between the actual results, corresponding period of last year and the budget, with appropriate explanation on such variances. Further, additional information is circulated to the Board on a regular basis as and when there is material development in the Group's business operations.

The role of the Company Secretary is, inter alia, advising the Board on all governance matters and ensuring that all Board procedures are followed. Under the direction of the Chairman, the Company Secretary ensures good information flow to and within the Board and its Committees and between the Management and Non-Executive Directors. Directors have separate and independent access to the Company Secretary through e-mail, telephone and face-to-face meetings. During FY2024, the Company Secretary attended all meetings of the Board and its Board Committees and the minutes of such meetings were promptly circulated to all Board and Board Committees as appropriate. The appointment and removal of the Company Secretary are subject to the approval of the Board.

In the furtherance of their duties, the Independent Directors may seek independent professional advice, where appropriate, with such expense borne by the Company.

Board Composition and Guidance

Principle 2: The Board has an appropriate level of independence and diversity of thought and background in its composition to enable it to make decisions in the best interests of the company.

As at the date of this report, the Board comprises five (5) Directors, out of whom four (4) are Independent Non-Executive Directors and one (1) Executive Director, together with the AC, RC and NC are constituted in compliance with the Code. The Board composition has a strong and independent element with four (4) Independent Directors that make up a majority of the Board. The current members of the Board and their membership on the Board Committees of the Company are as follows:–

Name of Directors	Board Membership	Audit Committee	Nominating Committee	Remuneration Committee
Ronald Teng Woo Boon	Managing Director	–	–	–
Loh Yih	Lead Independent Non-Executive Director	Chairman	Member	Chairman
Neo Gim Kiong	Independent Non-Executive Director	Member	Chairman	Member
Lo Yew Seng	Independent Non-Executive Director	Member	Member	Member
Mark Chim Suan Kit	Independent Non-Executive Director	–	–	–

REPORT OF CORPORATE GOVERNANCE

The current Board of the Company has endorsed the principle that its Board should have appropriate balance and diversity of skills, knowledge, experience, competencies and diversity of perspectives appropriate to its business to enable them to contribute effectively and to mitigate against groupthink and to ensure that the Group has the opportunity to benefit from all available talents.

The Directors bring with them a broad range of business and financial experience, skills and expertise in finance, industry, business, management and general corporate matters. The profiles of the Directors are set out on pages 10 to 11 of this Annual Report.

The following are relevant steps have been taken by the Board to embrace recommended best practices of Provision 2.4 of the Code:-

The Board's size and composition are reviewed annually by the NC to ensure that the Board and its Board Committees have the appropriate mix of skills, expertise, experience and knowledge of the Group as well as appropriate balance of independent directors. The NC is of the view that the current Board comprises persons whose diverse skills, expertise, experience, knowledge of the Group and attributes provide for an effective Board. The Board members also collectively possess the necessary core competencies for the effective functioning of the Board and an informed decision-making process.

To assist the NC in its annual review of the Directors' mix of skills, and experiences that the Board requires to function competently and efficiently, the Directors have completed their assessment forms and provide additional information (if any) in their respective areas of specialization and expertise.

The NC, having conducted its reviews, was satisfied that members of the Board possess the relevant core competencies in areas such as accounting and finance, business and management experience, and strategic planning. In particular, the Executive Director, also the Managing Director of the Company, possess good industry knowledge while the Independent Directors, who are mostly professionals in their own fields, are able to take a broader view of the Group's activities, contribute their valuable experiences and provide independent judgment during Board deliberations. Details of the Directors' qualifications, background and working experience, principal commitments and shareholdings in related corporations are set out on pages 10 to 11 and pages 76 to 83.

The Group is committed to building a diverse, inclusive and collaborative culture. It recognises and embraces the benefits of diversity on the Board, and views diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and sustainable development. In view of the Rule 710A of the SGX Listing Rules and the revised Code, the Company has adopted a board diversity policy ("**Board Diversity Policy**") with NC responsible to review and monitor its implementation.

The NC will take into consideration the following factors to ensure diversity of thought and experiences on Board:

- a) Age;
- b) Gender;
- c) Skills;
- d) Experience; and
- e) Background;

REPORT OF CORPORATE GOVERNANCE

The Group's targets with respect to Board diversity are:

- To ensure that the Board is made up of at least a majority of the independent directors. Based on the current board composition, comprising one (1) Managing Director, one (1) Lead Independent and Non-Executive Director and three (3) Independent and Non-Executive Directors, the Board composition of having four (4) Independent Directors making up at least a majority of the entire Board is met and remains a constant ongoing target for the Group;
- To have on Board individuals from various backgrounds, experience, age and gender to provide valuable insights across relevant industries, domain and fields. As demonstrated in the table above, the Board comprises individuals who bring a wealth of experience in various areas. This allows for robust discussions between Board members during decision making processes.
- In recognition of the importance and value of gender diversity in the composition of the Board, the Board undertake to have at least 20%/one (1) representation of female director on the Board and that if external search consultants are used to search for candidates for Board appointments, the brief will include a requirement to present female candidates. In view of the amended Listing Rules, Mr Loh Yih and Mr Lo Yew Seng will be retiring as Directors of the Company upon the conclusion of the forthcoming AGM in respect of the financial year ended 31 March 2024. The NC has recommended, and the Board has concurred, that Ms Doreen Ng Mei Ling be proposed to be appointed as new Independent Director of the Company. With the appointment of Ms Doreen Ng Mei Ling, the Board will have at least 20%/one (1) female representation.

The NC will continue to review the Board Diversity Policy, as appropriate, to ensure its effectiveness, and will recommend appropriate revisions to the Board for consideration and approval. It will also continue its identification and evaluation of suitable candidates to ensure there is diversity (including gender diversity) on the Board.

As set out under Provision 2.1 of the Code, an independent director is one who is independent in conduct, character and judgement, and has no relationship with the Company, its related corporations, its substantial shareholders or its officers that could interfere, or be reasonably perceived to interfere, with the exercise of the director's independent business judgement with a view to the best interests of the Company. The NC conducted its annual review of the Directors' independence and confirmed their independence in accordance with the guidelines as set out in the Code and Rule 210(5)(d) of the SGX Listing Rules. There were no Directors who are deemed independent by the Board, notwithstanding the existence of a relationship as stated in the Code that would otherwise deem him not to be independent.

Each of the Independent Directors has also provided his independence declaration confirming that he does not have any relationship with the Company or its related corporations, its substantial shareholders or its officers including confirming not having any relationships and circumstances provided in Provision 2.1 of the Code and Rule 210(5)(d) of the SGX Listing Rules.

As Independent Non-Executive Directors make up a majority of the Board, there is a strong independent element on the Board and no individual or groups of individuals are able to dominate the Board's decision-making process. The Independent Non-Executive Directors have the necessary skills and experience to assist the Board in decision making and to provide a check and balance to the Board as they are not involved in the day-to-day operations of the Company. The NC was satisfied that the Company has complied with Guideline 2.1 of the 2012 Code, including at least one-third of the Board is made up of Independent Directors.

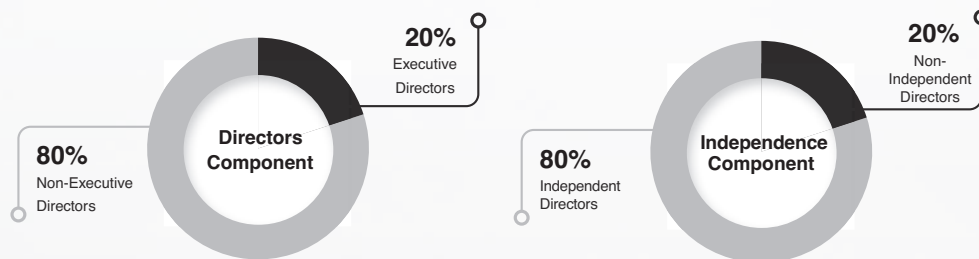
REPORT OF CORPORATE GOVERNANCE

As the Chairman of the Board is not an Independent Director, the NC has reviewed the composition of the Board and was satisfied that the Independent Directors make up a majority of the Board provides the Board with independent and objective judgment on the corporate affairs of the Group. The Company is in compliance with the relevant provisions requiring majority of the Board to be made up of Non-Executive and Independent Directors as set out below:-

Provision 2.2 Independent directors make up a majority of the Board where the Chairman is not independent; and

Provision 2.3 Non-Executive directors make up a majority of the Board.

The Board believes that the Executive Chairman has always acted and will continue to act at all times in the best interest of shareholders as a whole and will strive to protect and enhance the long-term shareholder values and the financial performance of the Group.



The independence of each Independent Director is assessed at least annually by the NC. Particular scrutiny is applied in assessing the continued independence of Directors having served beyond nine (9) years from the date of his first appointment, with attention to ensuring their allegiance remains clearly aligned with the shareholders' interest.

In respect of all the Independent Directors, namely Mr Loh Yih, Mr Lo Yew Seng and Mr Neo Gim Kiong, having served more than 9 years, have voluntarily submitted themselves for assessment on their review independence status by Directors separately. During the process, each of the Directors have excused themselves on their respective own assessment. A comprehensive questionnaire has been provided to rigorously review the independence of Independent Directors who have served more than 9 years. Having considered the assessment made by each Director on the independence status of Independent Directors and other contributing factors, the Board has considered specifically their length of service and their continued independence. The Board has determined that the Directors concerned remained independent of character and judgement and there were no relationships or circumstances which were likely to affect, or could appear to affect, the Directors' judgement. The independence of character and judgement of each of the Directors concerned was not in any way affected or impaired by the length of service. The Board has also conducted a review of the performance of each of the two Independent Directors and considers that each of these Directors brings invaluable expertise, experience and knowledge to the Board and that they continue to contribute positively to the Board and Board Committee deliberations. Therefore, the Board is satisfied as to the performance and continued independence of judgement of each of these Directors.

On 11 January 2023, Singapore Exchange Regulation ("SGX RegCo") announced changes to the Listing Rules limiting the tenure of independent directors to nine (9) years and to remove with immediate effect the two-tier vote mechanism for listed companies to retain long-serving independent directors who have served for more than nine years. A transition period for existing independent directors whose tenure exceeds the nine-year limit can continue to serve as independent directors until the listed companies' annual general meeting held for the financial year ending on or after 31 December 2023.

REPORT OF CORPORATE GOVERNANCE

In view of the above revised Listing Rules, Mr Loh Yih, Mr Lo Yew Seng and Mr Neo Gim Kiong who have been serving the board for more than 9 years, will no longer be deemed independent at the Company's forthcoming Annual General Meeting ("**AGM**") in respect of the financial year ended 31 March 2024. Mr Loh Yih and Mr Lo Yew Seng will be retiring as the Directors of the Company upon the conclusion of the forthcoming AGM in respect of the financial year ended 31 March 2024. Mr Neo Gim Kiong will be redesignated from Independent Director to Non-Independent Non-Executive Director of the Company.

The Board of Directors had accepted the recommendation of the Nominating Committee who had reviewed Mr Mark Chim Suan Kit's qualifications and working experiences and approved his appointment as an Independent Director of the Company on 1st April 2024.

Further, the NC has recommended and the Board of Directors has concurred that Ms Doreen Ng Mei Ling be appointed as the new Independent Director of the Company after the conclusion of the forthcoming AGM. Ms Doreen Ng Mei Ling's appointment as a new Independent Director is subject to the approval of Shareholders at the forthcoming AGM to be held on 19 July 2024. Following the retirement of Mr Loh Yih at the forthcoming AGM, Mr Mark Chim Suan Kit will assume the role as the Chairman of the Board.

The Board seeks to strike an appropriate balance between continuity and refreshment of its Board members. The Board is of the opinion that it would be most effective to draw on the appropriate core competencies and diversity of experience from the longer serving directors while concurrently taking progressive steps to review and consider opportunities to refresh the Board as and when deemed required.

During the year, the Non-Executive Directors constructively challenged and helped develop the Group's proposals on business strategies. Management's progress in implementing such agreed business strategies were monitored by the Non-Executive Directors.

The Independent and Non-Executive Directors communicated without the presence of Management as and when the need arose. The Company also benefited from the Management's ready access to its Directors for guidance and exchange of views both within and outside the formal environment of the Board and Board Committees' meetings.

Chairman and Chief Executive Officer

Principle 3: There is a clear division of responsibilities between the leadership of the Board and Management, and no one individual has unfettered powers of decision-making.

The Code advocates that there should be a clear division of responsibilities between the leadership of the Board and the executives responsible for managing the Group's business and no one individual should represent a considerable concentration of power.

Mr Ronald Teng Woo Boon ("**Mr Teng**") is the Chairman of the Board and Managing Director ("**MD**") of the Company. He assumes responsibility for the smooth functioning of the Board and ensures timely flow of information between Management and the Board; sets the agenda and ensures that adequate time is available for discussion of all agenda items, in particular strategic issues; promotes a culture of openness and debate at the Board; and promotes high standards of corporate governance. In addition, he also assumes responsibility for running the day-to-day business of the Group; ensures implementation of policies and strategy across the Group as set by the Board; manages the management team; and leads the development of the Group's future strategy including identifying and assessing risks and opportunities for the growth of its business and reviewing the performance of its existing businesses. Mr Teng communicates with the Board regularly to update the corporate issues and developments. He plays a pivotal role in fostering constructive dialogue among stakeholders, the Board and the Management at various meetings.

REPORT OF CORPORATE GOVERNANCE

Taking into account the current corporate structure, size, nature and scope of the Group's operation, the Board is of the view that it is presently not necessary to separate the roles of the Chairman and MD, and as the AC, NC and RC consist of all Independent and Non-Executive Directors, the Board believes that there are sufficient safeguards and checks to ensure that the process of decision-making by the Board is independent and based on collective decisions without any individual or Group of individuals exercising any considerable concentration of power or influence.

Given that the Chairman is not an Independent Director, Mr Loh Yih has been appointed as the Lead Independent Director of the Company to provide leadership in situations where the Chairman is conflicted and he will be available to shareholders in situations where there are concerns or issues which communication with the Executive Chairman and MD and/or Financial Controller has failed to resolve or where such communication is inappropriate or inadequate. Mr Loh Yih will also take the lead in ensuring compliance with the Code.

When it is necessary, led by the Lead Independent Director, the Independent Directors will be meeting periodically without the presence of the Executive Director/MD and the Management. The Lead Independent Director will provide feedback to the Chairman after such meetings as appropriate.

Board Membership

Principle 4: The Board has a formal and transparent process for the appointment and re-appointment of directors, taking into account the need for progressive renewal of the Board.

The NC consists of three (3) Directors, all of whom, including the NC Chairman, being Independent Directors. The Lead Independent Director is also a member of the NC.

They are:

Neo Gim Kiong, Chairman	(Independent)
Loh Yih	(Lead Independent)
Lo Yew Seng	(Independent)

The NC, which meets at least once a year, carries out its duties in accordance with a set of written Terms of Reference which includes, mainly, the following: -

- reviewing and recommending to the Board on all Board appointments, including the nomination or re-nomination of the Directors having regard to the Directors' contribution and performance;
- reviewing of succession plans for Directors, in particular the appointment and/or replacement of the Chairman, the CEO and key management personnel;
- developing a process for selection, appointment and re-appointment of Directors (including alternate directors, if applicable) to the Board;
- reviewing orientation programs for new Directors and training and professional development programs for the continuing training of the Directors;
- determining on an annual basis whether or not a Director is independent bearing in mind the salient factors set out in the Code;
- deciding whether or not a Director is able to and has been adequately carrying out his duties as a director, having regard to the competing time commitments that are faced by the Director when serving on multiple boards;

REPORT OF CORPORATE GOVERNANCE

- assessing the effectiveness of the Board as a whole and Board Committees as well as the contribution of each individual Director to the effectiveness of the Board;
- reviewing the size and composition of the Board with the objective of achieving a balanced Board in terms of the mix of experience and expertise and make recommendations to the Board with regard to any changes; and
- reviewing and approving any new employment of related persons and the proposed terms of their employment.

During FY2024, the NC held one scheduled meeting with full attendance.

The Board, through the NC, reviews annually the effectiveness of the Board as a whole and its required mix of skills and experience and other qualities, including core competencies, which Directors should bring to the Board. The key responsibilities of the NC include making recommendations to the Board on relevant matters such as the process for evaluating the performance of the Board and each Director as well as succession planning which form a critical part of corporate governance process for CEO/MD and board members. It seeks to refresh the board membership as it thinks fit in an orderly and progressive manner so as to keep institutional memory intact. It also ensures compliance with the requirements of the Company's Constitution which provides that at each AGM, one-third of the Board is required to retire and provided always that every director shall retire from office at least once every 3 years.

In this respect, the NC has recommended and the Board has agreed for the nomination of the following Directors who will stand for re-election and appointment at the forthcoming AGM as detailed below:–

Re-election pursuant to Article 117 of the Company's Constitution:

Mr Mark Chim Suan Kit

Appointment pursuant to Section 109 of the Company's Constitution:

Ms Doreen Ng Mei Ling

The disclosure of information on Directors seeking re-election and appointment as required under Appendix 7.4.1 to the Listing Manual of the SGX-ST can be found in pages 76 to 83 of this Annual Report.

In making the recommendations, the NC considers the overall contribution and performance of the Directors as well as the internal guideline set for rotation of independent directors.

Each member of the NC shall abstain from deliberations and voting on any resolutions in respect of the assessment of his performance, or re-election as a Director of the Company.

In addition, the Directors, by the recommendation of NC, shall have the power to appoint any person to be the Director either to fill a casual vacancy or as an additional Director. All new Directors who are appointed by the Board are subject to re-election at the next AGM but shall not be taken into account in determining the numbers of Directors who are retire by rotation at such meeting.

REPORT OF CORPORATE GOVERNANCE

The NC leads the process and makes recommendations to the Board for the selection and approval of appointment of new Directors as follows:–

- i. NC in consultation with the Board, evaluates and determines the selection criteria so as to identify candidates with the appropriate expertise and experience for the appointment as new director. The selection criterion includes integrity, diversity of competencies, expertise, industry experience and financial literacy;
- ii. NC seeks potential candidates widely and beyond directors/management recommendations and is empowered to engage external parties to source for suitable candidates;
- iii. meets with short-listed candidates to assess their suitability and to ensure that the candidate(s) are aware of the expectations and the level of commitment required; and
- iv. makes recommendations to the Board for approval.

As described under Principle 2 of this Report, the independence of each Director is reviewed annually, or as and when circumstances require, by the NC based on the guidelines set out in the Code and the Listing Rules. The NC reviewed the independence of the Directors as described under Principle 2 of this Report after taking into account factors such as relationship with the Company, its related corporations, its substantial shareholders or its officers and whether these relationships interfere with his business judgements. The NC has affirmed that Mr Loh Yih, Mr Neo Gim Kiong, Mr Lo Yew Seng and Mr Mark Chim Suan Kit are independent and there are no relationships which would deem any of them not to be independent. Each of the Independent Directors has also confirmed his independence.

Each Director of the Company will annually confirm his independence (or otherwise) based on a checklist. The checklist is drawn up based on the guidelines provided in the Code and Listing Rules. The NC has reviewed the independence of the Directors pursuant to Rule 210(5)(d) of the SGX Listing Rules and Provision 2.1 of the Code as mentioned above, based on, inter alia, their declarations as aforesaid. As and when circumstances require, the NC will also assess and determine a Director's independence.

The NC has also in place a formal process for the selection of new Directors and re-appointment of Directors to increase transparency of the nominating process in identifying and evaluating nominees or candidates for appointment or re-appointment. In selecting potential new Directors, the NC will seek to identify the competencies and expertise required to enable the Board to fulfill its responsibilities. The NC will evaluate the suitability of the nominee or candidate based on his qualifications, business and related experience, commitment, ability to contribute to the Board process and such other qualities and attributes that may be required by the Board, before making its recommendation to the Board. In recommending a candidate for re-appointment to the Board, the NC considers, amongst other things, his contributions to the Board (including attendance and participation at meetings, time and effort accorded to the Company's or Group's business and affairs) and his independence. The Board is to ensure that the selected candidate is aware of the expectations and the level of commitment required. Directors are encouraged to attend relevant training programmes conducted by the Singapore Institute of Directors, SGX-ST, and other business and financial institutions and consultants.

The NC ensures that new directors are aware of their duties and obligations. The NC also decides if a director is able to and has been adequately carrying out his duties as a director of the company. In assisting the NC to determine whether Directors who are on multiple boards have committed adequate time to diligently discharge their duties and responsibilities towards the Company's affairs, internal guidelines have been established to address the competing time commitments faced by Directors serving on multiple boards. To address the competing time commitments that are faced when Directors serve on multiple boards, the NC has reviewed and made recommendation to the Board accordingly on the maximum number of listed company board appointments which any Director may hold.

REPORT OF CORPORATE GOVERNANCE

Based on the recommendation, the Board has determined and set the maximum number of listed company board appointments at not more than five (5) other listed companies after reviewing the capabilities and background of each Director as well as the nature of the business of the Group. Currently, none of the Directors hold more than five (5) directorships in other listed companies.

The NC, having reviewed each of the Director's directorships in other companies and principal commitments as well as each Director's attendance, overall performance and contribution to the Board in FY2024, the NC is satisfied that the Directors have spent adequate time on the Company's affairs and have duly discharged their responsibilities adequately for FY2024. All Independent Non-Executive Directors are required to declare their Board representations at the Board meeting whenever there is change and at the end of each financial year.

Presently, the Company does not have any alternate Director as the Board does not encourage the appointment of alternate Director unless it is in exceptional case.

Key information of each member of the Board is set out under the section on "Disclosure of information on directors seeking re-election and appointment pursuant to Rule 720(6) of the Listing Rules in this Annual Report on pages 76 to 83.

Board Performance

Principle 5: The Board undertakes a formal annual assessment of its effectiveness as a whole, and that of each of its board committees and individual directors.

The NC has in place a framework for annual performance evaluation to assess the effectiveness of the Board as a whole and its ability to facilitate discussion to discharge its responsibilities in providing stewardship, corporate governance and oversight of Management's performance duties more effectively, and its Board Committees, as well as the contribution of each individual Director to the effectiveness of the Board. In respect of which, the NC has adopted guidelines for a formal annual assessment has established a review process and proposed performance criteria set out in assessment checklists which are approved by the Board.

For the year under review, all Directors and Board Committees' Members participated in the evaluation by updating their respective feedbacks in their completed Performance Evaluation questionnaire relating to the size and composition, processes, information flow, meeting attendance, participation, Board procedures and accountability, matters concerning MD/key management personnel and standards of conduct of Board members being completed by each individual Director and Board committees' member which are the prescribed forms established for this purpose. To ensure confidentiality, the updated evaluation returns by Directors and Members of Board Committees were submitted to the Company Secretary for collation and the consolidated responses were presented to the NC for review and discussion. The NC has reported to the Board on its review of the Board's and its Board Committees' performances for the year.

There should be a formal annual assessment of the effectiveness of the Board as a whole and its Board Committees, the contribution by the Chairman and each Director to the effectiveness of the Board. The NC assesses the performance and effectiveness of the Board as a whole and of each Board Committee separately as well as the contribution by the Chairman and each Individual Director. The qualitative measures include the effectiveness of the Board in its monitoring and the attainment of the strategic objectives set by the Board.

The evaluation exercise is carried out annually by way of a Board and its Committees' Assessment Checklists, which are circulated to the Board and its Committees' members for completion and thereafter the NC to review and determine the actions required to ensure continuous improvement of the corporate governance of the Company and effectiveness of the Board as a whole and of each Board Committee separately as well as the contribution by the Chairman and each Individual Director.

REPORT OF CORPORATE GOVERNANCE

Board performance criteria

- (i) The Board's effectiveness in its monitoring role and attainment of the strategic and long-term objectives;
- (ii) The Board's ability to ensure information flow and accountability; and
- (iii) The Board's ability to ensure respective committees' performance.

The evaluation of individual Director's performance is performed on an annual basis at the same time as evaluation of the performance of the Board as a whole based on, amongst others, the Director Assessment questionnaire to assess Directors' respective areas of specialization and expertise, and general consideration of such other factors as mentioned above.

Based on the above review, the NC is satisfied that the Board, as a whole, and its Board Committees, has been effective, and that each Director has contributed sufficiently to the effective functioning of the Board.

No external facilitators were used in the performance assessment for FY2024.

REMUNERATION MATTERS

Procedures for Developing Remuneration Policies

Principle 6: The Board has a formal and transparent procedure for developing policies on director and executive remuneration, and for fixing the remuneration packages of individual directors and key management personnel. No director is involved in deciding his or her own remuneration.

Matters concerning remuneration of the Board, key management personnel and other employees who are immediate family members of the Directors, the CEO or Substantial Shareholder of the Company (if any) are handled by the RC whose primary function is to develop formal and transparent policies on remuneration matters and fixing the remuneration packages of the Directors of the Company and Key Management Personnel. The RC also reviews and ensures that the Company's remuneration system is appropriate to attract, retain and motivate the required talents to run the Company successfully.

Matters which are required to be disclosed in the annual remuneration report have been sufficiently disclosed in this Report under Principles 6, 7 and 8; and in the Financial Statements of the Company and of the Group.

The RC comprises the following three (3) Directors, all of whom including the RC Chairman, are Non-Executive being independent:

Loh Yih, Chairman	(Lead Independent)
Neo Gim Kiong	(Independent)
Lo Yew Seng	(Independent)

The RC, which meets at least once a year, carries out its duties in accordance with a set of written Terms of Reference which includes, mainly, the following:

- reviewing and recommending to the Board, in consultation with the Executive Chairman and MD, for endorsement, a framework of remuneration policies to determine the specific remuneration packages and terms of employment for each Director and key management personnel, including employees related to the Directors, CEO and Substantial Shareholders, and the implementation of appropriate performance-related elements to be incorporated in the remuneration framework;

REPORT OF CORPORATE GOVERNANCE

- reviewing and recommending the remuneration of the Non-Executive Directors, taking into account factors such as their effort, time spent and their responsibilities;
- reviewing the remuneration packages to ensure it is appropriate to attract, retain and motivate the Director to provide good stewardship of the company and key management personnel to successfully manage the company for the long term;
- reviewing and administering the award of shares to Directors and employees under the employee performance share plan adopted by the Company;
- reviewing and determining the contents of any service contracts for any Directors or key management personnel including termination terms, to ensure they are fair; and
- carrying out other duties as may be agreed by the RC and the Board, subject always to any regulations or restrictions that may be imposed upon the RC by the Board of Directors from time to time.

During FY2024, the RC held one scheduled meeting with full attendance.

The RC is responsible for ensuring a formal and transparent procedure is in place for fixing the remuneration packages of individual Directors, key management personnel and related employees. All aspects of remuneration, including but not limited to, directors' fees, salaries, allowances, bonuses, awards to be granted under the performance share plan as well as other benefits-in-kind are reviewed by the RC. The recommendations of the RC are submitted for endorsement by the Board. Such frameworks are reviewed periodically to ensure that the Directors and key management personnel are adequately but not excessively remunerated as compared to industry benchmarks and other comparable companies. The RC also considers and recommends the MD's remuneration package including fixed salary, guaranteed bonus plus an annual incentive bonus calculated based on the consolidated net profit before tax and extraordinary items.

The RC also ensures that the Independent Non-Executive Directors should not be over-compensated to the extent that their independence may be compromised. Each member of the RC abstains from voting on any resolutions in respect of his own remuneration package. Directors' fees are further subject to the approval of shareholders at the AGM.

The remuneration of related employees is reviewed annually by the RC to ensure that their remuneration packages are in line with the staff remuneration guidelines and commensurate with their respective job scopes and level of responsibilities. Any bonuses, pay increments and/or promotions for these related employees will also be subject to the review and approval of the RC. In the event that a member of the RC is related to the employee under review, he will abstain from participating in the review. The RC also takes into account of the current market circumstances and the need to attract and retain experienced/outstanding Directors and key management personnel.

Where necessary, the RC will consult external professionals on remuneration matters of Directors and key management personnel. For FY2024, the Company did not engage any external remuneration consultants advising on remuneration matters as the Group deemed not necessary given that the relevant information can be searched through internet tools.

REPORT OF CORPORATE GOVERNANCE

Level and Mix of Remuneration

Principle 7: The level and structure of remuneration of the Board and key management personnel are appropriate and proportionate to the sustained performance and value creation of the company, taking into account the strategic objectives of the company.

Remuneration Policy of Executive Director and Other Key Management Personnel

The Company's remuneration structure for its Executive Director and Key Management Personnel comprises mixture of three key components (fixed and variable):

- (a) annual fixed cash;
- (b) annual performance incentive; and
- (c) long-term incentive.

The annual fixed cash component comprises the annual fixed salary plus other fixed allowances. The variable component is performance related and is linked to the Company's performance as well as individual performance. This is designed to align remuneration interests with the shareholders and link rewards to corporate and individual performance so as to promote long term success of the Group. To remain competitive and relevant, the Company aims to benchmark its annual fixed salary at market median with variables being strictly performance driven.

The MD, being an Executive Director, has a service agreement with the Company with a validity period of three (3) years and subject to renewal after expiry of every three (3) years. There was no onerous removal clauses contained in the service agreement and will be reviewed to reflect the strategic importance to the Group. The review of the service contract of the MD come under the purview of the RC to ensure fairness and reasonable terms of service is tied with his performance.

Having reviewed and considered the salary components of the Executive Director and the key management personnel which is considered reasonable and commensurate with their respective job scope and level of responsibilities, the RC is of the view that there is no requirement to use contractual provisions to allow the Company to reclaim incentive components of the remuneration paid in prior years in exceptional circumstances of misstatement of financial results, or of misconduct resulting in financial loss. The Executive Directors owe a fiduciary duty to the Company. The Company should be able to avail itself to remedies against the Executive Directors in the event of such breach of fiduciary duties.

The remunerations of the Independent and Non-Executive Directors are set out in accordance with a framework comprising a basic directors' fee, in addition to Board Committees' fees. In determining the quantum of such fees, factors such as frequency of meetings, time spent and responsibilities of Directors are taken into account. The Company believes that the current remuneration of the Independent Directors is at a level that will not compromise the independence of the Directors. Directors' fees are paid subject to approval of shareholders at each Annual General Meeting.

Principle 8: Disclosure on Remuneration

The Company adopts an overall remuneration policy for employees, comprising a fixed component in the form of a base salary, and a variable component in the form of a bonus that is linked to the performance of the Group, the individual, the employment conditions within the industry and in comparable companies.

The RC reviews the framework for remunerations of the Directors and the key management personnel and recommends to the Board for adoption. The RC also determines specific remuneration packages and terms of employment for the Managing Director and key management staff.

REPORT OF CORPORATE GOVERNANCE

The RC's recommendations in respect of the Directors' remunerations are submitted for endorsement by the entire Board. Each member of the RC will abstain from voting on any resolutions in respect of his remuneration package. If necessary, the RC will seek expert advice inside and/or outside the Company on remuneration matters. The RC did not engage any remuneration consultant in respect of remuneration matters for FY2024.

In determining the remuneration of the Executive Director and the key management personnel, the RC reviewed their respective KPIs achievements and assessed their performance for the financial year under review.

Details on the remuneration of Directors and key management personnel for the year under review are presented below. During FY2024, there was no termination, retirement and post-employment benefits granted to any Director and key management personnel. A summary of each Non-Executive Directors' and Executive Director's remuneration paid or payable by the Company for FY2024 is set out below:

Name of Directors	Breakdown of Remuneration in Percentage (%)					
	Fees ¹ (%)	Salary ² (%)	Performance bonus (%)	Other benefits (%)	Total (%)	Total Remuneration in Compensation Bands
Ronald Teng Woo Boon	–	59	41	–	100	S\$600,000 – S\$700,000
Loh Yih	100	–	–	–	100	< S\$100,000
Neo Gim Kiong	100	–	–	–	100	< S\$100,000
Lo Yew Seng	100	–	–	–	100	< S\$100,000

Notes:

- The directors' fees are subject to the approval of the shareholders at the AGM.
- The salary amount shown is inclusive of allowances and CPF.

Remuneration of Key Management Personnel (Other than the Company's Executive Director)

The table below sets out the remuneration received by key management personnel that the Company considers senior enough and appropriate for disclosure purpose. The ranges of gross remuneration received by the top two (2) key management personnel in the Company and its subsidiaries, but do not include any associated companies, are presented as follows:–

Name of Top 2 Key Management Personnel	Position	Breakdown of Remuneration in Percentage (%)				Total (%)	Total Remuneration in Compensation Bands
		Salary ¹ (%)	Variable Bonus (%)	Other benefits (%)	Total		
Tan You Hong	Deputy Managing Director	51	45	4	100	\$400,000 – \$500,000	
Khoo Soo Fang	Financial Controller	69	28	3	100	\$200,000 – \$300,000	

Notes:

- The salary amount shown is inclusive of CPF.

Save for Tan You Hong and Khoo Soo Fang, no other key management personnel receive remuneration exceeding S\$200,000. In aggregate, the total remuneration (including CPF contribution thereon and bonus) paid to the top two (2) key management personnel in FY2024 is approximately S\$703,044.

REPORT OF CORPORATE GOVERNANCE

For FY2024, there are only two (2) key management personnel of the Group, excluding the Executive Chairman and the MD.

Taking into consideration the highly competitive business environment and nature of the industry and in order to maintain confidentiality on the remuneration policies of the Company and sensitivity reasons, the Board is of the view that it is in the best interests of the Company to keep the disclosure of remuneration of each individual Director and key management personnel in salary bands instead of providing full disclosure which may adversely affect talent attraction and retention. The Company believes that the remuneration details disclosed in the Annual Report 2024 is consistent with the intent of Principle 8 of the Code and provides for sufficient transparency on the Company's remuneration policies commensurate with the remuneration of the Directors and key management personnel while taking into consideration the sensitive nature of remuneration disclosure on a quantum basis, the competitive business environment the Group operates in and the potential negative impact such disclosure will have on the Group.

The Company is cognisant of the new Listing Rule 1207(10D), which was implemented with effect from 11 January 2023 and will disclose the exact amounts with breakdown of remuneration paid to each individual director and the CEO, on a named basis, by the Company and its subsidiaries in its annual report in respect of the financial year ending 31 March 2024 onwards.

In respect of FY2024, the amount of directors' fees of S\$119,000 proposed to be payable to the Independent Non-Executive Directors, subject to approval of shareholders at the forthcoming annual general meeting.

Pursuant to Provision 8.2 of the Code, the details of the remuneration (which comprises salaries, bonuses and benefits-in-kind only) of employee who are immediate family members of a director or the CEO or Substantial Shareholder, and whose remuneration exceeded S\$100,000 during the year is required to be disclosed.

However, for FY2024, the Group does not have any other full-time employee who is an immediate family member of a Director or CEO or Substantial Shareholder of the Company, and whose remuneration exceeded S\$100,000.

In determining the remuneration of the Executive Director and the key management personnel, the RC reviewed their respective KPIs achievements and assessed their performance for the financial year under review.

Details of Ban Leong Performance Share Plan

The Ban Leong Performance Share Plan ("**PSP**") which was approved by the shareholders of the Company at the Extraordinary General Meeting of the Company held on 26 July 2019 was designed to reward persons who are in the employment of the Group and also the Non-Executive Directors (including Independent Directors) who are not employed by the Group but who nevertheless work closely with the Group and/or are in the position to contribute their experience, knowledge and expertise to the development and success of the Group ("**Participants**").

The PSP is designed to reward Participants by the issue and/or transfer of fully-paid shares free of consideration ("**Shares**"), according to the extent to which they complete certain time-based service conditions or achieve their performance targets over set performance periods.

The aggregate number of new shares over which the Awards Committee may grant awards on any date, when added to the number of new shares issued and issuable in respect of all Shares granted under the PSP and any other existing share schemes implemented or to be implemented by the Company shall not exceed 15% of the issued share capital of the Company on the day preceding that date.

REPORT OF CORPORATE GOVERNANCE

With regard to Controlling Shareholders and their Associates, the aggregate number of new Shares which may be granted to all Controlling Shareholders and their Associates will not exceed 25% of all the new Shares available under the PSP, and that the number of new Shares issued and issuable to each of the Controlling Shareholders and their Associates shall not exceed 10% of all the new Shares available under the PSP. The PSP is to be administered by the Awards Committee which shall be the RC.

No performance share has been granted and vested in any employees of the Company under the PSP during the financial year under review and until to-date.

ACCOUNTABILITY AND AUDIT

Risk Management and Internal Controls

Principle 9: The Board is responsible for the governance of risk and ensures that Management maintains a sound system of risk management and internal controls, to safeguard the interests of the company and its shareholders.

The Board recognises the importance of providing accurate and relevant information on a timely basis. In this respect, the AC reviews all financial statements and recommends them to the Board for approval. In addition, the AC ensures that the Company maintains a sound system of internal controls to safeguard the shareholders' investments and the Group's assets as well as to manage potential risks.

In discharging its responsibility of providing accurate relevant information on a timely basis to shareholders in compliance with statutory and regulatory requirements, the Board strives to ensure the timely release of the Group's financial results and that the results provide a balanced and understandable assessment of the Group's performance, position and prospects.

The Board takes steps to ensure compliance with legislative and regulatory requirements, including requirements under the Listing Manual, where appropriate. The Independent Directors in consultation with Management will request for Management's consideration for the establishment of written policies for any particular matter that is deemed to be essential to form part of management control.

On a half-yearly basis, the Management will furnish an overall presentation to the AC and the Board confirming, inter alia, that the financial processes and controls as well as the integrity of the Group's financial statements are in place, highlighting material financial risks and impacts and providing updates on status of significant financial issues of the Group, if any. During the year, all the unaudited half-yearly and full year results of the Group have been announced within the respective deadlines.

The Management updated the Board on the Group's business activities and financial performance by providing updates on any business, operations and financial related matters on a half-yearly basis as well as upon advance request. Such reports compared the Group's actual performance against the approved budget and result of the previous year. They also highlighted key business indicators and major issues that are relevant to the Group's performance from time to time in order for the Board to make a balanced and informed assessment of the Group's performance, position and prospects.

Prior to the release of financial result to the public, the Management will present the Group's financial performance together with notes explaining in detail the operations and trends to the AC, which will review and recommend the same to the Board for approval and adopt for the release of the results.

REPORT OF CORPORATE GOVERNANCE

In accordance with the SGX-ST's requirements, the Board issued negative assurance statements in its half-yearly financial results announcement, confirming to the best of its knowledge that nothing had come to the attention of the Board which might render the financial statements false or misleading in any material aspect.

The Board is responsible for the governance of risk. It ensures that the Management maintains a sound system of risk management and internal controls to safeguard shareholders' interests and the Group's assets and should determine the nature and extent of the significant risks which the Board is willing to take in achieving its strategic objectives.

The Management is responsible to the Board for the design, implementation and monitoring of the Group's risk management and internal control systems and to provide the Board with a basis to determine the Group's level of risk tolerance and risk policies. The Board acknowledges that it is responsible for reviewing the adequacy and effectiveness of the Group's risk management and internal control systems including financial, operational, compliance and information technology controls. The Board also recognises its responsibilities in ensuring a sound system of internal controls to safeguard shareholders' investments and the Group's assets.

In FY2024, the Company engaged CLA Global TS Risk Advisory Pte. Ltd. ("**CLA Global TS**") (formerly known as Nexia TS) as its internal auditor to the Board and the AC in their review of the Group's risk management and internal control systems focusing on financial, operational, compliance and information technology controls. The Board believes that adequate internal controls within the Group are crucial to ensure that the Group continues to meet or exceed its standards in all key aspects along with safeguarding the shareholder's interests and the Group's assets through effective risk management.

On an annual basis, the AC reviews and reports to the Board the Group's risk profile, evaluates results and counter-measures to mitigate or transfer identified potential risks so as to assure itself and the Board that the process is operating effectively as planned. The Group recognises risk management as a collective effort beginning with the individual subsidiaries and business units, followed by the operating segments and ultimately the management and the Board, working as a team. The process identifies relevant potential risks across the Group's operations with the aim to bring them to within acceptable cost and tolerance parameters.

The Management regularly reviews and updates the Board on the Group's business and operational activities in respect of the key risk control areas including financial, operational, compliance, including sanctions-related risks and information technology controls and continues to apply appropriate measures to control and mitigate these risks. All significant matters are highlighted to the Board and the AC for further discussion. The Board and the AC also work with the internal auditors, external auditors and Management on their recommendations to institute and execute relevant controls with a view to manage such risks.

The Board notes that no cost effective system of Internal controls could provide absolute assurance against the occurrence of material errors, losses, fraud or other irregularities. No significant risk on the internal control system was brought to the attention of AC during FY2024. In view of the above and based on the internal controls established and maintained by the Group, work performed by the internal auditors, statutory audits conducted by the external auditors, and reviews performed by the Management, various board committees and the Board so far, the Board, with the concurrence of the AC, is of the opinion that the Group's risk management and internal control systems, addressing the financial, operational, compliance, including sanctions-related risks and information technology risks, put in place during the financial year were adequate and effective.

This is in turn supported by the assurance from the MD and the Financial Controller (including back-to-back assurance from other key management personnel who are responsible) that (a) the financial records of the Company have been properly maintained and the financial statements give a true and fair view of the Company's operations and finances are in accordance with the relevant accounting standards; and (b) an effective risk management and internal control systems have been put in place.

REPORT OF CORPORATE GOVERNANCE

In respect of FY2024, the Board has received from the MD and the Financial Controller, a letter of assurance confirming that (a) the Group's financial records have been properly maintained and the Group's consolidated financial statements for FY2024 give a true and fair view of the Group's operations and finances in accordance with the relevant accounting standards; and (b) the Group's risk management and internal control systems were adequate and effective.

Furthermore, the Board believes its responsibility of overseeing the Group's risk management framework and policies are well supported. The Board will look into the need for establishment of a separate board risk committee at the relevant time.

The Company does not have a Risk Management Committee. However, the Management regularly reviews the Group's business and operational activities to identify areas of significant business risks as well as the appropriate measures to control and mitigate these risks. The Management reviews all significant control policies and procedures and highlights all significant matters to the Directors and AC.

International bodies and national governments have imposed sanctions on certain activities or transactions with targeted jurisdictions, entities and persons, with the primary aim of achieving foreign policy or national security goals. The Board confirmed there has been no material change in its risk of being subject to any sanctions law. The Board and AC will be responsible for (a) monitoring the issuer's risk of becoming subject to, or violating, any sanctions law; and (b) ensuring timely and accurate disclosures to SGX and other relevant authorities.

Audit Committee

Principle 10: The Board has an Audit Committee ("AC") which discharges its duties objectively.

The Board recognises the importance of providing accurate and relevant information on a timely basis. To ensure that the corporate governance is effectively practiced, the Board has established self-regulatory and monitoring mechanisms, including the establishment of the AC to ensure that the Company maintains a sound system of internal controls to safeguard the shareholders' investments and the Group's assets as well as to manage potential risks. The AC consists of three (3) Independent Non-Executive Directors as follows:

Loh Yih, Chairman	(Lead Independent)
Neo Gim Kiong	(Independent)
Lo Yew Seng	(Independent)

Mr Loh Yih, Mr Neo Gim Kiong and Mr Lo Yew Seng, do not have any existing business or professional relationship with the Group, Directors or substantial shareholders of the Company. None of the AC members are related to other Directors or substantial shareholders of the Company.

The Board is satisfied that the AC members, collectively, have relevant accounting and related financial management expertise or experience and are appropriately qualified to discharge their responsibilities.

The AC meets on a half-yearly basis and plays a key role in assisting the Board to review significant financial reporting issues and judgments to ensure the quality and integrity of the accounting reports, the audit procedures, internal controls, financial statements and any announcements relating to the Group's financial performance. During FY2024, the AC held two meetings with full attendance.

REPORT OF CORPORATE GOVERNANCE

The members of the AC carry out their duties in accordance with a set of written Terms of Reference which includes, mainly, the following:

- assisting the Board in discharging its responsibilities on financial reporting matters;
- reviewing, with the internal and external auditors, the audit plans, scope of work, their evaluation of the system of internal accounting controls, their management letter and Management's response, and results of our audits compiled by the internal auditors and external auditors;
- reviewing the periodic consolidated financial statements and results announcements before submission to our Board for approval, focusing in particular, on changes in accounting policies and practices, major risk areas, significant adjustments resulting from the audit, the going concern statement, compliance with financial reporting standards as well as compliance with the Listing Rules of SGX-ST and any other statutory and regulatory requirements;
- reviewing the effectiveness and adequacy of the internal control procedures addressing financial, operational, compliance, including sanctions-related risks and information technology risks, and ensure co-ordination between the internal auditors and external auditors together with the Management, reviewing the assistance given by the Management to the auditors, and discuss problems and concern, if any, arising from the interim and final audits, and any matters which the auditors may wish to discuss (in the absence of our management) at least annually;
- reviewing the adequacy, effectiveness, scope and results of the Company's internal audit function and external audit, and the independence and objectivity of the internal auditors and external auditors;
- reviewing and discussing with the external auditors any suspected fraud or irregularity, or suspected infringement of any relevant laws, rules or regulations, which has or is likely to have a material impact on the Group's operating results or financial position, and the Management's response;
- making recommendations to the Board on the proposals to the Shareholders on the appointment, re-appointment and removal of the external auditors, and approving the remuneration and terms of engagement of the external auditors;
- reviewing significant financial reporting issues and judgments with the Financial Controller and the external auditors so as to ensure the integrity of the financial statements of the Group and any formal announcements relating to the Group's financial performance before their submission to the Board;
- reviewing and reporting to the Board at least annually the adequacy and effectiveness of the Group's material internal controls with the Financial Controller and the internal and external auditors, including financial, operation, compliance, including sanctions-related risks and information technology controls via reviews carried out by the and internal auditors;
- reviewing and approving transactions falling within the scope of Chapter 9 and Chapter 10 of the Listing Manual (if any);
- reviewing any potential conflicts of interest;
- reviewing the suitability of the Financial Controller and the adequacy of the finance team on an on-going basis;

REPORT OF CORPORATE GOVERNANCE

- reviewing and approving all hedging policies and instruments (if any) to be implemented by the Group;
- undertaking such other reviews and projects as may be requested by the Board and reporting to the Board its findings from time to time on matters arising and requiring the attention of the AC;
- reviewing the financial risk areas, with a view to providing an independent oversight on the Group's financial reporting, the outcome of such review to be disclosed in the annual reports or if the findings are material, to be immediately announced via SGXNET;
- reviewing and establishing procedures for receipt, retention and treatment of complaints received by the Group, *inter alia*, criminal offences involving the Group or its employees, questionable accounting, auditing, business, safety or other matters that impact negatively on the Group;
- reviewing the Group's compliance with such functions and duties as may be required by statute or the Listing Rules of the SGX-ST, and by such amendments made thereto from time to time;
- reviewing the policy and arrangements by which the staff may, in confidence and safely, raise concerns about improprieties in matters of financial reporting or other matters, and to ensure that those arrangements are in place for independent investigations of such matters and for appropriate follow-up. The company publicly discloses, and clearly communicates to employees, the existence of a whistle-blowing policy and procedures for raising such concerns;
- undertaking generally such other functions and duties as may be required by law or the Listing Rules of the SGX-ST, and by such amendments made thereto from time to time; and
- Reviewing the assurance from the CEO and Financial Controller on the financial records and financial statements.
- Apart from the duties listed above, the AC shall commission and review the findings of internal investigations into matters where there is any suspected fraud or irregularity, or failure of internal controls or infringement of any Singapore law, rule or regulation which has or is likely to have a material impact on the Group's operating results and/or financial position. Each member of the AC shall abstain from voting on any resolutions in respect of matters in which he is interested.

The AC has oversight of the scope and results of the audit and its cost effectiveness as well as the independence and objectivity of the external auditors. The AC has explicit authority to investigate any matters relating to the Group's accounting, auditing, internal controls and/or financial practices brought to its attention, full discretion to invite any Director or executive officer to attend its meetings, and reasonable resources to enable it to discharge its functions properly.

The AC had reviewed transactions falling within the scope of the terms of reference of AC in respect of the interested person transaction and the Listing Manual of the SGX-ST.

REPORT OF CORPORATE GOVERNANCE

The AC had reviewed and discussed with the external auditors as well as the Management for both the half-year and annual financial statements before submission to the Board for its approval. The AC discussed with the Management on the accounting treatment and methodology applied as well as the assumptions used in judgmental assessment which might impact the result of the financial statements. The external auditors have audited the financial statements of the Group and highlighted two significant areas of focus that might significantly impact the financial statements. The AC reviewed and discussed with the external auditors, and concluded that the allowance for inventory write-down and assessment of expected credit losses of trade receivables were areas of focus for the external auditors and they have been included as Key Audit Matters in the Independent Auditors' Report on pages 88 to 91 of the Annual Report:–

Significant Areas	How the AC reviewed these and what decisions were made
<ul style="list-style-type: none"> Allowance for inventory to net realisable value 	<p>The AC reviewed and evaluated the appropriateness of the Group's policies on allowance for inventory to net realizable value process and is of the view that the Group's policy on allowance for inventory obsolescence presented by Management together with the external auditor's audit procedures was adequate.</p> <p>The AC also reviewed the audit report and findings presented by the external auditor during the full-year financial result's meeting.</p>
<ul style="list-style-type: none"> Recoverability and expected credit losses of trade receivables 	<p>The Group's trade receivables include balances due from both commercial and retail customers. The allowance for ECL is established on the basis of making debtor specific impairment loss provision, which is based on the assessment of the ability of individual debtors, who are credit impaired, to pay and for remaining trade receivable balances, by determining the default rates to be applied against trade receivables after the specific impairment loss provision.</p> <p>The assessment of the debtor's ability to pay are based on the age of the balances, payment history, status of negotiations with debtors and other external information available to management to assess the creditworthiness of the debtor. The default rates are based on the Group's historical credit loss experience, profiling customers by credit risk characteristics and are adjusted for forward-looking factors specific to the debtors and the economic environment.</p> <p>The AC reviewed information provided by Management and the external auditors in relation to the assessment basis used as well as the specific impairment loss to determine the level of allowance for expected credit losses, and was satisfied that the level of allowance for expected credit losses for the Group was adequate as of 31 March 2024.</p>

The external auditors have unrestricted access to the AC. The AC met with the external auditors, without the presence of the Management, and reviewed the overall scope of the external audit and the cooperation given by the Management to the auditors.

The AC had reviewed and discussed with the external auditors for any suspected fraud or irregularity, or suspected infringement of any relevant laws, rules or regulations, which has or is likely to have a material impact on the Group's operating results or financial position, and the Management's response.

REPORT OF CORPORATE GOVERNANCE

The AC also reviewed the independence and objectivity of the external auditors and has reviewed the scope and value of non-audit services provided to the Group by the external auditors, Messrs Ernst & Young LLP. The aggregate amount of audit fees paid or payable to the external auditors for FY2024 is S\$128,000. No non-audit fee was paid to the external auditors during FY2024. The AC was satisfied that the nature and extent of such services will not prejudice the independence and objectivity of the external auditors.

The AC is also of the view that the scope of audit, experience levels of staff and quality of the audits are adequate. The AC and the Board are satisfied with the standards and the effectiveness of the audits performed by the independent auditors. The AC has recommended to the Board the nomination of Messrs Ernst & Young LLP for re-appointment as auditors of the Company at the forthcoming AGM.

Both AC and the Board have reviewed the appointment of different auditors for its subsidiaries and/or significant associated companies and satisfied that the appointment of different auditors would not compromise the standard and effectiveness of the audit of the Company.

Accordingly, the Company has complied with Rules 712, 715(2) and 716 of the Listing Rules of the SGX-ST in relation to the appointments of external auditors.

The AC has explicit authority to investigate any matter within its terms of reference. It has full access to and has had the full co-operation of the Management. It also has full discretion to invite any Director or any member of the Management to attend its meetings or be provided with reasonable resources to enable it to discharge its functions properly.

In addition to the activities undertaken to fulfill its responsibilities, the AC will seek advice from the Management, Company Secretary and external auditors in order to keep abreast of the changes in accounting standards and issues, SGX-ST listing rules and other codes and regulations which could have an impact on the Group's business and financial statements.

In addition, there was no former partner or Director of the Company's existing auditing firm or auditing corporation is a member of the AC of the Company: (a) within a period of 2 years commencing on the date of his ceasing to be a partner of the auditing firm or director of the auditing corporation; and in any case (b) for so long as he has any financial interest in the auditing firm or auditing corporation.

Whistle Blowing Policy

To encourage proper work ethics and eradicate any internal improprieties, unethical acts, malpractices, fraudulent acts, corruption and/or criminal activities in the Group, the Company has put in place a Whistleblowing Policy which provides an independent channel where the employees may, in confidence, raise concerns in good faith about plausible improprieties in matters of financial reporting and other matters relating to the Group and its officers directly to the AC. Such Whistleblowing Policy, including its procedures for raising such concerns as well as the whistleblowing communication channel, i.e., email address and residential address (for postage use) of the AC have been clearly communicated to all the employees.

The purpose of the above policy is to ensure independent investigation of such matters raised and for appropriate follow-up action, and to provide assurance on the confidentiality of the identity of the whistle-blower as well as to protect the whistle-blower against adverse and detrimental actions or unfair treatment for whistle blowing in good faith.

REPORT OF CORPORATE GOVERNANCE

For the purpose of reviewing and conducting the investigation on the reported improprieties, the whistleblowing report shall contain as follows:

- a. Provide a background and history of the reported improprieties, giving specifics such as names, dates and places where possible; and
- b. Set out the reason why you are particularly concern about the situation.

Nonetheless, the anonymous reporting is acceptable by the AC.

The AC is responsible for oversight and monitoring of whistleblowing. The above Whistleblowing Policy and procedures are reviewed by the AC from time to time to ensure that they remain relevant.

No whistle-blowing concerns were reported for FY2024.

Internal Audit

The AC's responsibilities over the Group's internal controls include reviewing the scope and effectiveness of the overall internal audit system, programmes and various aspects of internal controls and risk management are complemented by the work of the internal auditors.

CLA Global TS Risk Advisory Pte. Ltd. ("**CLA Global TS**") (formerly known as Nexia TS) is engaged as independent internal auditor to perform internal audit review on the various business processes of the Group. The Company's internal audit function is independent of the activities it audits. CLA Global TS is an independent network member of CLA Global and each CLA Global network member is a member of CLA Global Limited, a UK private company limited by guarantee. CLA Global TS possesses vast experience in providing internal audits, risk management services and advisory services in the region. The current engagement team assigned comprises of 3 members and is led by Ms Pamela Chen who has more than 15 years performing internal audits for listed companies.

The primary reporting line of the internal audit function is to the AC, the AC approves the hiring, removal, evaluation and compensation of the internal auditors. By engaging CLA Global TS as its internal auditors, the AC believes that CLA Global TS is independent, adequately and effectively resourced to perform internal audit review as CLA Global TS has received full cooperation from Management.

The internal auditors' carrying out of their audit work is in accordance with the standards set by the Standards for the Professional Practice of Internal Auditing set by the Institute of Internal Auditors.

The AC ensures that Management provides good support to the internal auditors and provides them with access to documents, records, properties and personnel when requested in order for the internal auditors to carry out their work accordingly. The internal auditors also have unrestricted access to the AC on internal audit matters. The AC will review internal audit reports of the Group. Any material non-compliance or failures in internal control and recommendations for improvements will be reported to the AC.

The AC also convenes a meeting with the internal auditors without the presence of Management to discuss matters relating to the internal audits, at least on an annual basis.

REPORT OF CORPORATE GOVERNANCE

SHAREHOLDER RIGHTS AND ENGAGEMENT

Shareholders Rights and Conduct of General Meetings

Principle 11: The company treats all shareholders fairly and equitably in order to enable them to exercise shareholders' rights and have the opportunity to communicate their views on matters affecting the company. The company gives shareholders a balanced and understandable assessment of its performance, position and prospects.

Principle 12: The company communicates regularly with its shareholders and facilitates the participation of shareholders during general meetings and other dialogues to allow shareholders to communicate their views on various matters affecting the company.

Shareholders Rights

The Company believes in regular, effective and fair communication with members of the investment community and investing public and has adopted a comprehensive policy to provide clear, timely and fair disclosure of information about the Company's business developments and financial performance that could have a material impact on the price or value of its shares.

Shareholders are informed of general meetings through notices published in the Company's announcements via SGXNET as well as through the Company's official website and the reports/circulars sent to all shareholders. Resolutions tabled at general meetings are passed through a process of voting by poll which procedures are clearly explained by the scrutineers at such general meetings.

The Constitution of the Company allows an individual shareholder to appoint not more than two proxies to attend and vote on his or her behalf at the general meetings. Member who is a relevant intermediary may appoint more than two proxies to attend, speak and vote at the shareholders' meetings, but each proxy must be appointed to exercise the rights attached to a different share or shares held by such member. Where such member's form of proxy appoints more than two proxies, the number of class of shares in relation to which each proxy has been appointed shall be specified in the form of proxy.

Conduct of General Meetings

The Group supports and encourages active shareholders' participation at general meetings. The Board believes that general meetings serve as an opportune forum for shareholders to meet the Board and key management personnel, and to interact with them. Information on general meetings is disseminated through notices in the annual reports or circulars sent to all shareholders. The notices are also released via SGXNET and published in local newspapers, as well as posted on the Company's website.

The Company's Constitution allows all shareholders to appoint proxy(ies) to attend general meetings and vote on their behalf. Voting in absentia and by mail, electronic mail or facsimile may be possible at the Directors' discretion to approve or implement, subject to the security measures as may be deemed necessary or expedient to ensure that the integrity of the information and authentication of the identity of shareholder(s) is not compromised. Separate resolutions are tabled on each substantially separate issue at general meetings unless the issues are interdependent and linked so as to form one significant proposal and if such, the explanatory notes are set out in the notices of general meetings to explain the reasons and its material implications.

REPORT OF CORPORATE GOVERNANCE

Shareholders could submit their questions relating to the resolutions to be tabled for approval at the AGM to the Chairman of the Meeting, in advance of the AGM. The Company was required to provide its responses to the substantial queries, if any through publication on SGXNet and the Company's website at least 48 hours prior to the closing date and time of the lodgement of the proxy form. In the event that the question was submitted after the cut-off time, the Company would address the same at the AGM.

Nonetheless, all Directors including Chairman of the Board and the respective Chairman of the Board Committees, senior management and the external auditors are invited to be in attendance at general meetings to address any queries of the shareholders. Shareholders are encouraged to meet and communicate with the Board and vote on all resolutions. With the resumption of the physical AGM, the Company's AGM on 27 July 2023 was held physically with no option for shareholders to participate virtually. In respect of the AGM for FY2023, the Company did not receive any queries from the shareholders prior to this AGM.

All Directors attended the annual general meeting in respect of FY2023 which was held on 27 July 2023.

The Company Secretary prepares minutes of general meetings that include substantial and pertinent comments from shareholders relating to the agenda of the meetings and responses from Management and the Board, subsequently approved by the Board. Such minutes will be published on its corporate website as soon as practicable and the minutes will record substantial and relevant comments or queries from the shareholders relating to the agenda of the general meeting, and responses from the Board and Management going forward.

The Board acknowledges voting by poll is integral in the enhancement of corporate governance and lead to greater transparency of the level of support for each resolution where shareholders are accorded rights proportionate to the shareholding and all votes counted. To enhance shareholders' participation, the Group puts all resolutions at general meetings to vote by manual poll and announces the results by showing the number of votes cast for and against each resolution and the respective percentage via SGXNET after the general meetings. At present, the Company does not conduct voting by poll via electronic polling method as shareholders' turn-out at general meetings have been manageable.

Engagement with Shareholders

The Group acknowledges the importance of regular communication with shareholders and investors through which shareholders can have an overview of the Group's performance and operation. In line with the continuous disclosure obligations under the Listing Rules of the SGX-ST and the Singapore Companies Act 1967, the Board has established a policy to inform shareholders promptly of all major developments that may have material impact on the Group.

The Board embraces openness and transparency in the conduct of the Group's affairs, whilst safeguarding its commercial interests. Material information on the Group has been released to the public through the Company's announcements via the SGXNET.

The Board ensures that all the Company's shareholders are treated equitably and the rights of all investors, including non-controlling shareholders are protected. Information is communicated to shareholders on a timely basis through the Company's annual report, circulars to shareholders (if any), half-yearly financial results and the various announcements.

The Company communicates with shareholders and the investing community through the timely release of announcements to the SGXST via SGXNET.

REPORT OF CORPORATE GOVERNANCE

Financial results of the Company and the Group are required to be released within 45 days from the half year financial year ended and 60 days from the full year financial year ended during a year.

Accordingly, the financial results of the Company and the Group in respect of FY2024 were released within the prescribed timelines, 45 days from the half year ended and within 60 days from the full year ended via SGXNet.

In addition, the annual report is distributed to shareholders and/or published via SGXNET within the mandatory period before the last AGM.

To further enhance its communication with investors, the Company has enhanced its website, <https://www.banleong.com> where the public can access information of the Group directly.

The Group strongly encourages shareholders' participation at the AGM which is held in Singapore. Shareholders are able to proactively engage the Board and management on the Group's business activities, financial performance and other business-related matters through dialogue sessions. The Group believes in regular, effective and fair communication with shareholders and is committed to hearing shareholders' views and addressing their concerns.

The Company does not have a fixed dividend policy but it is committed to achieving sustainable income and growth to enhance total shareholder return. The Group aims to balance cash return to shareholders and investment for sustaining growth, while aiming for an efficient capital structure. The Company strives to provide consistent and sustainable ordinary dividend payments to its shareholders. In addition to the payment of the tax exempt (one-tier) interim dividend of 0.60cent per ordinary share on 8 December 2023, the Board is recommending 1.60cents per ordinary share for FY2024 as the tax exempt (one-tier) final dividend payable to the shareholders, subject to the approval of shareholders at the forthcoming AGM. In considering the form, frequency and amount of dividends that the Board may recommend or declare in respect of any particular year or period, the Board takes into account various factors including:

- the results of operations and cash flow;
- the expected financial performance and working capital needs;
- future prospects; and
- capital expenditures and other investment plans;

as well as general economic and business operations in regional basis and other factors deemed relevant by the Board and statutory restrictions on the payment of dividends.

The Company is committed to achieving sustainable income and growth to enhance total shareholder return although it does not have a fixed dividend policy.

REPORT OF CORPORATE GOVERNANCE

MANAGING STAKEHOLDERS RELATIONSHIPS

Engagement with Stakeholders

Principle 13: The Board adopts an inclusive approach by considering and balancing the needs and interests of material stakeholders, as part of its overall responsibility to ensure that the best interests of the company are served.

The Group has identified stakeholders as those who are impacted by the Group's business and operations as well as those who have a material impact on the Group's business and operations as provided in the Group's FY2024 Sustainability Report, the Company has regularly engaged its stakeholders through various channels to ensure that the business interests of the Group are aligned with those stakeholders, to understand and address the concerns so as to improve services and products standards, as well as to sustain business operations for long-term growth. The Company takes a pragmatic approach in managing stakeholders' expectations to support its long-term strategy. Pertinent information and news are regularly conveyed to the stakeholders through SGXNet.

Additionally, the Company maintains a corporate website at <https://www.banleong.com> to communicate and engage with stakeholders through the contact information of the Company which can be found on the website.

OTHER CORPORATE GOVERNANCE MATTERS

DEALING IN SECURITIES

(Rule 1207(19) of the Listing Manual of SGX-ST)

The Group has adopted internal codes in relation to dealings in the Company's securities pursuant to the SGX-ST's Best Practices Guide that is applicable to all its officers. All Directors and officers of the Group who have access to "price-sensitive" information are required to observe this Code.

Under the code of conduct, the Directors and these officers of the Group are prohibited from dealing in the Company's securities during the period commencing one (1) month prior to the announcement of the Group's half-yearly and full year results, or if they are in possession of unpublished material price-sensitive information of the Group. In addition, the Directors and employees are expected to always observe insider trading laws at all times even when dealing in securities within the permitted trading period. To facilitate compliance, reminders via electronic mail are issued to all directors and staff prior to the applicable trading black-outs period. The Directors are required to notify the Company of any dealings in the Company's securities (during the open window period) within two (2) business days of the transactions.

The Board is satisfied with the Group's commitment in compliance with the Code and on the adequacy of internal controls within the Group.

The Board wishes to reaffirm that the officers do not deal in the Company's securities on short-term considerations pursuant to the SGX-ST's best practices on dealings in securities.

REPORT OF CORPORATE GOVERNANCE

INTERESTED PERSON TRANSACTIONS

(Rule 907 of the Listing Manual of SGX-ST)

As a listed company on the SGX-ST, the Company has taken the following steps to ensure compliance with the requirements of the Chapter 9 of the Listing Manual of SGX-ST in relation to the interested person transactions, including ensuring that interested person transactions are properly reviewed, approved, and conducted on an arm's length basis.

The AC reviewed the interested persons transactions ("IPTs") reported by the Management on a half-yearly basis, The IPTs are consistently reviewed by the Management and all findings were reported during the AC meetings.

The Company had obtained a shareholders mandate for interested person transactions on 12 February 2016. Details of the interested person transactions for FY2024 as required pursuant to Rule 907 of the Listing Manual of SGX-ST are as follows:–

Name of interested person	Nature of relationship	Aggregate value of all interested person transactions during the financial year under review (excluding transactions less than S\$100,000 and transactions conducted under shareholders' mandate pursuant to Rule 920)	Aggregate value of all interested person transactions conducted under shareholders' mandate pursuant to Rule 920 (excluding transactions less than S\$100,000)
**Hong Kong Lava Technology Limited ("Hong Kong Lava")	As associate to the Company's controlling shareholder, Mr. Wang Wei under Chapter 9 of the Listing Rules.	–	S\$7,908,911

**Hong Kong Lava, a company which is 100% owned by Mr. Wang Wei, a controlling shareholder of the Company.

The AC has established procedures to ensure that all the IPTs are reported to the AC on timely basis and the transactions are carried out on normal commercial terms and will not be prejudicial to the interest of the Company and its minority shareholders as well as all the relevant rules under Chapter 9 of the Listing Manual of SGX-ST are complied with. When a potential conflict of interest arises, the Director concerned does not participate in discussions and refrains from exercising any influence over other members of the Board.

REPORT OF CORPORATE GOVERNANCE

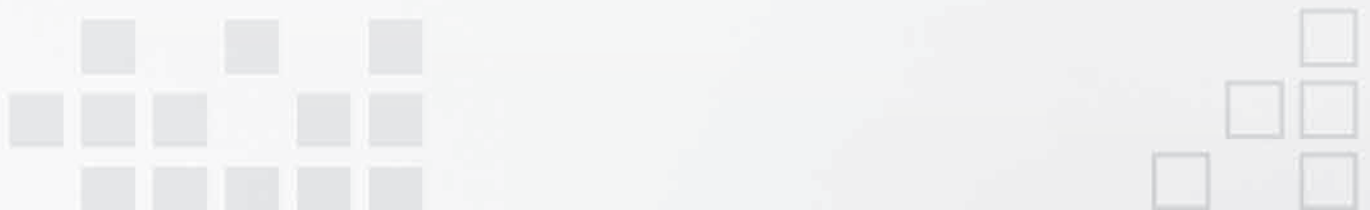
MATERIAL CONTRACTS

(Rule 1207(8) of the Listing Manual of SGX-ST)

Save for service agreement between the Company and Executive Director and the IPTs as disclosed in this report, there were no other material contracts of the Company and its subsidiaries involving the interests of the MD or any Director or controlling shareholder, either subsisting at the end of the financial year or if not then subsisting, which were entered into since the end of the previous financial year.

CORPORATE DISCLOSURE

The Company believes that a high level of disclosure is essential to enhance the standard of corporate governance. Hence, the Company is committed to provide a high level of disclosure in all public announcements, press releases and annual reports.



DISCLOSURE OF INFORMATION ON DIRECTORS SEEKING RE-ELECTION AND PROPOSED APPOINTMENT

Pursuant to Rule 720(6) of the Listing Manual of the SGX-ST, the following is the information relating to Directors seeking the re-election and the proposed appointment at the forthcoming AGM as set out in Appendix 7.4.1 to the Listing Manual of the SGX-ST:

	MARK CHIM SUAN KIT	DOREEN NG MEI LING
Date of Appointment	1 April 2024	Not Applicable
Date of last re-appointment/ re-election (if applicable)	Not Applicable	Not Applicable
Age	57	49
Country of principal residence	Singapore	Singapore
The Board's comments on this appointment (including rationale, selection criteria, and the search and nomination process)	<p>The Board of Directors of the Company has considered, among others, the recommendation of the Nominating Committee and has reviewed and considered the contribution, performance, attendance, preparedness, participation, candour and suitability for re-election of Mr Mark Chim Suan Kit ("Mr Chim") as Independent Director of the Company.</p> <p>The Board has reviewed and concluded that Mr Chim possess the experience, expertise, knowledge and skills to contribute towards the core competencies of the Board.</p>	<p>The Board of Directors of the Company has considered, among others, the recommendation of the Nominating Committee and has reviewed and considered the contribution, performance, attendance, preparedness, participation, candour and suitability for proposed appointment of Ms Doreen Ng Mei Ling ("Ms Ng") as Independent Director of the Company.</p> <p>The Board has reviewed and concluded that Ms Ng possess the experience, expertise, knowledge and skills to contribute towards the core competencies of the Board.</p> <p>Ms Ng's appointment is subject to the approval of the Company's shareholders at the AGM to be held on 19 July 2024.</p>
Whether appointment is executive, and if so, the area of responsibility	Non-Executive	Non-Executive
Job Title (e.g. Lead ID, AC Chairman, AC Member etc.)	<ol style="list-style-type: none"> 1) Chairman of the Board 2) Chairman of the Audit Committee 3) Chairman of the Nominating Committee 4) Member of the Remuneration Committee 	<ol style="list-style-type: none"> 1) Independent Non-Executive Director 2) Chairman of the Remuneration Committee 3) Member of the Audit Committee 4) Member of the Nominating Committee

DISCLOSURE OF INFORMATION ON DIRECTORS SEEKING RE-ELECTION AND PROPOSED APPOINTMENT

	MARK CHIM SUAN KIT	DOREEN NG MEI LING
Professional qualifications	<ol style="list-style-type: none"> 1) Web3.0 knowledge Certificate in Finance Services, the National University of Singapore and Asian Institute of Digital Finance 2) Graduate Certificate in Digital Finance, Singapore Management University Academy 3) INSEAD International Directors Program, INSEAD Singapore and France 4) CPA Australia Program, Australia 5) Master of Accounting, Curtin University of Technology, Australia 6) Diploma in Marketing Communications (Gold Medal), Marketing Institute of Singapore, Singapore. 7) Bachelor of Commerce (Economics), University of Newcastle, Australia 	<ol style="list-style-type: none"> 1) Advocate and Solicitor of the Supreme Court of Singapore; 2) Bachelors of Laws (LLB) (Honours), University of Birmingham, United Kingdom 3) Postgraduate Diploma in Singapore Law, National University of Singapore
Working experience and occupation(s) during the past 10 years	<ol style="list-style-type: none"> 1) November 2016 to Present Director of Primer Holdings Inc 2) December 2015 to Present Director of Poler Inc 3) July 2015 to Present Director of Primer International Management Ltd 4) February 2015 to Present Director of Primer Pacific Pty. Ltd. 5) February 2015 to Present Director of Primer Seawood Investment Pte. Ltd. 6) January 2014 to Present Director of Primer Europe Ltd. 7) January 2012 to Present Director of Primer International Management Pte. Ltd. 	<ol style="list-style-type: none"> 1) October 2015 to Present Associate General Counsel, The Hongkong and Shanghai Banking Corporation Limited, Singapore Branch 2) September 2011 to June 2015 Deputy Director, Group Legal, Far East Organisation Pte. Ltd. (FEO), Singapore

DISCLOSURE OF INFORMATION ON DIRECTORS SEEKING RE-ELECTION AND PROPOSED APPOINTMENT

	MARK CHIM SUAN KIT	DOREEN NG MEI LING
	8) August 2010 to Present Director of Primer Uniglobe (Singapore) Pte. Ltd. 9) July 2004 to Present Director of Primer Kenrich Sdn Bhd 10) December 2006 to Present Director of Petite Cherie Marketing Pte. Ltd. 11) April 2008 to Present Director of Atomic Racing Pte. Ltd. 12) August 2013 to October 2021 Director of Human Elemental Pte. Ltd. 13) March 2007 to Present Partner of Practical Support LLP 14) May 2008 to July 2017 Director of Super 7 Pte. Ltd. 15) January 2010 to July 2017 Director of Lejeans Pte Ltd	
Shareholding interest in the listed issuer and its subsidiaries	Nil	Nil
Any relationship (including immediate family relationships) with any existing director, existing executive officer, the issuer and/or substantial shareholder of the listed issuer or of any of its principal subsidiaries	None	None
Conflict of Interest (including any competing business)	None	None
Undertaking (in the format set out in Appendix 7.7) under Rule 720(1) has been submitted to the listed issuer	Yes	Yes
Other Principal Commitments* including Directorships# * "Principal Commitments" has the same meaning as defined in the Code. # These fields are not applicable for announcements of appointments pursuant to Listing Rule 704(9)	Yes	Yes

DISCLOSURE OF INFORMATION ON DIRECTORS SEEKING RE-ELECTION AND PROPOSED APPOINTMENT

	MARK CHIM SUAN KIT	DOREEN NG MEI LING
Past (for the last 5 years)	1) Sen Yue Holdings Limited 2) Human Elemental Pte. Ltd.	Nil
Present	1) Primer Holdings Inc 2) Poler Inc 3) Primer International Management Ltd 4) Primer Pacific Pty. Ltd. 5) Primer Seawood Investment Pte. Ltd. 6) Primer Europe Ltd. 7) Primer International Management Pte. Ltd. 8) Primer Uniglobe (Singapore) Pte. Ltd. 9) Primer Kenrich Sdn Bhd 10) Petite Cherie Marketing Pte. Ltd. 11) Atomic Racing Pte. Ltd. 12) Partner of Practical Support LLP	Directorship – Nil Principal Commitment – The Hongkong and Shanghai Banking Corporation Limited, Singapore Branch
a) Whether at any time during the last 10 years, an application or a petition under any bankruptcy law of any jurisdiction was filed against him or against a partnership of which he was a partner at the time when he was a partner or at any time within 2 years from the date he ceased to be a partner?	No	No
b) Whether at any time during the last 10 years, an application or a petition under any law of any jurisdiction was filed against an entity (not being a partnership) of which he was a director or an equivalent person or a key executive, at the time when he was a director or an equivalent person or a key executive of that entity or at any time within 2 years from the date he ceased to be a director or an equivalent person or a key executive of that entity, for the winding up or dissolution of that entity or, where that entity is the trustee of a business trust, that business trust, on the ground of insolvency?	No	No

DISCLOSURE OF INFORMATION ON DIRECTORS SEEKING RE-ELECTION AND PROPOSED APPOINTMENT

	MARK CHIM SUAN KIT	DOREEN NG MEI LING
c) Whether there is any unsatisfied judgment against him?	No	No
d) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving fraud or dishonesty which is punishable with imprisonment, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such purpose?	No	No
e) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such breach?	No	No
f) Whether at any time during the last 10 years, judgment has been entered against him in any civil proceedings in Singapore or elsewhere involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or a finding of fraud, misrepresentation or dishonesty on his part, or he has been the subject of any civil proceedings (including any pending civil proceedings of which he is aware) involving an allegation of fraud, misrepresentation or dishonesty on his part?	No	No

DISCLOSURE OF INFORMATION ON DIRECTORS SEEKING RE-ELECTION AND PROPOSED APPOINTMENT

	MARK CHIM SUAN KIT	DOREEN NG MEI LING
g) Whether he has ever been convicted in Singapore or elsewhere of any offence in connection with the formation or management of any entity or business trust?	No	No
h) Whether he has ever been disqualified from acting as a director or an equivalent person of any entity (including the trustee of a business trust), or from taking part directly or indirectly in the management of any entity or business trust?	No	No
i) Whether he has ever been the subject of any order, judgment or ruling of any court, tribunal or governmental body, permanently or temporarily enjoining him from engaging in any type of business practice or activity?	No	No
j) Whether he has ever, to his knowledge, been concerned with the management or conduct, in Singapore or elsewhere, of the affairs of:—	Mr Chim was a director of Sen Yue Holdings Ltd (“SYH”) from April 2018 to January 2023. He had lodged a police report on behalf of SYH in relation to certain findings by the internal auditor about the Executive Chairman of SYH. A Commercial Affairs Department investigation was commenced on 27 January 2021 against the Executive Chairman of SYH, and SYH was ordered to produce certain documents and information in relation to offences under the Penal Code (Cap. 224) and the Securities and Futures Act (Cap. 289). Please refer to SYH’s announcements on the above matter.	No

DISCLOSURE OF INFORMATION ON DIRECTORS SEEKING RE-ELECTION AND PROPOSED APPOINTMENT

	MARK CHIM SUAN KIT	DOREEN NG MEI LING
i. any corporation which has been investigated for a breach of any law or regulatory requirement governing corporations in Singapore or elsewhere; or	No	No
ii. any entity (not being a corporation) which has been investigated for a breach of any law or regulatory requirement governing such entities in Singapore or elsewhere; or	No	No
iii. any business trust which has been investigated for a breach of any law or regulatory requirement governing business trusts in Singapore or elsewhere; or	No	No
iv. any entity or business trust which has been investigated for a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere in connection with any matter occurring or arising during that period when he was so concerned with the entity or business trust?	No	No
k) Whether he has been the subject of any current or past investigation or disciplinary proceedings, or has been reprimanded or issued any warning, by the Monetary Authority of Singapore or any other regulatory authority, exchange, professional body or government agency, whether in Singapore or elsewhere?	No	No

DISCLOSURE OF INFORMATION ON DIRECTORS SEEKING RE-ELECTION AND PROPOSED APPOINTMENT

	MARK CHIM SUAN KIT	DOREEN NG MEI LING
	Disclosure applicable to the appointment of Director only	
<p>Any prior experience as a director of a listed company?</p> <p>If yes, please provide details of prior experience.</p> <p>If no, please state if the director has attended or will be attending training on the roles and responsibilities of a director of a listed issuer as prescribed by the Exchange.</p> <p>Please provide details of relevant experience and the nominating committee's reasons for not requiring the director to undergo training as prescribed by the Exchange (if applicable).</p>	<p>Yes</p> <p>Mr. Mark Chim Suan Kit was previously appointed as a Lead Independent Non-Executive Director to the Board of Directors of Sen Yue Holdings Limited.</p>	<p>No</p> <p>Ms Doreen Ng Mei Ling, will be attending the requisite training programmes prescribed by the Exchange within one (1) year from her date of appointment.</p>

DIRECTORS' STATEMENT

The directors are pleased to present their statement to the members together with the audited consolidated financial statements of Ban Leong Technologies Limited (the "Company") and its subsidiaries (collectively, the "Group") and the balance sheet and statement of changes in equity of the Company for the financial year ended 31 March 2024.

1. Opinion of the directors

In the opinion of the directors,

- (a) the consolidated financial statements of the Group and the balance sheet and statement of changes in equity of the Company are drawn up so as to give a true and fair view of the financial position of the Group and of the Company as at 31 March 2024 and the financial performance, changes in equity and cash flows of the Group and changes in equity of the Company for the year ended on that date; and
- (b) at the date of this statement, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

2. Directors

The directors of the Company in office at the date of this statement are:

Ronald Teng Woo Boon	(Managing Director)
Loh Yih	(Lead Independent Non-Executive Director)
Neo Gim Kiong	(Independent Non-Executive Director)
Lo Yew Seng	(Independent Non-Executive Director)
Mark Chim Suan Kit	(Independent Non-Executive Director) (appointed on 1 April 2024)

3. Arrangements to enable directors to acquire shares and debentures

Except as described below, neither at the end of nor at any time during the financial year was the Company a party to any arrangement whose objects are, or one of whose objects is, to enable the directors of the Company to acquire benefits by means of the acquisition of shares or debentures of the Company or any other body corporate.

DIRECTORS' STATEMENT

4. Directors' interests in shares and debentures

The following directors, who held office at the end of the financial year, had, according to the register of directors' shareholdings, required to be kept under Section 164 of the Singapore Companies Act 1967, an interest in shares of the Company and related corporations (other than wholly-owned subsidiaries) as stated below:

	Direct interest		Deemed interest	
	At the beginning of financial year	At the end of financial year	At the beginning of financial year	At the end of financial year
Ban Leong Technologies Limited				
Ordinary shares				
Ronald Teng Woo Boon	26,788,000	26,798,400	3,400,000 ⁽¹⁾	3,520,000
Loh Yih	4,500,000	4,500,000	–	–
Neo Gim Kiong	3,094,100	3,094,100	–	–
Lo Yew Seng	1,506,000	1,506,000	–	–

(1) Relates to shares held by Ms Teo Su Ching, spouse of Mr Ronald Teng Woo Boon

There was no change in any of the above-mentioned interests between the end of the financial year and 16 May 2024.

Except as disclosed in this statement, no director who held office at the end of the financial year had interests in shares, share options, warrants or debentures of the Company, or of related corporations, either at the beginning of the financial year or at the end of the financial year.

5. Options

No options were issued by the Company or its subsidiaries during the financial year. As at 31 March 2024, there are no options on the unissued shares of the Company or its subsidiaries which are outstanding.

DIRECTORS' STATEMENT

6. Audit Committee

The Audit Committee comprises three independent non-executive directors, one of whom is also the Chairman of the Committee. The members of the Audit Committee at the date of this statement are as follows:

Loh Yih (Chairman)
Neo Gim Kiong
Lo Yew Seng

The financial statements, accounting policies and system of internal accounting controls are the responsibility of the Board of Directors acting through the Audit Committee. The Audit Committee met twice during the financial year to review the scope of work of the statutory auditors, and the results arising therefrom. The consolidated financial statements of the Group were reviewed by the Audit Committee prior to their submission to the directors of the Company for adoption.

The audit committee carried out its functions in accordance with Section 201B(5) of the Singapore Companies Act 1967, including the following:

- Reviewed the audit plans of the internal and external auditors of the Group and the Company, and reviewed the internal auditor's evaluation of the adequacy of the Company's system of internal accounting controls and the assistance given by the Group and the Company's management to the external and internal auditors
- Reviewed the half year announcement and annual financial statements and the independent auditor's report on the annual financial statements of the Group and the Company before their submission to the board of directors
- Reviewed effectiveness of the Group and the Company's material internal controls, including financial, operational and compliance controls and risk management via reviews carried out by the internal auditor
- Met with the external auditor, internal auditor, and management in separate executive sessions to discuss any matters that these groups believe should be discussed privately with the AC
- Reviewed legal and regulatory matters that may have a material impact on the financial statements, related compliance policies and programmes and any reports received from regulators
- Reviewed the independence and objectivity of the external auditor
- Reviewed the nature and extent of non-audit services provided by the external auditor
- Recommended to the board of directors the external auditor to be nominated, approved the compensation of the external auditor, and reviewed the scope and results of the audit
- Reported actions and minutes of the AC to the board of directors with such recommendations as the AC considered appropriate
- Reviewed interested person transactions in accordance with the requirements of the Singapore Exchange Securities Trading Limited's Listing Manual

The Audit Committee has reviewed all non-audit services provided by the external auditors of the Group and is satisfied that the nature and extent of such services would not affect the independence of the external auditors. The Audit Committee has also conducted a review of interested person transactions.

Further details regarding the Audit Committee are disclosed in the Report on Corporate Governance.

DIRECTORS' STATEMENT

7. Auditor

Ernst & Young LLP have expressed their willingness to accept re-appointment as auditor.

On behalf of the Board of Directors:

Ronald Teng Woo Boon
Director

Neo Gim Kiong
Director

Singapore
21 June 2024



INDEPENDENT AUDITOR'S REPORT

For the financial year ended 31 March 2024

REPORT ON THE AUDIT OF THE CONSOLIDATED FINANCIAL STATEMENTS

Opinion

We have audited the financial statements of Ban Leong Technologies Limited (the "Company") and its subsidiaries (collectively, the "Group"), which comprise the statements of financial position of the Group and the Company as at 31 March 2024, the statements of changes in equity of the Group and the Company and the consolidated statement of comprehensive income and consolidated statement of cash flows of the Group for the year then ended, and notes to the financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements of the Group, the statement of financial position and the statement of changes in equity of the Company are properly drawn up in accordance with the provisions of the Companies Act 1967 (the "Act") and Singapore Financial Reporting Standards (International) ("SFRS(I)") so as to give a true and fair view of the consolidated financial position of the Group and the financial position of the Company as at 31 March 2024 and of the consolidated financial performance, consolidated changes in equity and consolidated cash flows of the Group and changes in equity of the Company for the year ended on that date.

Basis for Opinion

We conducted our audit in accordance with Singapore Standards on Auditing ("SSAs"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Group in accordance with the Accounting and Corporate Regulatory Authority ("ACRA") *Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities* ("ACRA Code") together with the ethical requirements that are relevant to our audit of the financial statements in Singapore, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ACRA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

KEY AUDIT MATTERS

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements.

INDEPENDENT AUDITOR'S REPORT

For the financial year ended 31 March 2024

KEY AUDIT MATTERS (CONT'D)

Allowance for inventory to net realisable value

As at 31 March 2024, the Group's and the Company's net inventories and the allowance for inventory to net realisable value amounted to S\$31.2 million (Company: S\$17.1 million) and S\$0.3 million (Company: S\$0.2 million) respectively. The allowance for inventory net realisable value relates to finished goods written down to estimated recoverable value due to rapid technological changes and consumption patterns. We focused on this area as inventory carrying amount is material to the financial statements, and the determination of inventory net realisable value requires a high level of management judgement.

We performed the following audit procedures, amongst others, in response to the above mentioned key audit matter:

- Obtained an understanding and evaluated the Group's processes and controls relating to the purchasing and costing of inventory;
- Tested the inventory costing by checking the costs incurred to supporting documents and performing re-computation of the weighted average costing; and
- Evaluated the adequacy of the allowance for inventory to net realisable value through the following:
 - Obtained an understanding on the Group's provisioning policy and assessed reasonableness on the policy;
 - Testing the inventory ageing report to identify slow moving inventory; reviewed on sample basis that inventory items are categorised appropriately in the relevant ageing bracket; inquire with management and establish if there are any known slow moving or obsolete inventory; and
 - Reviewing the basis of management's assessment of inventory net realisable value by product and by brands and testing management's assessment on a sample basis by:
 - comparing the net realisable value of a sample of products to selling prices subsequent to the balance sheet date;
 - reviewing the historical and subsequent sales to ascertain that inventory holding balances does not exceed expected demand;
 - where selling price is lower than cost or where there are no sales during the year or subsequent to the balance sheet date, or when the expected demand is lower than the inventory holding balances, we inquire with management and assess whether upcoming marketing and sales programs will generate sufficient demand and whether the shortfall difference between selling price and cost will be reimbursed by the suppliers; and
 - where such costs were not reimbursed by the suppliers, we assessed the adequacy of allowance for inventory obsolescence determined by the management.

We also assessed the adequacy of the Group's disclosures on the key sources of estimation uncertainty in relation to allowance for inventory to net realisable value and inventories in Note 3.2(i) *Allowance for inventory to net realisable value* and Note 17 *Inventories* to the financial statements.

INDEPENDENT AUDITOR'S REPORT

For the financial year ended 31 March 2024

KEY AUDIT MATTERS (CONT'D)

Assessment of expected credit losses of trade receivables

As at 31 March 2024, the Group's and the Company's trade receivables after allowance for expected credit losses ("ECL") amounted to S\$23.2 million (Company: S\$18.5 million) and S\$0.2 million (Company: S\$0.1 million) respectively. The Company's trade receivables balance includes amounts due from subsidiaries of S\$2.0 million.

The allowance for ECL is established on the basis of making debtor specific impairment loss provision, which is based on the assessment of the ability of individual debtors who are credit impaired, and for remaining trade receivable using a provision matrix by grouping customers based on customer profiles, adjusted for current and forward-looking information.

The assessment of the debtor's financial ability to repay are based on the age of the balances, payment history, status of negotiations with debtors and other external information available to management to assess the creditworthiness of the debtor. The default rates are based on the Group's historical credit loss experience, profiling customers by credit risk characteristics and are adjusted for forward-looking factors specific to the debtors and the economic environment where the debtors operate. In addition, management has also considered and factored in the forecasted GDP and the forward-looking adjustment required to the historical default rate. These require management to apply judgement in the estimation process. As the trade receivables form a significant part of the Group's balance sheet and its estimation of ECL entails significant estimation uncertainty, we determined this as a key audit matter.

We performed the following audit procedures, amongst others, in response to the above-mentioned key audit matter:

- Obtained an understanding of the Group's processes and controls relating to the monitoring of outstanding debts due and review of credit risks of customers which includes publicly available information of its debtors to monitor credit risk;
- Circularised trade receivables confirmations on a sample basis. For non-replies, we obtained evidence of cash receipts subsequent to the year-end and/or vouched to supporting sales and delivery documents, where appropriate; and
- Evaluated management's assumptions and estimates used to determine the allowance for ECL through the following:
 - Assessed the Group's policies and procedures for measuring ECL;
 - Reviewed management's assessment of the debtor's financial ability to repay by reviewing overdue trade receivable balances, payment history, correspondences with debtors on expected settlement dates, and other external information available to management;
 - Reviewed management's determination of the default rates by verifying historical credit loss experience, reviewing the appropriateness of management's customer profiling by credit risk characteristics and reasonableness of management's key data sources and assumptions used in the computation of loss rate and forward-looking factors such as economic data and external information taking into consideration the current market condition;

INDEPENDENT AUDITOR'S REPORT

For the financial year ended 31 March 2024

KEY AUDIT MATTERS (CONT'D)

Assessment of expected credit losses of trade receivables (cont'd)

- Checked the arithmetic accuracy of the allowance for ECL computation;
- Tested the trade receivables ageing report for accuracy of aging;
- Discussed with management on the collectability of trade receivables and inquired management if there are any known disputed trade receivables; and
- Reviewed credit notes issued subsequent to year-end.

We also assessed the adequacy of the Group's disclosures on the key sources of estimation uncertainty in relation to impairment of loans and receivables, trade receivables and the related risks such as credit risk and liquidity risks in Note 3.2(ii) *Allowance for expected credit losses*, Note 18 *Trade receivables* and Note 29(d) *Credit risk* to the financial statements.

OTHER INFORMATION

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

RESPONSIBILITIES OF MANAGEMENT AND DIRECTORS FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the provisions of the Act and SFRS(I), and for devising and maintaining a system of internal accounting controls sufficient to provide a reasonable assurance that assets are safeguarded against loss from unauthorised use or disposition; and transactions are properly authorised and that they are recorded as necessary to permit the preparation of true and fair financial statements and to maintain accountability of assets.

In preparing the financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The directors' responsibilities include overseeing the Group's financial reporting process.

INDEPENDENT AUDITOR'S REPORT

For the financial year ended 31 March 2024

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SSAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

INDEPENDENT AUDITOR'S REPORT

For the financial year ended 31 March 2024

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS (CONT'D)

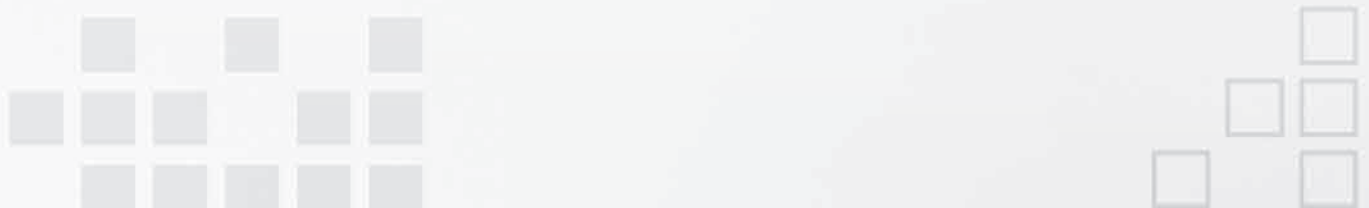
From the matters communicated with the directors, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

In our opinion, the accounting and other records required by the Act to be kept by the Company and by those subsidiary corporations incorporated in Singapore of which we are the auditors have been properly kept in accordance with the provisions of the Act.

The engagement partner on the audit resulting in this independent auditor's report is Hah Yanying.

Ernst & Young LLP
Public Accountants and
Chartered Accountants
Singapore
21 June 2024



CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

For the financial year ended 31 March 2024

	Notes	Group	
		2024 \$	2023 \$
Revenue	4	208,080,530	203,716,220
Cost of sales		(189,900,064)	(184,232,332)
Gross profit		18,180,466	19,483,888
Other income		273,088	697,525
Writeback of/(allowance for) expected credit losses, net		148,000	(27,975)
Selling and distribution expenses		(7,382,172)	(7,667,124)
General and administrative expenses		(5,745,506)	(5,926,992)
Profit from operating activities before foreign exchange		5,473,876	6,559,322
Foreign exchange gain, net		784,884	832,500
Profit from operating activities		6,258,760	7,391,822
Finance costs	5	(107,933)	(145,888)
Finance income	5	30,118	5,173
Profit before taxation and fair value gain		6,180,945	7,251,107
Fair value gain on investment in convertible loan		2,155,200	–
Profit before tax	6	8,336,145	7,251,107
Income tax expense	8	(955,401)	(1,182,490)
Profit for the year		7,380,744	6,068,617
Profit attributable to:			
Owners of the Company			
Profit, net of tax		7,301,881	5,891,495
Non-controlling interests			
Profit, net of tax		78,863	177,122
Profit for the year		7,380,744	6,068,617

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

For the financial year ended 31 March 2024

	Notes	Group	
		2024 \$	2023 \$
Other comprehensive income:			
Items that may be reclassified subsequently to profit or loss			
Foreign currency translation		(575,704)	(615,893)
Other comprehensive income for the year, net of tax		(575,704)	(615,893)
Total comprehensive income for the year, net of tax		6,805,040	5,452,724
Total comprehensive income attributable to:			
Owners of the Company			
Total comprehensive income, net of tax		6,821,270	5,352,874
Non-controlling interests			
Total comprehensive income, net of tax		(16,230)	99,850
Total comprehensive income for the year, net of tax		6,805,040	5,452,724
Earnings per share (cents per share)			
Basic and diluted	9	6.54	5.21

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

BALANCE SHEETS

As at 31 March 2024

	Notes	Group		Company	
		2024	2023	2024	2023
		\$	\$	\$	\$
Non-current assets					
Property, plant and equipment	11	779,245	469,111	643,303	275,084
Right-of-use assets	12	3,814,641	1,254,771	3,285,453	604,552
Investment in subsidiaries	13	–	–	1,089,107	639,938
Investment in unquoted equity shares	14	–	–	–	–
Other receivable	19	3,502,200	1,329,000	1,347,000	1,329,000
Deferred tax assets	15	14,200	14,200	1,783	1,783
Intangible assets	16	–	–	–	–
		8,110,286	3,067,082	6,366,646	2,850,357
Current assets					
Inventories	17	31,208,023	28,667,829	17,060,126	17,142,310
Prepayments		104,053	73,807	92,064	57,522
Trade receivables	18	23,159,074	24,831,494	18,457,666	19,660,877
Other receivables and deposits	19	2,859,760	4,461,617	2,673,199	4,413,659
Cash and cash equivalents	20	18,068,999	18,005,421	12,198,490	11,871,990
		75,399,909	76,040,168	50,481,545	53,146,358
Current liabilities					
Trade payables	21	22,212,268	23,191,593	15,723,992	17,827,328
Bills payable to banks (unsecured)	22	1,713,502	852,550	950,538	852,550
Short-term loans	22	800,000	800,000	800,000	800,000
Other payables and accruals	23	6,459,345	7,670,779	4,671,390	5,749,732
Lease liabilities	12	889,581	760,168	620,284	492,522
Income tax payable		805,335	800,498	833,621	755,913
		32,880,031	34,075,588	23,599,825	26,478,045
Net current assets		42,519,878	41,964,580	26,881,720	26,668,313
Non-current liabilities					
Lease liabilities	12	3,051,767	429,360	2,779,808	46,203
		3,051,767	429,360	2,779,808	46,203
Net assets		47,578,397	44,602,302	30,468,558	29,472,467
Equity attributable to owners of the Company					
Share capital	24(a)	11,173,106	11,173,106	11,173,106	11,173,106
Returned shares	24(b)	(104,822)	(104,822)	(104,822)	(104,822)
Treasury shares	24(b)	(2,219,906)	(1,018,212)	(2,219,906)	(1,018,212)
Retained earnings		37,842,099	33,167,469	21,620,180	19,422,395
Other reserve	25	65,685	65,685	–	–
Foreign currency translation reserve	25	(1,025,137)	(544,526)	–	–
		45,731,025	42,738,700	30,468,558	29,472,467
Non-controlling interests		1,847,372	1,863,602	–	–
Total equity		47,578,397	44,602,302	30,468,558	29,472,467

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

STATEMENTS OF CHANGES IN EQUITY

For the financial year ended 31 March 2024

	Attributable to owners of the Company							Total equity	
	Share capital	Returned shares	Treasury shares	Retained earnings	Other reserve	Foreign currency translation reserve	Equity attributable to owners of the Company		Non-controlling interests
Group	\$	\$	\$	\$	\$	\$	\$	\$	
Balance as at 1 April 2022	11,173,106	(104,822)	(757,251)	31,516,279	65,685	(5,905)	41,887,092	1,763,752	43,650,844
Profit for the year	-	-	-	5,891,495	-	-	5,891,495	177,122	6,068,617
Other comprehensive income	-	-	-	-	-	-	-	-	-
Foreign currency translation	-	-	-	-	-	(538,621)	(538,621)	(77,272)	(615,893)
Total comprehensive income for the year	-	-	-	5,891,495	-	(538,621)	5,352,874	99,850	5,452,724
Purchase of treasury shares	-	-	(260,961)	-	-	-	(260,961)	-	(260,961)
Dividends (Note 26(a))	-	-	-	(4,240,305)	-	-	(4,240,305)	-	(4,240,305)
Balance as at 31 March 2023 and 1 April 2023	11,173,106	(104,822)	(1,018,212)	33,167,469	65,685	(544,526)	42,738,700	1,863,602	44,602,302
Profit for the year	-	-	-	7,301,881	-	-	7,301,881	78,863	7,380,744
Other comprehensive income	-	-	-	-	-	-	-	-	-
Foreign currency translation	-	-	-	-	-	(480,611)	(480,611)	(95,093)	(575,704)
Total comprehensive income for the year	-	-	-	7,301,881	-	(480,611)	6,821,270	(16,230)	6,805,040
Purchase of treasury shares	-	-	(1,201,694)	-	-	-	(1,201,694)	-	(1,201,694)
Dividends (Note 26(a))	-	-	-	(2,627,251)	-	-	(2,627,251)	-	(2,627,251)
Balance as at 31 March 2024	11,173,106	(104,822)	(2,219,906)	37,842,099	65,685	(1,025,137)	45,731,025	1,847,372	47,578,397

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

STATEMENTS OF CHANGES IN EQUITY

For the financial year ended 31 March 2024

	Share capital \$	Returned shares \$	Treasury shares \$	Retained earnings \$	Total equity \$
Company					
Balance as at 1 April 2022	11,173,106	(104,822)	(757,251)	18,941,048	29,252,081
Profit for the year, representing total comprehensive income for the year	–	–	–	4,721,652	4,721,652
Purchase of treasury shares	–	–	(260,961)	–	(260,961)
Dividends (Note 26(a))	–	–	–	(4,240,305)	(4,240,305)
Balance as at 31 March 2023 and 1 April 2023	11,173,106	(104,822)	(1,018,212)	19,422,395	29,472,467
Profit for the year, representing total comprehensive income for the year	–	–	–	4,825,036	4,825,036
Purchase of treasury shares	–	–	(1,201,694)	–	(1,201,694)
Dividends (Note 26(a))	–	–	–	(2,627,251)	(2,627,251)
Balance as at 31 March 2024	11,173,106	(104,822)	(2,219,906)	21,620,180	30,468,558

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 31 March 2024

	Notes	Group	
		2024	2023
		\$	\$
Operating activities			
Profit before tax		8,336,145	7,251,107
Adjustments for:			
Depreciation of property, plant and equipment and right-of-use assets	6	1,222,967	1,382,057
Fair value gain on investment in convertible loan	6	(2,155,200)	–
Gain on disposal of property, plant and equipment	6	(44)	(17,153)
(Writeback of)/allowance for expected credit losses, net	6	(148,000)	27,975
Allowance for inventory to net realisable value, net	6	251,063	123,187
Finance costs	5	107,933	145,888
Interest income	5	(30,118)	(5,173)
Currency alignment		(352,344)	(362,582)
Operating profit before working capital changes		7,232,402	8,545,306
(Increase)/decrease in:			
Inventories		(2,791,257)	1,239,089
Prepayments		(30,246)	50,014
Trade receivables		1,820,420	850,549
Other receivables and deposits		1,583,857	(3,509,208)
Increase/(decrease) in:			
Trade payables		(979,325)	2,241,155
Other payables and accruals		(1,211,434)	(284,938)
Cash generated from operations		5,624,417	9,131,967
Interest paid		(107,933)	(145,888)
Interest received		30,118	5,173
Income tax paid		(950,564)	(1,681,936)
Net cash flows generated from operating activities		4,596,038	7,309,316
Investing activities			
Investment in convertible note		–	(1,329,000)
Proceeds from disposal of property, plant and equipment		71	17,289
Purchase of property, plant and equipment		(598,773)	(117,683)
Net cash flows used in investing activities		(598,702)	(1,429,394)
Financing activities			
Bills payable to banks (unsecured), net		860,952	(2,407,467)
Drawdown of short-term loans, net		–	400,000
Repayment of principal portion of lease liabilities		(752,483)	(1,031,272)
Purchase of treasury shares		(1,201,694)	(260,961)
Dividends paid to shareholders	26(a)	(2,627,251)	(4,240,305)
Net cash flows used in financing activities		(3,720,476)	(7,540,005)
Net changes in cash and cash equivalents		276,860	(1,660,083)
Effects of exchange rate changes on cash and cash equivalents		(213,282)	(234,642)
Cash and cash equivalents at the beginning of year		18,005,421	19,900,146
Cash and cash equivalents at the end of year	20	18,068,999	18,005,421

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

1. CORPORATE INFORMATION

Ban Leong Technologies Limited (the “Company”) is a limited liability company which is domiciled and incorporated in Singapore and is listed on the Singapore Exchange Securities Trading Limited (“SGX-ST”).

The registered office and principal place of business of the Company is located at 150 Ubi Avenue 4, #04-01 Ubi Biz-Hub, Singapore 408825.

The principal activities of the Company and its subsidiaries (the “Group”) are the wholesale and distribution of computer peripherals, accessories and other multimedia products and disclosed in Note 13 to the financial statements.

2. MATERIAL ACCOUNTING POLICY INFORMATION

2.1 *Basis of preparation*

The consolidated financial statements of the Group and the balance sheet and statement of changes in equity of the Company have been prepared in accordance with Singapore Financial Reporting Standards (International) (“SFRS(I”).

The consolidated financial statements have been prepared on a historical cost basis, except as disclosed in the accounting policies below.

The consolidated financial statements are presented in Singapore Dollars (SGD or S\$).

2.2 *Changes in accounting policies*

The accounting policies adopted are consistent with those of the previous financial year except in the current financial year, the Group has adopted all the new and revised standards which are effective for annual financial periods beginning on or after 1 April 2023. The adoption of these standards did not have any material effect on the financial performance or position of the Group.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.3 *Standards issued but not yet effective*

The Group has not adopted the following standards applicable to the Group that have been issued by not yet effective:

Description	Effective for annual periods beginning on or after
Amendments to SFRS(I) 1-1 Classification of Liabilities as Current or Non-current	1 January 2024
Amendments to SFRS(I) 16 Lease Liability in a Sale and Leaseback	1 January 2024
Amendments to SFRS(I) 1-1 Non-current Liabilities with Covenants	1 January 2024
Amendments to SFRS(I) 1-7 and SFRS(I) 7 Supplier Finance Arrangements	1 January 2024
Amendments to SFRS(I) 21 Lack of Exchangeability	1 January 2025
Amendments to SFRS(I) 10 and SFRS(I) 1-28 Sale or Contribution of Assets between an Investor and its Associate or Joint Venture	Date to be determined

The directors expect that the adoption of the standards will have no material impact on the financial statements in the year of initial application.

2.4 *Basis of consolidation and business combinations*

(a) *Basis of consolidation*

The consolidated financial statements comprise the financial statements of the Company and its subsidiaries as at the end of the reporting period. The financial statements of the subsidiaries used in the preparation of the consolidated financial statements are prepared for the same reporting date as the Company, except for BLC (China) Limited, which has accounting year ending 31 December. The consolidated financial statements incorporate the unaudited management accounts for BLC (China) Limited as at 31 March. This subsidiary does not contribute materially to the Group's results. A list of the Group's subsidiaries is shown in Note 13. Consistent accounting policies are applied to like transactions and events in similar circumstances.

All intra-group balances, income and expenses and unrealised gains and losses resulting from intra-group transactions and dividends are eliminated in full.

Subsidiaries are consolidated from the date of acquisition, being the date on which the Group obtains control, and continue to be consolidated until the date that such control ceases.

Losses within a subsidiary are attributed to the non-controlling interest even if that results in a deficit balance.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.4 *Basis of consolidation and business combinations (cont'd)*

(a) *Basis of consolidation (cont'd)*

A change in the ownership interest of a subsidiary, without a loss of control, is accounted for as an equity transaction. If the Group loses control over a subsidiary, it:

- De-recognises the assets (including goodwill) and liabilities of the subsidiary at their carrying amounts at the date when controls is lost;
- De-recognises the carrying amount of any non-controlling interest;
- De-recognises the cumulative translation differences recorded in equity;
- Recognises the fair value of the consideration received;
- Recognises the fair value of any investment retained;
- Recognises any surplus or deficit in profit or loss;
- Re-classifies the Group's share of components previously recognised in other comprehensive income to profit or loss or retained earnings, as appropriate.

(b) *Business combinations and goodwill*

Business combinations are accounted for by applying the acquisition method. Identifiable assets acquired and liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. Acquisition-related costs are recognised as expenses in the periods in which the costs are incurred and the services are received.

Any contingent consideration to be transferred by the acquirer will be recognised at fair value at the acquisition date. Subsequent changes to the fair value of the contingent consideration which is deemed to be an asset or liability, will be recognised in profit or loss.

Non-controlling interest in the acquiree, that are present ownership interests and entitle their holders to a proportionate share of net assets of the acquiree are recognised on the acquisition date at either fair value, or the non-controlling interest's proportionate share of the acquiree's identifiable net assets.

Any excess of the sum of the fair value of the consideration transferred in the business combination, the amount of non-controlling interest in the acquiree (if any), and the fair value of the Group's previously held equity interest in the acquiree (if any), over the net fair value of the acquiree's identifiable assets and liabilities is recorded as goodwill. In instances where the latter amount exceeds the former, the excess is recognised as gain on bargain purchase in profit or loss on the acquisition date.

Goodwill is initially measured at cost. Following initial recognition, goodwill is measured at cost less any accumulated impairment losses.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.4 *Basis of consolidation and business combinations (cont'd)*

(b) *Business combinations and goodwill (cont'd)*

For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to the Group's cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the acquiree are assigned to those units.

The cash-generating units to which goodwill have been allocated is tested for impairment annually and whenever there is an indication that the cash-generating unit may be impaired. Impairment is determined for goodwill by assessing the recoverable amount of each cash-generating unit (or group of cash-generating units) to which the goodwill relates.

2.5 *Transactions with non-controlling interests*

Non-controlling interest represents the equity in subsidiaries not attributable, directly or indirectly, to owners of the Company.

Changes in the Company owners' ownership interest in a subsidiary that do not result in a loss of control are accounted for as equity transactions. In such circumstances, the carrying amounts of the controlling and non-controlling interests are adjusted to reflect the changes in their relative interests in the subsidiary. Any difference between the amount by which the non-controlling interest is adjusted and the fair value of the consideration paid or received is recognised directly in equity and attributed to owners of the Company.

2.6 *Foreign currency*

The Group's consolidated financial statements are presented in Singapore dollars, which is also the Company's functional currency. Each entity in the Group determines its own functional currency and items included in the financial statements of each entity are measured using that functional currency.

(a) *Transactions and balances*

Transactions in foreign currencies are measured in the respective functional currencies of the Company and its subsidiaries and are recorded on initial recognition in the functional currencies at exchange rates approximating those ruling at the transaction dates. Monetary assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the end of the reporting period. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates as at the dates of the initial transactions. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was measured.

Exchange differences arising on the settlement of monetary items or on translating monetary items at the end of reporting period are recognised in profit or loss.

Exchange differences arising on monetary items that form part of the Group's net investment in foreign operations are recognised initially in other comprehensive income and accumulated under foreign currency translation reserve in equity. The foreign currency translation reserve is reclassified from equity to profit or loss of the Group on disposal of the foreign operation.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.6 *Foreign currency (cont'd)*

(b) *Consolidated financial statements*

For consolidation purpose, the assets and liabilities of foreign operations are translated into SGD at the rate of exchange ruling at the end of the reporting period and their profit or loss are translated at the exchange rates prevailing at the date of the transactions. The exchange differences arising on the translation are taken directly to other comprehensive income. On disposal of a foreign operation, the cumulative amount recognised in other comprehensive income relating to that particular foreign operation is recognised in profit or loss.

2.7 *Property, plant and equipment*

All items of property, plant and equipment are initially recorded at cost. Subsequent to recognition, property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation is computed on a straight-line basis over the estimated useful lives of the assets as follows:

Computers	1 – 5 years
Office equipment	5 years
Furniture & fittings	5 years
Motor vehicles	5 years
Renovation	5 years
Warehouse equipment	1 year

The carrying values of property, plant and equipment are reviewed for impairment when events or changes in circumstances indicate that the carrying value may not be recoverable.

The residual value, useful life and depreciation method are reviewed at each financial year-end, and adjusted prospectively, if appropriate.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss on derecognition of the asset is included in the profit or loss in the year the asset is derecognised.

2.8 *Leases*

The Group assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

Group as a lessee

The Group applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Group recognises lease liabilities representing the obligations to make lease payments and right-of-use assets representing the right to use the underlying leased assets.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.8 Leases (cont'd)

Group as a lessee (cont'd)

Right-of-use assets

The Group recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

Depreciation is computed on a straight-line basis over the lease term as follows:

Office and warehouse premises	2 – 5 years
Motor vehicles	5 – 7 years
Office equipment	5 years

If ownership of the leased asset transfers to the Group at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment. The accounting policy for impairment is disclosed in Note 2.11.

Lease liabilities

At the commencement date of the lease, the Group recognises lease liabilities measured at the present value of the lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Group and payments of penalties for terminating the lease, if the lease term reflects the Group exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Group uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

Short-term leases and leases of low-value assets

The Group applies the short-term lease recognition exemption (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.8 *Leases (cont'd)*

Group as a lessor

Leases in which the Group does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income arising is accounted for on a straight-line basis over the lease terms and is included in revenue in the statement of profit or loss due to its operating nature. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as revenue in the period in which they are earned.

2.9 *Subsidiaries*

A subsidiary is an investee that is controlled by the Group. The Group controls an investee when it is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee.

In the Company's separate financial statements, investments in subsidiaries are accounted for at cost less any impairment losses.

2.10 *Intangible assets*

Trademarks

Trademarks are initially recorded at cost. Subsequent to recognition, the trademarks are measured at cost less accumulated amortisation and any accumulated impairment losses. Amortisation is computed on a straight-line basis over the estimated useful lives of the individual trademarks.

Trademarks are assessed for impairment whenever there is an indication that the trademarks may be impaired. The amortisation period and the amortisation method are reviewed at least at each financial year-end. Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset is accounted for by changing the amortisation period or method, as appropriate, and are treated as changes in accounting estimates.

Gains or losses arising from derecognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in profit or loss when the asset is derecognised.

2.11 *Impairment of non-financial assets*

The Group assesses at each reporting date whether there is an indication that an asset may be impaired. If any indication exists, or when an annual impairment testing for an asset is required, the Group makes an estimate of the asset's recoverable amount.

An asset's recoverable amount is the higher of an asset's or cash-generating unit's fair value less costs of disposal and its value in use and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. Where the carrying amount of an asset or cash-generating unit exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.11 *Impairment of non-financial assets (cont'd)*

Impairment losses of continuing operations are recognised in profit or loss, except for assets that are previously revalued where the revaluation was taken to other comprehensive income. In this case, the impairment is also recognised in other comprehensive income up to the amount of any previous revaluation.

A previously recognised impairment loss is reversed only if there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. If that is the case, the carrying amount of the asset is increased to its recoverable amount. That increase cannot exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised previously. Such reversal is recognised in profit or loss unless the asset is measured at revalued amount, in which case the reversal is treated as a revaluation increase.

2.12 *Financial instruments*

(a) *Financial assets*

Initial recognition and measurement

Financial assets are recognised when, and only when the entity becomes party to the contractual provisions of the financial instruments.

At initial recognition, the Group measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at fair value through profit or loss are expensed in profit or loss.

Trade receivables are measured at the amount of consideration to which the Group expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third party, if the trade receivables do not contain a significant financing component at initial recognition.

Subsequent measurement

Investments in debt instruments

Subsequent measurement of debt instruments depends on the Group's business model for managing the asset and the contractual cash flow characteristics of the asset. The measurement categories for classification of debt instruments applicable to the Group are:

(i) Amortised cost

Financial assets that are held for the collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Financial assets are measured at amortised cost using the effective interest method, less impairment. Gains and losses are recognised in profit or loss when the assets are derecognised or impaired, and through amortisation process.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.12 *Financial instruments (cont'd)*

(a) *Financial assets (cont'd)*

Subsequent measurement (cont'd)

Investments in debt instruments (cont'd)

(ii) Fair value through profit or loss

Assets that do not meet the criteria for amortised cost or fair value through other comprehensive income (FVOCI) are measured at fair value through profit or loss. A gain or loss on a debt instruments that is subsequently measured at fair value through profit or loss and is not part of a hedging relationship is recognised in profit or loss in the period in which it arises.

Investments in equity instruments

On initial recognition of an investment in equity instrument that is not held for trading, the Group may irrevocably elect to present subsequent changes in fair value in OCI. Dividends from such investments are to be recognised in profit or loss when the Group's right to receive payments is established. For investments in equity instruments which the Group has not elected to present subsequent changes in fair value in OCI, changes in fair value are recognised in profit or loss.

Derecognition

A financial asset is derecognised where the contractual right to receive cash flows from the asset has expired. On derecognition of a financial asset in its entirety, the difference between the carrying amount and the sum of the consideration received and any cumulative gain or loss that had been recognised in other comprehensive income for debt instruments is recognised in profit or loss.

(b) *Financial liabilities*

Initial recognition and measurement

Financial liabilities are recognised when, and only when, the Group becomes a party to the contractual provisions of the financial instrument. The Group determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognised initially at fair value plus in the case of financial liabilities not at fair value through profit or loss, net of directly attributable transaction costs.

Subsequent measurement

After initial recognition, financial liabilities that are not carried at fair value through profit or loss are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in profit or loss when the liabilities are derecognised, and through the amortisation process.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.12 *Financial instruments (cont'd)*

(b) *Financial liabilities (cont'd)*

Derecognition

A financial liability is de-recognised when the obligation under the liability is discharged or cancelled or expires. On derecognition, the difference between the carrying amounts and the consideration paid is recognised in profit or loss.

2.13 *Impairment of financial assets*

The Group recognises an allowance for expected credit losses ("ECL") for all debt instruments not held at fair value through profit or loss and financial guarantee contracts. ECL are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

ECL are recognised in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECL are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is recognised for credit losses expected over the remaining life of the exposure, irrespective of timing of the default (a lifetime ECL).

For trade receivables and contract assets, the Group applies a simplified approach in calculating ECL. Therefore, the Group does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECL at each reporting date. The Group has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment which could affect debtor's ability to pay.

For debt instruments at fair value through OCI, the Group applies the low credit risk simplification. At every reporting date, the Group evaluates whether the debt instrument is considered to have low credit risk using all reasonable and supportable information that is available without undue cost or effort. In making that evaluation, the Group reassesses the internal credit rating of the debt instrument.

The Group considers a financial asset in default when contractual payments are 60 days past due. However, in certain cases, the Group may also consider a financial asset to be in default when internal or external information indicates that the Group is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Group. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

2.14 *Cash and cash equivalents*

Cash and cash equivalents comprise cash at banks and on hand and short-term deposit, which are subject to an insignificant risk of changes in value.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.15 *Inventories*

Inventories are finished goods that are stated at the lower of cost and net realisable value. Costs incurred in bringing the inventories to their present location and condition are accounted for on a weighted average basis.

Where necessary, allowance is provided for damaged, obsolete and slow-moving items to adjust the carrying value of inventories to the lower of cost and net realisable value. Net realisable value is the estimated selling price in the ordinary course of business, less estimated costs of completion and the estimated costs necessary to make the sale.

2.16 *Provisions*

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and the amount of the obligation can be estimated reliably.

Provisions are reviewed at the end of each reporting period and adjusted to reflect the current best estimate. If it is no longer probable that an outflow of economic resources will be required to settle the obligation, the provision is reversed. If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, where appropriate, the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

2.17 *Government grants*

Government grants are recognised when there is reasonable assurance that the grant will be received and all attaching conditions will be complied with. Where the grant relates to an asset, the fair value is recognised as deferred capital grant on the statement of financial position and is amortised to profit or loss over the expected useful life of the relevant asset by equal annual instalments.

Government grants related to income

Government grants shall be recognised in profit or loss on a systematic basis over the periods in which the entity recognises as expenses the related costs for which the grants are intended to compensate. Grants related to income may be presented as a credit in profit or loss, either separately or under a general heading such as "Other income".

2.18 *Share capital and share issuance expenses*

Proceeds from issuance of ordinary shares are recognised as share capital in equity. Incremental costs directly attributable to the issuance of ordinary shares are deducted against share capital.

2.19 *Returned and treasury shares*

The Group's own equity instruments, which are reacquired (treasury shares) are recognised at cost and deducted from equity. No gain or loss is recognised in profit or loss on the purchase, sale, issue or cancellation of the Group's own equity instruments. Any difference between the carrying amount of treasury shares and the consideration received, if reissued, is recognised directly in equity. Voting rights related to treasury shares are nullified for the Group and no dividends are allocated to them respectively.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.20 *Borrowing costs*

Borrowing costs are capitalised as part of the cost of a qualifying asset if they are directly attributable to the acquisition, construction or production of that asset. Capitalisation of borrowing costs commences when the activities to prepare the asset for its intended use or sale are in progress and the expenditures and borrowing costs are incurred. Borrowing costs are capitalised until the assets are substantially completed for their intended use or sale. All other borrowing costs are expensed in the period they occur. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds.

2.21 *Revenue*

Revenue is measured based on the consideration to which the Group expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third parties.

Revenue is recognised when the Group satisfies a performance obligation by transferring a promised good or service to the customer, which is when the customer obtains control of the good or service. A performance obligation may be satisfied at a point in time or over time. The amount of revenue recognised is the amount allocated to the satisfied performance obligation.

(a) *Sale of goods*

Revenue is recognised when the goods are delivered to the customer and all criteria for acceptance have been satisfied, net of discounts, returns and applicable goods and services tax.

(b) *Interest income*

Interest income is recognised using the effective interest method.

2.22 *Employee benefits*

(a) *Defined contribution plans*

The Group participates in the national pension schemes as defined by the laws of the countries in which it has operations. In particular, the Singapore companies in the Group make contributions to the Central Provident Fund ("CPF") scheme in Singapore, a defined contribution pension scheme. Contributions to defined contribution pension schemes are recognised as an expense in the period in which the related service is performed.

(b) *Employee leave entitlement*

Employee entitlements to annual leave are recognised as a liability when they are accrued to the employees. The undiscounted liability for leave expected to be settled wholly before twelve months after the end of the reporting period is recognised for services rendered by employees up to the end of the reporting period.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.23 Taxes

(a) *Current income tax*

Current income tax assets and liabilities for the current and prior periods are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at the end of the reporting period, in the countries where the Group operates and generates taxable income.

Current income taxes are recognised in profit or loss except to the extent that the tax relates to items recognised outside profit or loss, either in other comprehensive income or directly in equity. Management periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

(b) *Deferred tax*

Deferred tax is provided using the liability method on temporary differences at the end of the reporting period between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes.

Deferred tax liabilities are recognised for all temporary differences, except:

- Where the deferred tax liability arises from the initial recognition of goodwill or of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss; and
- In respect of taxable temporary differences associated with investments in subsidiaries, where the timing of the reversal of the temporary differences can be controlled and it is probable that the temporary differences will not reverse in the foreseeable future.

Deferred tax assets are recognised for all deductible temporary differences, the carry forward of unused tax credits and unused tax losses, to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, and the carry forward of unused tax credits and unused tax losses can be utilised except:

- Where the deferred tax asset relating to the deductible temporary difference arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss; and
- In respect of deductible temporary differences associated with investments in subsidiaries, deferred tax assets are recognised only to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilised.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.23 Taxes (cont'd)

(b) *Deferred tax (cont'd)*

The carrying amount of deferred tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are reassessed at the end of each reporting period and are recognised to the extent that it has become probable that future taxable profit will allow the deferred tax asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the year when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at the end of each reporting period.

Deferred tax relating to items recognised outside profit or loss is recognised outside profit or loss. Deferred tax items are recognised in correlation to the underlying transaction either in other comprehensive income or directly in equity and deferred tax arising from a business combination is adjusted against goodwill on acquisition.

Deferred tax assets and deferred tax liabilities are offset, if a legally enforceable right exists to set off current income tax assets against current income tax liabilities and the deferred income taxes relate to the same taxable entity and the same taxation authority.

(c) *Sales tax*

Revenues, expenses and assets are recognised net of the amount of sales tax except:

- Where the sales tax incurred on a purchase of assets or services is not recoverable from the taxation authority, in which case the sales tax is recognised as part of the cost of acquisition of the asset or as part of the expense item as applicable; and
- Receivables and payables that are stated with the amount of sales tax included.

The net amount of sales tax recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the balance sheet.

2.24 Contingencies

A contingent liability is:

- (a) a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Group; or

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

2. MATERIAL ACCOUNTING POLICY INFORMATION (CONT'D)

2.24 Contingencies (cont'd)

- (b) a present obligation that arises from past events but is not recognised because:
- (i) It is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or
 - (ii) The amount of the obligation cannot be measured with sufficient reliability.

A contingent asset is a possible asset that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Group.

Contingent liabilities and assets are not recognised on the statement of financial position of the Group, except for contingent liabilities assumed in a business combination that are present obligations and which the fair values can be reliably determined.

3. SIGNIFICANT ACCOUNTING ESTIMATES AND JUDGEMENTS

The preparation of the Group's consolidated financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities at the end of each reporting period. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in the future periods.

3.1 Judgements made in applying accounting policies

The management has not made any significant judgements that affect the reported amount of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities at the end of the reporting date.

3.2 Key sources of estimation uncertainty

The key assumptions concerning the future and other key sources of estimation uncertainty at the end of the reporting period are discussed below. The Group based its assumptions and estimates on parameters available when the financial statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising beyond the control of the Group. Such changes are reflected in the assumptions when they occur.

- (i) *Allowance for inventory to net realisable value*

Allowance for inventory to net realisable value is estimated based on the best available facts and circumstances, including but not limited to the stocks' own physical conditions, their market selling prices, the sales trend, estimated costs to be incurred for their sales and price protection and support provided by suppliers. The allowances are re-evaluated and adjusted as additional information received affects the amount estimated.

The carrying amount of the Group's inventories as of 31 March 2024 is disclosed in Note 17 to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

3. SIGNIFICANT ACCOUNTING ESTIMATES AND JUDGEMENTS (CONT'D)

3.2 Key sources of estimation uncertainty (cont'd)

(ii) Allowance for expected credit losses ("ECL")

The allowance for ECL is established on the basis of making debtor specific impairment loss provision, which is based on the assessment of the ability of individual debtors who are credit impaired, and for remaining trade receivable balances by determining the default rates to be applied against trade receivables after the specific impairment loss provision.

The assessment of the debtor's ability to pay are based on the age of the balances, payment history, status of negotiations with debtors and other external information available to management to assess the creditworthiness of the debtor. The default rates are based on the Group's historical credit loss experience, profiling customers by credit risk characteristics and are adjusted for forward-looking factors specific to the debtors and the economic environment.

The assessment of the correlation between historical observed default rates, forecast economic conditions and ECL is a significant estimate. The amount of ECL is sensitive to changes in circumstances and of forecast economic conditions. The Group's historical credit loss experience and forecast of economic conditions may also not be representative of customer's actual default in the future. The information about the ECL on the Group's trade receivables is disclosed in Note 18.

The carrying amount of the Group's trade receivables as at 31 March 2024 is disclosed in Note 18 to the financial statements.

(iii) Income taxes

Uncertainties exist with respect to the interpretation of complex tax regulations and the amount and timing of future taxable income. The Group establishes tax provisions, based on reasonable estimates, for possible consequences of audits by the tax authorities of the respective countries in which it operates. The amount of such provisions is based on various factors, such as experience of previous tax audits and differing interpretations of tax regulations by the taxable entity and the relevant tax authority. Such differences of interpretation may arise on a wide variety of issues depending on the conditions prevailing in the respective Group companies' domicile.

Deferred tax assets are recognised for all unused tax losses to the extent that it is probable that taxable profit will be available against which the losses can be utilised. Significant management judgment is required to determine the amount of deferred tax assets that can be recognised, based upon the likely timing and level of future taxable profits together with future tax planning strategies.

The Group recognises liabilities for expected tax issues based on estimates of whether additional taxes will be due. Where the final tax outcome of these matters is different from the amounts that were initially recognised, such differences will impact the income tax and deferred tax provisions in the period in which such determination is made. The carrying amount of the Group's income tax payable at the end of the reporting period was \$805,335 (2023: \$800,498). The carrying amount of the Group's deferred tax assets at the end of the reporting period was \$14,200 (2023: \$14,200).

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

4. REVENUE

Revenue represents sale of goods net of discounts, returns and applicable goods and services tax and are recognised at a point in time. The disaggregation of revenue by operating segments and geographical segments are disclosed in Note 31.

	Group	
	2024 \$	2023 \$
Operating segments		
IT accessories	83,830,686	88,954,495
Multimedia	122,543,734	112,844,103
Data storage	1,706,110	1,917,622
	208,080,530	203,716,220
Geographical segments		
Singapore	167,994,871	161,505,399
Malaysia	17,971,216	19,801,880
Thailand	11,202,026	12,860,880
Asia ⁽¹⁾	10,426,800	9,201,415
Others ⁽²⁾	485,617	346,646
	208,080,530	203,716,220
Timing of transfer of goods or services		
At a point in time	208,080,530	203,716,200

⁽¹⁾ Asia includes China, Vietnam, Taiwan, Korea, Mongolia, Pakistan, India, Bangladesh, Nepal, Japan, Hong Kong and Asean member countries excluding Singapore, Malaysia and Thailand.

⁽²⁾ Others include countries such as Africa, America, Saudi Arabia, United Arab Emirates, Israel and Sweden.

5. FINANCE COSTS FINANCE INCOME

	Group	
	2024 \$	2023 \$
Interest expense on:		
– bills payable to banks and short-term loans	(76,550)	(99,239)
– lease liabilities	(31,383)	(46,649)
	(107,933)	(145,888)
Interest income on bank balances	30,118	5,173

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

6. PROFIT BEFORE TAX

The following items have been included in arriving at profit from continuing operations:

	Group	
	2024	2023
	\$	\$
Audit fees		
– auditors of the Company	128,000	127,200
– other auditors	30,200	29,566
Depreciation of property, plant and equipment and right of use assets	1,222,967	1,382,057
Fair value gain on investment in convertible loan	(2,155,200)	–
Gain on disposal of property, plant and equipment	(44)	(17,153)
Allowance for inventory to net realisable value	251,063	123,187
(Writeback of)/allowance for expected credit losses	(148,000)	27,975
Employee benefits expense (Note 7)	9,645,803	9,642,146
Directors' fees	119,000	119,000
Foreign exchange gain, net	(784,884)	(832,500)
Operating lease expenses	423,956	348,562
Interest income from investment in convertible note	(82,220)	(20,199)
Government grants	(50,460)	(262,264)

7. EMPLOYEE BENEFITS EXPENSE

	Group	
	2024	2023
	\$	\$
Salaries and bonuses	7,611,546	7,547,461
Defined contribution plans	1,002,399	985,857
Commissions	749,640	869,698
Other short-term benefits	282,218	239,130
	9,645,803	9,642,146

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

8. INCOME TAX EXPENSE

(a) Major components of income tax expense

The major components of income tax expense for the financial years ended 31 March 2024 and 2023 are:

	Group	
	2024 \$	2023 \$
Current income tax:		
– current income taxation	849,766	1,194,274
– under/(over) provision in respect of previous years	105,635	(99,009)
	955,401	1,095,265
Deferred income tax (Note 15):		
– origination and reversal of temporary differences	–	58,102
– under provision in respect of previous years	–	29,123
	–	87,225
Income tax expense recognised in consolidated statement of comprehensive income	955,401	1,182,490

(b) Relationship between tax expense and accounting profit

A reconciliation between tax expense and the product of accounting profit multiplied by the applicable corporate tax rate for the financial years ended 31 March 2024 and 2023 is as follows:

	Group	
	2024 \$	2023 \$
Profit before tax	8,336,145	7,251,107
Tax calculated at tax rates of 17% (2023: 17%)	1,417,145	1,232,688
Adjustments:		
Non-deductible expenses	61,094	50,918
Income not subject to tax	(551,682)	(66,344)
Utilisation of previously unrecognised temporary differences	(60,842)	–
Deferred tax assets not recognised	18,304	48,959
Effect of partial tax exemption and tax relief	(42,197)	(39,524)
Effect of different tax rates in other countries	39,417	21,506
Under/(over) provision in respect of previous years	105,635	(69,886)
Others	(31,473)	4,173
Income tax expense recognised in consolidated statement of comprehensive income	955,401	1,182,490

In 2023, the Group tax losses of approximately S\$151,000 that are available for offset against future taxable profits of the companies in which the losses arose, for which no deferred tax asset is recognised. The tax losses will expire in 2033.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

8. INCOME TAX EXPENSE (CONT'D)

(b) *Relationship between tax expense and accounting profit (cont'd)*

The corporate income tax rates applicable to the overseas subsidiaries are as follows:

Country	Corporate tax rate	
	2024 %	2023 %
Malaysia	24	24
Thailand	20	20
China	25	25

9. EARNINGS PER SHARE ATTRIBUTABLE TO OWNERS OF THE COMPANY

Basic earnings per share is calculated by dividing profit, net of tax, attributable to owners of the Company by the weighted average number of ordinary shares (excluding returned and treasury shares) for basic earnings per share computation.

Diluted earnings per share is calculated by dividing profit, net of tax, attributable to owners of the Company by the weighted average number of ordinary shares (excluding returned and treasury shares) during the financial year plus the weighted average number of ordinary shares that would be issued on the conversion of all the dilutive potential ordinary shares into ordinary shares.

The following tables reflect the profit and share data used in the computation of basic and diluted earnings per share for the years ended 31 March:

	Group	
	2024 \$	2023 \$
Profit for the year attributable to owners of the Company	7,301,881	5,891,495
	No. of shares	No. of shares
Weighted average number of ordinary shares for basic and diluted earnings per share computation	111,711,918	113,092,575

Diluted earnings per share is the same as the basic earnings per share as there were no potential dilutive ordinary shares during the respective financial years.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

10. RELATED PARTY TRANSACTIONS

(a) *Sales and purchase of goods and services*

In addition to the related party information disclosed elsewhere in the financial statements, the following significant transactions between the Group and related parties, who are not members of the Group, took place at terms agreed between the parties during the financial year:

	Group	
	2024 \$	2023 \$
Service fee rendered to non-controlling interest of a subsidiary	435	439

(b) *Compensation of key management personnel*

	Group	
	2024 \$	2023 \$
Salaries and bonuses	1,274,623	1,360,092
Directors' fees	119,000	119,000
Defined contributions plans	51,036	52,020
Other staff costs	22,800	22,800
Total compensation paid to key management personnel	1,467,459	1,553,912
Comprise amounts paid to:		
Directors of the Company	764,415	801,929
Other key management personnel	703,044	751,983
	1,467,459	1,553,912

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

11. PROPERTY, PLANT AND EQUIPMENT

	Computers*	Office equipment	Furniture and fittings	Motor vehicles	Renovation	Warehouse equipment	Total
	\$	\$	\$	\$	\$	\$	\$
Group							
Cost							
At 1 April 2022	1,369,553	743,730	640,865	1,282,637	750,263	169,846	4,956,894
Additions	67,774	1,125	6,415	7,785	12,676	21,908	117,683
Disposals/written-off	(3,080)	–	(254)	(63,124)	–	–	(66,458)
Exchange differences	(6,993)	(7,653)	(9,696)	(12,683)	(9,570)	(4,176)	(50,771)
At 31 March 2023 and 1 April 2023	1,427,254	737,202	637,330	1,214,615	753,369	187,578	4,957,348
Additions	575,431	8,108	2,466	1,395	–	11,373	598,773
Disposals/written-off	(602,107)	(446,736)	(345,655)	(277,341)	(336,913)	(16,996)	(2,025,748)
Exchange differences	(6,203)	(8,000)	(8,895)	(8,552)	(8,502)	(4,664)	(44,816)
At 31 March 2024	1,394,375	290,574	285,246	930,117	407,954	177,291	3,485,557
Accumulated depreciation							
At 1 April 2022	1,218,702	636,032	522,727	1,121,165	540,328	136,049	4,175,003
Charge for the year	125,457	51,550	43,067	77,390	78,667	40,345	416,476
Disposals/written-off	(3,080)	–	(118)	(63,124)	–	–	(66,322)
Exchange differences	(6,006)	(6,002)	(6,054)	(11,339)	(3,968)	(3,551)	(36,920)
At 31 March 2023 and 1 April 2023	1,335,073	681,580	559,622	1,124,092	615,027	172,843	4,488,237
Charge for the year	89,321	35,269	32,219	38,036	64,355	19,335	278,535
Disposals/written-off	(602,107)	(446,709)	(345,655)	(277,341)	(336,913)	(16,996)	(2,025,721)
Exchange differences	(5,468)	(7,028)	(6,481)	(7,476)	(3,910)	(4,376)	(34,739)
At 31 March 2024	816,819	263,112	239,705	877,311	338,559	170,806	2,706,312
Net carrying amount							
At 31 March 2023	92,181	55,622	77,708	90,523	138,342	14,735	469,111
At 31 March 2024	577,556	27,462	45,541	52,806	69,395	6,485	779,245

* Included in computers is software with net book value of \$518,941 (2023: \$42,143).

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

11. PROPERTY, PLANT AND EQUIPMENT (CONT'D)

	Computers*	Office equipment	Furniture and fittings	Motor vehicles	Renovation	Warehouse equipment	Total
	\$	\$	\$	\$	\$	\$	\$
Company							
Cost							
At 1 April 2022	1,129,069	570,346	465,583	1,037,954	586,693	72,251	3,861,896
Additions	49,352	440	180	7,300	–	1,728	59,000
At 31 March 2023 and 1 April 2023	1,178,421	570,786	465,763	1,045,254	586,693	73,979	3,920,896
Additions	565,709	3,646	–	–	–	7,550	576,905
Written-off	(487,279)	(439,852)	(344,782)	(275,773)	(335,840)	(16,996)	(1,900,522)
At 31 March 2024	1,256,851	134,580	120,981	769,481	250,853	64,533	2,597,279
Accumulated depreciation							
At 1 April 2022	992,745	494,642	408,337	907,897	468,205	52,079	3,323,905
Charge for the year	110,866	38,319	24,545	76,327	50,171	21,679	321,907
At 31 March 2023 and 1 April 2023	1,103,611	532,961	432,882	984,224	518,376	73,758	3,645,812
Charge for the year	77,867	29,327	24,636	24,315	50,172	2,369	208,686
Written-off	(487,279)	(439,852)	(344,782)	(275,773)	(335,840)	(16,996)	(1,900,522)
At 31 March 2024	694,199	122,436	112,736	732,766	232,708	59,131	1,953,976
Net carrying amount							
At 31 March 2023	74,810	37,825	32,881	61,030	68,317	221	275,084
At 31 March 2024	562,652	12,144	8,245	36,715	18,145	5,402	643,303

* Included in computers is software with net book value of \$512,849 (2023: \$40,130).

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

12. LEASES

Group and Company as a lessee

The Group and the Company have lease contracts for certain office and warehouse premises, motor vehicles and office equipment used in its operations. The Group's and the Company's obligations under its leases are secured by the lessor's title to the leased assets. Generally, the Group and the Company are restricted from assigning and subleasing the leased assets. There are several lease contracts that include extension and termination options and variable lease payments, which are further discussed below.

The Group and the Company also have certain leases of office and warehouse equipment with lease terms of 12 months or less. The Group and the Company applies the 'short-term lease' and 'lease of low-value assets' recognition exemptions for these leases.

Set out below are the carrying amounts of right-of-use assets recognised and the movements during the period:

	Office and Warehouse Premises \$	Motor Vehicles \$	Office equipment \$	Total \$
Group				
At 1 April 2022	1,769,150	13,473	81,044	1,863,667
Additions	390,539	–	–	390,539
Charge for the year	(938,123)	(5,966)	(21,492)	(965,581)
Currency realignment	(33,134)	(720)	–	(33,854)
At 31 March 2023 and 1 April 2023	1,188,432	6,787	59,552	1,254,771
Additions	3,572,882	–	–	3,572,882
Charge for the year	(926,619)	(5,596)	(12,217)	(944,432)
Disposal	–	–	(47,335)	(47,335)
Currency realignment	(20,971)	(274)	–	(21,245)
At 31 March 2024	3,813,724	917	–	3,814,641

	Office and Warehouse Premises \$	Office equipment \$	Total \$
Company			
At 1 April 2022	1,167,855	81,044	1,248,899
Charge for the year	(622,855)	(21,492)	(644,347)
At 31 March 2023 and 1 April 2023	545,000	59,552	604,552
Additions	3,367,590	–	3,367,590
Charge for the year	(627,137)	(12,217)	(639,354)
Disposal	–	(47,335)	(47,335)
At 31 March 2024	3,285,453	–	3,285,453

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

12. LEASES (CONT'D)

Group and Company as a lessee (cont'd)

Set out below are the carrying amounts of lease liabilities and the movements during the period:

	Group		Company	
	2024 \$	2023 \$	2024 \$	2023 \$
At 1 April	1,189,528	1,859,297	538,725	1,268,174
Additions	3,572,882	390,539	3,367,590	–
Disposals	(21,310)	–	(21,310)	–
Accretion of interest	31,383	46,649	6,327	24,296
Payments	(783,866)	(1,077,921)	(491,240)	(753,745)
Currency realignment	(47,269)	(29,036)	–	–
At 31 March	3,941,348	1,189,528	3,400,092	538,725
Current	889,581	760,168	620,284	492,522
Non-current	3,051,767	429,360	2,779,808	46,203
At 31 March	3,941,348	1,189,528	3,400,092	538,725

The maturity analysis of lease liabilities is disclosed in Note 29(c).

The following are the amounts recognised in consolidated statement of comprehensive income:

	Group	
	2024 \$	2023 \$
Depreciation of right-of-use assets	944,432	965,581
Interest expense on lease liabilities	31,383	46,649
Expense relating to short-term leases and cancellable leases (included in other operating expenses)	423,956	348,562
Total amount recognised in consolidated statement of comprehensive income	1,399,771	1,360,792

The Group had total cash outflow for leases of \$1,214,987 (2023: \$1,426,483) in 2024.

The Group has several lease contracts that include extension and termination options. These options are negotiated by management to provide flexibility in managing the leased-asset portfolio and align with the Group's business needs.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

13. INVESTMENT IN SUBSIDIARIES

	Company	
	2024 \$	2023 \$
Unquoted equity shares, at cost		
At 1 April	1,199,764	1,199,764
Less: Impairment loss	(110,657)	(559,826)
At 31 March	1,089,107	639,938

The movement in impairment loss for investment in subsidiaries are as follows:

	Company	
	2024 \$	2023 \$
Movement in impairment loss:		
At 1 April	559,826	559,826
Reversal	(449,169)	–
At 31 March	110,657	559,826

During the financial year, the Company estimated the recoverable amounts of AV Labs International Pte. Ltd. based on adjusted net assets approach and recognised a reversal of impairment loss of \$449,169.

Details of the subsidiaries are as follows:

Name	Place of business/ incorporation	Principal activities	Proportion of ownership interest	
			2024 %	2023 %
Held by the Company				
Digital Hub Pte. Ltd. "DHPL" ¹	Singapore	Distribution of computer peripherals and accessories	100	100
Ban Leong Technologies Sdn Bhd ("BLTM") ²	Malaysia	Distribution of computer peripherals and accessories	100	100
Ban Leong Chin Inter Co., Ltd ("BLCI") ³	Thailand	Distribution of computer peripherals and accessories	60	60
宇扬(上海)投资咨询有限公司 (BLC (China) Limited) ("BLC") ⁴	China	Distribution of corporate gift cards	100	100
AV Labs International Pte Ltd ("AV Labs") ^{4, 5}	Singapore	Marketing and distribution of computer and hardware	100	100

1 Audited by Ernst & Young LLP, Singapore

2 Audited by Ernst & Young PLT, Malaysia

3 Audited by Thiwan Auditing Office, Certified Accountant in Thailand

4 Unaudited management account is used for consolidation purposes

5 Audited by PromptAudit PAC, Singapore

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

13. INVESTMENT IN SUBSIDIARIES (CONT'D)

Interest in a subsidiary with material non-controlling interest ("NCI")

The Group has the following subsidiary that has NCI that is material to the Group.

Name of subsidiary	Principal place of business	Proportion of ownership interest held by NCI	Profit allocated to NCI during the reporting period	Accumulated NCI at the end of reporting period	Foreign currency translation allocated to NCI
2024					
Ban Leong Chin Inter Co., Ltd ("BLCI")	Thailand	40%	78,863	1,847,372	(95,093)
2023					
Ban Leong Chin Inter Co., Ltd ("BLCI")	Thailand	40%	177,122	1,863,602	(77,272)

Summarised financial information of Ban Leong Chin Inter Co. Ltd before intercompany eliminations of subsidiary with non-controlling interests are as follows:

	2024 \$	2023 \$
Summarised statement of comprehensive income		
Revenue	11,202,026	12,860,208
Profit before tax	252,518	562,267
Income tax expense	(55,360)	(119,463)
Profit for the year	197,158	442,804
Other comprehensive income	(237,733)	(193,180)
	(40,575)	249,624
Summarised balance sheet		
Current assets	6,211,714	6,580,646
Current liabilities	(1,743,653)	(2,085,218)
Net current assets	4,468,061	4,495,428
Non-current assets	188,280	337,137
Non-current liabilities	(37,909)	(173,557)
Net assets	4,618,432	4,659,008

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

14. INVESTMENT IN UNQUOTED EQUITY SHARES

	Group	
	2024 \$	2023 \$
<i>At fair value through profit or loss</i>		
– Equity securities (unquoted)	–	–

In prior financial years, the Group subscribed for 273,476 ordinary shares, representing approximately 2.53% equity interest, in Avantouch Systems Pte Ltd through its wholly-owned subsidiary, AV Labs International Pte Ltd.

As at 31 March 2024, the fair value of the unquoted equity securities approximates \$Nil (2023: \$Nil) based on the going concern assessment of the investee which has been loss making and in net liabilities position.

15. DEFERRED TAX ASSETS

Deferred tax assets as at 31 March relates to the following:

	Consolidated balance sheet		Consolidated income statement	
	2024 \$	2023 \$	2024 \$	2023 \$
Group				
Deferred tax assets				
– provisions	37,293	48,597	11,304	117,128
– other items	(23,093)	(34,397)	(11,304)	(29,903)
Deferred income tax expense	14,200	14,200	–	87,225
	Balance sheet		Income statement	
	2024 \$	2023 \$	2024 \$	2023 \$
Company				
Deferred tax assets				
– provisions	23,965	35,367	11,402	13,876
– other items	(22,182)	(33,584)	(11,402)	(13,308)
Deferred income tax expenses	1,783	1,783	–	568

Unrecognised temporary differences relating to investment in subsidiaries

At the end of the reporting period, no deferred tax liability (2023: \$Nil) has been recognised for taxes that would be payable on the undistributed earnings of overseas subsidiaries as the Group has determined that undistributed earnings of its overseas subsidiaries will not be distributed in the foreseeable future.

Such temporary differences for which no deferred tax has been recognised aggregate to \$5,025,000 (2023: \$4,828,000). The deferred tax liability is estimated to be \$503,000 (2023: \$483,000).

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

15. DEFERRED TAX ASSETS (CONT'D)

Tax consequences of proposed dividends

There are no income tax consequences (2023: Nil) attached to the dividends to the shareholders proposed by the Company but not recognised as a liability in the financial statements (Note 26).

16. INTANGIBLE ASSETS

	Trademark \$
Group	
Cost:	
At 1 April 2022, 31 March 2023, 1 April 2023 and 31 March 2024	176,774
Accumulated amortisation:	
At 1 April 2022, 31 March 2023, 1 April 2023 and 31 March 2024	176,774
Net carrying amount:	
At 31 March 2023	–
At 31 March 2024	–

Trademarks

Trademarks were acquired in a business combination. The useful life of trademarks was estimated to be 5 years.

17. INVENTORIES

	Group		Company	
	2024 \$	2023 \$	2024 \$	2023 \$
Balance sheet:				
Finished goods	31,208,023	28,667,829	17,060,126	17,142,310

	Group	
	2024 \$	2023 \$
Consolidated statement of comprehensive income:		
Inventories recognised as an expense in cost of sales	186,456,567	180,205,755
Inclusive of the following charge:		
– Inventories written-down	251,063	123,187

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

18. TRADE RECEIVABLES

	Group		Company	
	2024 \$	2023 \$	2024 \$	2023 \$
Third parties	21,308,514	23,474,325	14,567,652	15,981,117
Related party	2,033,250	1,687,859	2,033,250	1,687,859
Amounts due from subsidiaries	–	–	1,984,793	2,229,930
Less: Allowance for expected credit losses	(182,690)	(330,690)	(128,029)	(238,029)
	23,159,074	24,831,494	18,457,666	19,660,877

Trade receivables – third parties are non-interest bearing and on 30 to 90 days' terms. They are recognised at their original invoice amounts which represents their fair values on initial recognition.

Related party is non-interest bearing and on 90 days' terms. They are recognised at their original invoice amounts which represents their fair values on initial recognition.

Amounts due from subsidiaries are unsecured, non-interest bearing and are repayable upon demand. They are to be settled in cash.

Included in trade receivables of the Group and the Company are amounts denominated in foreign currencies as follows:

	Group		Company	
	2024 \$	2023 \$	2024 \$	2023 \$
United States Dollars	3,748,763	4,251,894	4,788,015	5,292,077
Malaysian Ringgit	1,385,907	1,486,083	–	–
Thai Baht	1,888,105	1,521,880	–	–
	7,022,775	7,259,857	4,788,015	5,292,077

Expected credit losses

The movement of the allowance accounts used to record the impairment are as follows:

	Group		Company	
	2024 \$	2023 \$	2024 \$	2023 \$
Movement in allowance accounts:				
At 1 April	330,690	317,519	238,029	217,110
(Writeback of)/allowance for expected credit losses, net	(148,000)	27,975	(110,000)	35,723
Written off	–	(14,804)	–	(14,804)
At 31 March	182,690	330,690	128,029	238,029

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

19. OTHER RECEIVABLES AND DEPOSITS

	Group		Company	
	2024 \$	2023 \$	2024 \$	2023 \$
Non-current				
Investment in convertible note	3,502,200	1,329,000	–	–
Amount due from a subsidiary	–	–	1,347,000	1,329,000
	3,502,200	1,329,000	1,347,000	1,329,000
Current				
Other receivables	2,257,447	3,952,091	2,281,821	3,684,684
Right of return assets	456,087	405,034	336,024	320,051
Deposits	146,226	104,492	55,354	12,795
Amounts due from subsidiaries	–	–	–	396,129
	2,859,760	4,461,617	2,673,199	4,413,659
Total	6,361,960	5,790,617	4,020,199	5,742,659

Other receivables include marketing receivables from suppliers.

Amounts due from subsidiaries are unsecured, non-interest bearing and are repayable upon demand and are to be settled in cash.

Investment in convertible note

On 30 December 2022, the Group's wholly owned subsidiary, AV Labs International Pte. Ltd. ("AV Labs"), entered into a convertible notes agreement with Oaxis Holdings Pte Ltd ("Oaxis") to subscribe convertible notes for an aggregate principal amount of US\$1,000,000 (S\$1,329,000). The transaction was completed on 6 January 2023. The convertible notes earn interest at 6% per annum and is redeemable on 29 December 2025.

The convertible notes may be converted in part or in whole at AV Labs' discretion into shares within 36 months from the completion date. AV Labs is not obliged to convert the convertible notes and may elect to redeem upon maturity. The redemption amount payable would be the principal amount plus any accrued and unpaid interest based on the principal amount up to the date of actual repayment of the redemption amount. At the date of this financial statements, no such conversion has taken place.

The convertible notes are classified and measured at fair value through profit or loss ("FVPL").

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

20. CASH AND CASH EQUIVALENTS

	Group		Company	
	2024 \$	2023 \$	2024 \$	2023 \$
Cash at banks	18,056,836	17,985,616	12,194,361	11,863,407
Cash on hand	12,163	19,805	4,129	8,583
Cash and cash equivalents	18,068,999	18,005,421	12,198,490	11,871,990

Cash at bank earns interest at floating rates based on daily bank deposit rates.

Included in cash and cash equivalents of the Group and the Company are amounts denominated in foreign currencies as follows:

	Group		Company	
	2024 \$	2023 \$	2024 \$	2023 \$
United States Dollars	3,618,606	3,318,981	3,400,217	3,107,378
Malaysian Ringgit	995,346	1,590,593	–	–
Thai Baht	2,771,316	2,654,672	–	–
Australian Dollars	29,796	30,061	29,796	30,061
	7,415,064	7,594,307	3,430,013	3,137,439

21. TRADE PAYABLES

	Group		Company	
	2024 \$	2023 \$	2024 \$	2023 \$
Third parties	22,068,813	22,797,971	15,591,370	17,455,208
GST payables	143,455	393,622	132,622	368,282
Amount due to a subsidiary	–	–	–	3,838
	22,212,268	23,191,593	15,723,992	17,827,328

Trade payables – third parties are non-interest bearing and have an average term of 30 to 60 days' terms.

Amount due to a subsidiary is unsecured, non-interest bearing, repayable upon demand and is to be settled in cash.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

21. TRADE PAYABLES (CONT'D)

Included in trade payables of the Group and the Company are amounts denominated in foreign currencies as follows:

	Group		Company	
	2024	2023	2024	2023
	\$	\$	\$	\$
United States Dollars	9,101,074	12,627,617	6,837,801	9,563,160
Malaysian Ringgit	1,721,054	124,355	–	–
Thai Baht	6,667	15,661	–	–
	10,828,795	12,767,633	6,837,801	9,563,160

22. BILLS PAYABLE TO BANKS (UNSECURED) SHORT-TERM LOANS (UNSECURED)

Bills payable to banks have repayment terms of approximately 30 to 120 days. Bills payable to banks bear interest at average rates ranging from 4.45% to 5.09% (2023: 3.15% to 4.96%) per annum.

Short-term loans have repayment terms of approximately 30 to 180 days. Short-term loans bear interest at average rates at 5.03% (2023: 4.95%) per annum.

A reconciliation of liabilities arising from the Group's financing activities is as follows:

	1 April	Cash flows		Non-cash changes			31 March
	2023			Addition	Disposal	Accretion of interest	Foreign exchange movement
	\$	\$	\$	\$	\$	\$	\$
Bills payable to banks	852,550	860,952	–	–	–	–	1,713,502
Short-term loans	800,000	–	–	–	–	–	800,000
Lease liabilities	1,189,528	(783,866)	3,572,882	(21,310)	31,383	(47,269)	3,941,348
	2,842,078	77,086	3,572,882	(21,310)	31,383	(47,269)	6,454,850

	1 April	Cash flows		Non-cash changes			31 March
	2022			Addition	Disposal	Accretion of interest	Foreign exchange movement
	\$	\$	\$	\$	\$	\$	\$
Bills payable to banks	3,260,017	(2,407,467)	–	–	–	–	852,550
Short-term loans	400,000	400,000	–	–	–	–	800,000
Lease liabilities	1,859,297	(1,077,921)	390,539	46,649	(29,036)	–	1,189,528
	5,519,314	(3,085,388)	390,539	46,649	(29,036)	–	2,842,078

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

23. OTHER PAYABLES AND ACCRUALS

	Group		Company	
	2024 \$	2023 \$	2024 \$	2023 \$
Other payables	3,479,363	4,231,108	2,473,027	2,608,763
Refund liability	490,600	440,037	363,524	348,996
Accrued operating expenses	2,489,382	2,999,634	1,834,839	2,260,612
Amount due to a subsidiary	–	–	–	531,361
	6,459,345	7,670,779	4,671,390	5,749,732

Other payables include advances from suppliers for support of future programs.

Amount due to a subsidiary is unsecured, non-interest bearing, repayable on demand and is to be settled in cash.

24. SHARE CAPITAL, RETURNED AND TREASURY SHARES

(a) *Share capital*

	Group and Company	
	No. of shares	\$
Issued and fully paid ordinary share		
At 1 April 2022, 31 March 2023, 1 April 2023 and 31 March 2024	117,181,818	11,173,106

The holders of ordinary shares are entitled to receive dividends as and when declared by the Company. All ordinary shares carry one vote per share without restriction. The ordinary shares have no par value.

(b) *Returned and treasury shares*

	Group and Company			
	2024		2023	
	No. of shares	\$	No. of shares	\$
Returned shares	681,818	104,822	681,818	104,822
Treasury shares	7,211,300	2,219,906	3,766,800	1,018,212
	7,893,118	2,324,728	4,448,618	1,123,034

Returned shares relate to 681,818 ordinary shares of the Company that was transferred from Christine Anne McGregor and Innovision Technology Australia Pty Ltd to the Company as a result of the compensation for the shortfall in guaranteed profits in prior years.

The Company acquired 3,444,500 (2023: 671,100) shares in the Company through purchases on the Singapore Exchange during the financial year. The total amount paid to acquire the shares was \$1,201,694 (2023: \$260,961) and this was presented as a component within shareholders' equity.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

25. FOREIGN CURRENCY TRANSLATION RESERVE AND OTHER RESERVE

Foreign currency translation reserve

The foreign currency translation reserve is used to record exchange differences arising from the translation of the financial statements of foreign operations whose functional currencies are different from that of the Group's presentation currency.

Other reserve

Other reserve represents non-distributable amounts set aside in compliance with local laws of certain overseas subsidiary companies.

26. DIVIDENDS

	Group and Company	
	2024	2023
	\$	\$
(a) <i>Declared and paid during the financial year:</i>		
Dividends on ordinary shares:		
Interim one-tier tax exempt dividend 31 March 2024: 0.60 cent (31 March 2023: 0.75 cent) per share	667,347	846,249
Final one-tier tax exempt dividend 31 March 2023: 1.75 cent (31 March 2022: 3.0 cent) per share	1,959,904	3,394,056
(b) <i>Proposed but not recognised as a liability as at 31 March:</i>		
Final one-tier tax exempt dividend 31 March 2024: 1.60 cent (31 March 2023: 1.75 cent) per share	1,748,619	1,979,831

The directors of the Company recommend that a final one-tier tax exempt dividend of 1.60 cent per ordinary share amounting to \$1,748,619 to be paid in respect of the financial year ended 31 March 2024. The proposed dividend, which is subject to shareholders' approval at the forthcoming Annual General Meeting of the Company, has not been accrued as liability as at 31 March 2024.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

27. FINANCIAL INSTRUMENTS

	Financial assets carried at amortised cost \$	Financial assets carried at fair value through profit or loss \$	Financial liabilities carried at amortised cost \$	Total \$
Group				
2024				
Assets				
Trade receivables	23,159,074	–	–	23,159,074
Other receivables and deposits	2,403,673	3,502,200	–	5,905,873
Cash and cash equivalents	18,068,999	–	–	18,068,999
Total financial assets	43,631,746	3,502,200	–	47,133,946
Liabilities				
Trade payables	–	–	22,068,813	22,068,813
Bills payables to bank (unsecured)	–	–	1,713,502	1,713,502
Short-term loans	–	–	800,000	800,000
Other payables and accruals	–	–	5,968,745	5,968,745
Total financial liabilities	–	–	30,551,060	30,551,060
2023				
Assets				
Trade receivables	24,831,494	–	–	24,831,494
Other receivables and deposits	4,056,583	1,329,000	–	5,385,583
Cash and cash equivalents	18,005,421	–	–	18,005,421
Total financial assets	46,893,498	1,329,000	–	48,222,498
Liabilities				
Trade payables	–	–	22,797,971	22,797,971
Bills payables to bank (unsecured)	–	–	852,550	852,550
Short-term loans	–	–	800,000	800,000
Other payables and accruals	–	–	7,230,742	7,230,742
Total financial liabilities	–	–	31,681,263	31,681,263

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

27. FINANCIAL INSTRUMENTS (CONT'D)

	Financial assets carried at amortised cost \$	Financial liabilities carried at amortised cost \$	Total \$
Company			
2024			
Assets			
Trade receivables	18,457,666	–	18,457,666
Other receivables and deposits	3,684,175	–	3,684,175
Cash and cash equivalents	12,198,490	–	12,198,490
Total financial assets	34,340,331	–	34,340,331
Liabilities			
Trade payables	–	15,591,370	15,591,370
Bills payables to bank (unsecured)	–	950,538	950,538
Short-term loans	–	800,000	800,000
Other payables and accruals	–	4,307,866	4,307,866
Total financial liabilities	–	21,649,774	21,649,774
2023			
Assets			
Trade receivables	19,660,877	–	19,660,877
Other receivables and deposits	5,422,608	–	5,422,608
Cash and cash equivalents	11,871,990	–	11,871,990
Total financial assets	36,955,475	–	36,955,475
Liabilities			
Trade payables	–	17,459,046	17,459,046
Bills payables to bank (unsecured)	–	852,550	852,550
Short-term loans	–	800,000	800,000
Other payables and accruals	–	5,400,736	5,400,736
Total financial liabilities	–	24,512,332	24,512,332

28. FAIR VALUE OF ASSETS AND LIABILITIES

(a) *Fair value hierarchy*

The Group and Company categorised fair value measurements using a fair value hierarchy that is dependent on the valuation inputs used as follows:

- (i) Level 1 – Quoted prices (unadjusted) in active markets for identical assets or liabilities that the Group can access at the measurement date;
- (ii) Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly; and
- (iii) Level 3 – Unobservable inputs for the asset or liability.

Fair value measurements that use inputs of different hierarchy levels are categorised in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

28. FAIR VALUE OF ASSETS AND LIABILITIES (CONT'D)

(b) *Assets and liabilities measured at fair value*

The following table shows an analysis of each class of assets and liabilities measured at fair value at the end of the reporting period:

	Fair value measurements at the end of the reporting period using			
	Quoted prices in active markets for identical instruments (Level 1) \$	Significant observable inputs other than quoted prices (Level 2) \$	Significant unobservable inputs (Level 3) \$	Total \$
Group and Company				
Assets measured at fair value				
Financial assets:				
Financial assets at fair value through profit or loss				
2024				
Investment in convertible loan	–	–	3,502,200	3,502,200
2023				
Investment in convertible loan	–	–	1,329,000	1,329,000

Level 3 fair value measurements

(i) *Information about significant unobservable inputs used in Level 3 fair value measurements*

The following table shows the information about fair value measurement using significant unobservable inputs (Level 3).

Assets	Valuation techniques	Unobservable inputs
Investment in convertible loan	Market approach	Adjustments to the prices of recent transactions

(ii) *Movements in Level 3 assets measured at fair value*

	Group Fair value measurement using significant unobservable inputs (Level 3)	
	2024 \$	2023 \$
Investment in convertible loan		
At 1 April	1,329,000	–
Additions	–	1,329,000
Fair value changes	2,155,200	–
Currency realignment	18,000	–
At 31 March	3,502,200	1,329,000

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

28. FAIR VALUE OF ASSETS AND LIABILITIES (CONT'D)

- (c) ***Fair value of financial instruments by classes that are not carried at fair value and whose carrying amounts are reasonable approximation of fair value***

Trade receivables (Note 18), other receivables and deposits (Note 19), cash and cash equivalents (Note 20), trade payables (Note 21), bills payable to banks (unsecured) and short-term loans (Note 22), other payables and accruals (Note 23).

The carrying amounts of these financial assets and liabilities are reasonable approximation of fair values due to their short-term nature.

- (d) ***Assets and liabilities not measured at fair value but for which fair value is disclosed***

The following table shows an analysis of the Company's assets not measured at fair value, for which fair value is disclosed:

	Fair value measurement as at the end of the financial year using			
	Significant unobservable inputs (Level 3) 2024 \$	Carrying amount 2024 \$	Significant unobservable inputs (Level 3) 2023 \$	Carrying amount 2023 \$
Company				
Asset:				
<i>Other receivables (non-current):</i>				
Amount due from a subsidiary [#]	1,267,000	1,347,000	1,233,000	1,329,000

[#]: Fair value estimated by discounting expected future cash flows at market incremental lending rate for similar types of lending, borrowing or leasing arrangements at the end of the financial year.

29. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

The Group and the Company are exposed to financial risks arising from its operations and the use of financial instruments. The key financial risks include interest rate risk, foreign currency risk, liquidity risk and credit risk. The board of directors reviews and agrees policies and procedures for the management of these risks. The Audit Committee provides independent oversight to the effectiveness of the risk management process. It is, and has been throughout the current and previous financial year, the Group's policy that no trading in derivative financial instruments shall be undertaken.

The following sections provide details on the Group's and Company's exposure to the above-mentioned financial risks and the objectives, policies and processes for the management of these risks.

- (a) ***Interest rate risk***

Interest rate risk is the risk that the fair value or future cash flows of the Group's and the Company's financial instruments will fluctuate because of changes in market interest rates. The Group's and the Company's exposure to interest rate risk arises primarily from their bills payable and short-term loans. All of the Group's and the Company's financial assets and liabilities at floating rates are contractually re-priced at intervals of less than 6 months (2023: less than 6 months) from the end of the reporting period.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

29. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT'D)

(a) *Interest rate risk (cont'd)*

Sensitivity analysis for interest rate risk

At the end of the reporting period, if SGD interest rates had been 15 (2023: 15) basis points lower/higher with all other variables held constant, the Group's profit net of tax would have been \$3,129 (2023: \$2,057) higher/lower, arising mainly as a result of lower/higher interest expense on bills payable and short-term loans.

(b) *Foreign currency risk*

The Group has transactional currency exposures arising from sales or purchases that are denominated in a currency other than the respective functional currencies of Group entities, primarily Singapore Dollar ("SGD"), Malaysian Ringgit ("MYR") and Thai Baht ("THB"). The foreign currencies in which these transactions are denominated are mainly United States Dollar ("USD"). Approximately 14% (2023: 24%) of the Group's sales are denominated in foreign currencies whilst almost 22% (2023: 16%) of costs are denominated in the respective functional currencies of the Group entities. The Group's trade receivables and trade payables balances at the end of reporting period have similar exposures.

The Group and the Company also hold cash and cash equivalents denominated in foreign currencies for working capital purposes. The Group is also exposed to currency translation risk arising from its net investments in foreign operations, including Malaysia, Thailand, Australia and China. The Group's net investments in foreign subsidiary companies are not hedged as currency positions in these respective currencies are considered to be long-term in nature.

Sensitivity analysis for foreign currency risk

The following table demonstrates the sensitivity of the Group's profit before tax to a reasonably possible change in the USD, AUD, MYR and THB exchange rates (against SGD), with all other variables held constant.

	Group	
	Profit before tax	
	Increase/(decrease)	
	2024	2023
	\$	\$
USD – strengthened by 3% (2023: 3%)	(52,011)	(151,702)
– weakened by 3% (2023: 3%)	52,011	151,702
AUD – strengthened by 3% (2023: 3%)	894	902
– weakened by 3% (2023: 3%)	(894)	(902)
MYR – strengthened by 3% (2023: 3%)	19,806	88,570
– weakened by 3% (2023: 3%)	(19,806)	(88,570)
THB – strengthened by 3% (2023: 3%)	139,583	124,827
– weakened by 3% (2023: 3%)	(139,583)	(124,827)

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

29. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT'D)

(c) *Liquidity risk*

Liquidity risk is the risk that the Group or the Company will encounter difficulty in meeting financial obligations due to shortage of funds. The Group and the Company's objective is to maintain a balance between continuity of funding and flexibility through the use of stand-by credit facilities.

The Group's and the Company's liquidity risk management policy is to maintain sufficient liquid financial assets and stand-by credit facilities with different banks.

As at 31 March 2024, the Group and the Company have \$23,153,000 (2023: \$24,834,000) of undrawn committed borrowing facilities in respect of which all conditions precedent have been met.

	Contractual cash flows		
	Within one year \$	Two to five years \$	Total \$
Group			
As at 31 March 2024			
Trade payables	22,068,813	–	22,068,813
Bills payable to banks (unsecured)	1,716,965	–	1,716,965
Short-term loans	804,876	–	804,876
Other payables and accruals	5,968,745	–	5,968,745
Leases liabilities	1,025,992	3,280,547	4,306,539
	31,585,391	3,280,547	34,865,938
As at 31 March 2023			
Trade payables	22,797,971	–	22,797,971
Bills payable to banks (unsecured)	856,369	–	856,369
Short-term loans	803,255	–	803,255
Other payables and accruals	7,230,742	–	7,230,742
Leases liabilities	785,281	443,623	1,228,904
	32,473,618	443,623	32,917,241

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

29. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT'D)

(c) *Liquidity risk (cont'd)*

	Contractual cash flows		
	Within one year \$	Two to five years \$	Total \$
Company			
As at 31 March 2024			
Trade payables	15,591,370	–	15,591,370
Bills payable to banks (unsecured)	954,001	–	954,001
Short-term loans	804,876	–	804,876
Other payables and accruals	4,307,866	–	4,307,866
Leases liabilities	737,298	2,999,073	3,736,371
	22,395,411	2,999,073	25,394,484
As at 31 March 2023			
Trade payables	17,459,046	–	17,459,046
Bills payable to banks (unsecured)	856,369	–	856,369
Short-term loans	803,255	–	803,255
Other payables and accruals	5,400,736	–	5,400,736
Leases liabilities	499,201	47,095	546,296
	25,018,607	47,095	25,065,702

(d) *Credit risk*

Credit risk is the risk of loss that may arise on outstanding financial instruments should a counterparty default on its obligations. The Group and the Company's exposure to credit risk arises primarily from trade receivables and other receivables. For other financial assets (including cash and cash equivalents), the Group and the Company minimise credit risk by dealing with high credit rating counterparties.

The Group's objective is to seek continual revenue growth while minimising losses incurred due to increased credit risk exposure. The Group trades only with recognised and creditworthy third parties. It is the Group's policy that all customers who wish to trade on credit terms are subject to credit verification procedures. In addition, receivable balances are monitored on an ongoing basis with the result that the Group's exposure to bad debts is not significant.

The Group considers the probability of default upon initial recognition of asset and whether there has been a significant increase in credit risk on an ongoing basis throughout each reporting period. Accordingly, the Group provides for lifetime expected credit losses for all trade receivables using the allowance for expected credit losses. Refer to Note 18 for disclosures on allowance for expected credit losses.

The allowance for ECL is established on the basis of making debtor specific impairment loss provision, which is based on the assessment of the ability of individual debtors who are credit impaired and for remaining trade receivable balances by determining the default rates to be applied against trade receivables after the specific impairment loss provision.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

29. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT'D)

(d) *Credit risk (cont'd)*

The assessment of the debtor's ability to pay are based on the age of the balances, payment history, status of negotiations with debtors and other external information available to management to assess the creditworthiness of the debtor. The default rates are based on the Group's historical credit loss experience, profiling customers by credit risk characteristics and are adjusted for forward-looking factors specific to the debtors and the economic environment.

Exposure to credit risk

At the end of the reporting period, the Group and the Company's maximum exposure to credit risk is represented by the carrying amount of each class of financial assets recognised in the balance sheets.

Credit risk concentration profile

The Group determines concentrations of credit risk by monitoring the country profile of its trade receivables on an on-going basis. The credit risk concentration profile of the Group's trade receivables at the end of the reporting period are as follows:

	2024		2023	
	\$	%	\$	%
Group				
By country:				
Singapore	17,739,851	77	20,061,619	81
Malaysia	1,426,953	6	1,417,573	6
Thailand	1,888,105	8	1,519,258	6
Others	2,104,165	9	1,833,044	7
	23,159,074	100	24,831,494	100

At the end of the reporting period, approximately:

- 24% (2023: 22%) of the Group's trade receivables were due from top 5 trade debtors located in Singapore.

Financial assets that are neither past due nor impaired

Trade and other receivables that are neither past due nor impaired are creditworthy debtors with good payment record with the Group. Cash and cash equivalents are placed with reputable financial institutions with high credit ratings and no history of default.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

30. CAPITAL MANAGEMENT

The primary objective of the Group's capital management is to ensure that it maintains a strong credit rating and healthy capital ratios in order to support its business and maximise shareholder value.

The Group manages its capital structure and makes adjustments to it, in light of changes in economic conditions. To maintain or adjust the capital structure, the Group may adjust the dividend payment to shareholders, return capital to shareholders or issue new shares. No changes were made in the objectives, policies or processes during the financial years ended 31 March 2024 and 2023.

The Group monitors capital using a gearing ratio, which is net debt divided by total capital plus net debt. The Group aims to keep the gearing ratio at a minimal level. The Group includes within net debt, trade and other payables and accruals, bills payable, short-term loans, lease liabilities, less cash and cash equivalents. Capital includes equity attributable to owners of the Company.

	Group	
	2024	2023
	\$	\$
Trade payables	22,212,268	23,191,593
Bills payable to banks (unsecured)	1,713,502	852,550
Short-term loans	800,000	800,000
Other payables and accruals	6,459,345	7,670,779
Lease liabilities	3,941,348	1,189,528
Less: Cash and cash equivalents	(18,068,999)	(18,005,421)
Net debt	17,057,464	15,699,029
Equity attributable to owners of the Company, representing total capital	45,731,025	42,738,700
Capital and net debt	62,788,489	58,437,729
Gearing ratio	27%	27%

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

31. SEGMENT INFORMATION

For management purposes, the Group is organised into business units based on their products and services and is organised into 3 main operating segments, namely:

(a) *Multimedia*

Audio and visual products, such as ear phones, speakers, cameras and commercial and consumer displays.

(b) *Data storage*

Products that are used in the storage of data such as cloud drives, HDD enclosures, Blu-ray and portable DVD-RW.

(c) *IT accessories*

PC-related accessories such as computer systems, components, peripherals, printers, mobile products from wearables, accessories, powerpacks, smart home solutions and robotics.

There are no sales between business segments.

Management monitors the operating results of its business units separately for the purpose of making decisions about resource allocation and performance assessment. Segment performance is evaluated based on operating profit or loss which in certain respects, as explained in table below, is measured differently from operating profit or loss in the consolidated financial statements. Group financing (including finance costs) and income taxes are managed on a group basis and are not allocated to operating segments.

Depreciation, amortisation, capital expenditure, other non-cash expenses and other assets and liabilities cannot be directly attributable to individual segments and it is impractical to arbitrarily allocate them to the segments except for inventories.

Capital expenditure relates to additions to property, plant and equipment and intangible assets.

Other non-cash items relate to movement in gain on disposal of property, plant and equipment, property, plant and equipment written off, allowance for expected credit losses, trade receivables written off, allowance for inventory to net realisable value and fair value gain on investment in convertible loan.

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

31. SEGMENT INFORMATION (CONT'D)

	IT accessories		Multimedia		Data storage		Total	
	2024	2023	2024	2023	2024	2023	2024	2023
	\$	\$	\$	\$	\$	\$	\$	\$
Sales to external customers	83,830,686	88,954,495	122,543,734	112,844,103	1,706,110	1,917,622	208,080,530	203,716,220
Profit from operating activities	2,850,982	3,622,903	3,336,100	3,703,465	71,678	65,454	6,258,760	7,391,822
Finance costs							(107,933)	(145,888)
Finance income							30,118	5,173
Profit before taxation and fair value gain							6,180,945	7,251,107
Fair value gain on investment in convertible loan							2,155,200	–
Profit before tax							8,336,145	7,251,107
Income tax expense							(955,401)	(1,182,490)
Profit for the year							7,380,744	6,068,617
Assets and liabilities:								
Inventories	15,389,856	15,191,375	15,442,539	13,324,360	375,628	152,094	31,208,023	28,667,829
Unallocated assets							52,302,172	50,439,421
Total assets							83,510,195	79,107,250
Unallocated liabilities							35,931,798	34,504,948
Total liabilities							35,931,798	34,504,948
Other segment information								
Depreciation of property, plant and equipment and right-of-use assets							1,222,967	1,382,057
Other non-cash expenses, net							103,019	134,009
Capital expenditure							598,773	117,683

NOTES TO THE FINANCIAL STATEMENTS

For the financial year ended 31 March 2024

31. SEGMENT INFORMATION (CONT'D)

Geographical segments

Revenue and non-current assets information based on the geographical location of customers and assets respectively are as follows:

	Revenue		Non-current assets	
	2024 \$	2023 \$	2024 \$	2023 \$
Singapore	167,994,871	161,505,399	3,934,113	884,421
Malaysia	17,971,216	19,801,880	471,493	502,324
Thailand	11,202,026	12,860,880	188,280	337,137
Asia ⁽¹⁾	10,426,800	9,201,415	–	–
Others ⁽²⁾	485,617	346,646	–	–
	208,080,530	203,716,220	4,593,886	1,723,882

⁽¹⁾ Asia includes China, Vietnam, Taiwan, Korea, Mongolia, Pakistan, India, Bangladesh, Nepal, Japan, Hong Kong and Asean member countries excluding Singapore, Malaysia and Thailand.

⁽²⁾ Others include countries such as Africa, America, Saudi Arabia, United Arab Emirates, Israel and Sweden.

Non-current assets information presented above consists of property, plant and equipment, right-of-use assets and intangible assets as presented in the consolidated balance sheet.

32. AUTHORISATION OF FINANCIAL STATEMENTS FOR ISSUE

The financial statements for the financial year ended 31 March 2024 were authorised for issue in accordance with a resolution of the directors on 21 June 2024.

STATISTICS OF SHAREHOLDINGS

As at 13 June 2024

ISSUED AND FULLY PAID-UP CAPITAL	:	S\$
NUMBER OF SHARES ISSUED	:	117,181,818
Class of shares	:	Ordinary Shares
Voting Rights	:	1 Vote Per Share
No. of treasury shares	:	8,100,200
No. of returned shares	:	681,818
No. of subsidiary holdings	:	Nil

Size of Shareholdings	No. of shareholders	% of shareholders	No. of shares	% of total Issued shares
1 to 99	0	0	0	0.00
100 to 1,000	46	10.31	32,900	0.03
1001 to 10,000	185	41.48	1,182,500	1.09
10,001 to 1,000,000	200	44.85	17,621,500	16.26
1,000,001 and above	15	3.36	89,562,900	82.62
TOTAL	446	100.00	108,399,800	100.00

TOP 20 SHAREHOLDERS AS AT 13 JUNE 2024

	NO. OF SHARES	%
1 Teng Woo Boon	23,066,000	21.28
2 Wang Wei	20,781,000	19.17
3 Teng Kim Sui	6,902,000	6.37
4 DBS Nominees Pte Ltd	6,720,900	6.20
5 Lee Eng Khian	6,295,000	5.81
6 Kim Seng Holdings Pte Ltd	4,999,000	4.61
7 Loh Yih	4,500,000	4.15
8 Teo Su Ching	3,208,000	2.96
9 Neo Gim Kiong	3,094,100	2.85
10 Chng Hock Huat	3,008,000	2.77
11 Kelvin Kwok Ying Choy	1,947,000	1.80
12 Lo Yew Seng	1,506,000	1.39
13 Ang Chai Ling (Hong CaiLing)	1,500,000	1.38
14 Ng Poh Kheng	1,035,000	0.95
15 Lai Weng Kay	1,000,900	0.92
16 Yu Lihong	908,000	0.84
17 MooMoo Financial Singapore Pte Ltd	897,400	0.83
18 ABN Amro Clearing Bank N.V.	772,700	0.71
19 James Alvin Low Yiew Hock	635,000	0.59
20 HSBC (Singapore) Nominees Pte Ltd	588,000	0.54
	93,364,000	86.12

STATISTICS OF SHAREHOLDINGS

As at 13 June 2024

SUBSTANTIAL SHAREHOLDERS AS AT 13 JUNE 2024

The shareholdings of the Substantial Shareholders as shown in the Register of Substantial Shareholders as at 13 June 2024

Substantial Shareholders	Direct Interest Shares	%	Deemed Interest Shares ⁽¹⁾	%
Teng Woo Boon	26,798,400	24.72	3,520,000	3.25
Wang Wei	20,781,000	19.17		
Teng Kim Sui	6,902,000	6.37		
Lee Eng Khian	6,295,000	5.81		

⁽¹⁾ Teng Woo Boon is deemed to be interested through 3,520,000 shares held by his spouse, Teo Su Ching.

SHAREHOLDING HELD IN PUBLIC HANDS

The percentage of shareholdings held in the hand of public was approximately 37.46% as at 13 June 2024 and hence the Company has complied with Rule 723 of the SGX-ST Listing Manual.

NOTICE OF ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN that the Annual General Meeting (the “AGM”) of Ban Leong Technologies Limited (the “Company”) will be held at 150 Ubi Avenue 4, #04-01, Singapore 408825 on Friday, 19 July 2024 at 10.00 a.m. to transact the following businesses:–

ORDINARY BUSINESS

1. To receive, consider and adopt the Audited Financial Statements of the Company for the financial year ended 31 March 2024 and the Directors’ Statement together with the Independent Auditors’ Report thereon.
(Resolution 1)
2. To declare a tax exempt (one-tier) final dividend of S\$0.0160 per ordinary share in respect of the financial year ended 31 March 2024.
(Resolution 2)
3. To approve the proposed Directors’ fees of S\$119,000 for the financial year ended 31 March 2024. (2023: S\$119,000)
(Resolution 3)
4. To re-elect Mr Mark Chim Suan Kit as a Director of the Company in accordance with Article 117 of the Constitution of the Company.
(Resolution 4)
5. To appoint Ms Doreen Ng Mei Ling as a Director of the Company in accordance with Article 109 of the Constitution of the Company.
(Resolution 5)
6. To note the retirement/voluntary retirement of the following Directors of the Company upon the conclusion of this AGM:–
 - a. Mr Loh Yih
 - Upon the retirement of Mr Loh Yih as Director of the Company pursuant to Articles 107 and 108 of the Company’s Constitution, he will be relinquishing his position as Lead Independent Director, the Chairman of the Audit and Remuneration Committees as well as a Member of Nominating Committee.
 - b. Mr Lo Yew Seng
 - Upon the voluntary retirement of Mr Lo Yew Seng as Director of the Company, he will be relinquishing his position as a Member of the Audit, Nominating and Remuneration Committees.
7. To re-appoint Messrs Ernst & Young LLP as Auditors and to authorise the Directors to fix their remuneration.
(Resolution 6)
8. To transact any other ordinary business which may properly be transacted at an annual general meeting.

NOTICE OF ANNUAL GENERAL MEETING

SPECIAL BUSINESS

To consider and, if thought fit, to pass the following resolutions as Ordinary Resolutions, with or without modifications:

9. Authority to Allot and Issue Shares

“That pursuant to Section 161 of the Companies Act 1967 and the Listing Rules (the “**Listing Rules**”) of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”), authority be and is hereby given to the Directors of the Company to:

- (a) (i) issue and allot ordinary shares in the capital of the Company (“**Shares**”) whether by way of rights, bonus or otherwise; and/or
- (ii) make or grant offers, agreements or options (collectively, “**Instruments**”) that might or would require Shares to be issued, including but not limited to the creation and issue of (as well as adjustments to) warrants, debentures or other instruments convertible into Shares, at any time and upon such terms and conditions and for such purposes and to such persons as the Directors may, in their absolute discretion, deem it; and
- (b) (notwithstanding the authority conferred by this resolution may have ceased to be in force) issue Shares in pursuance of any Instruments made or granted by the Directors while this resolution was in force, provided that:
 - (1) the aggregate number of the Shares to be issued pursuant to such authority (including the Shares to be issued in pursuance of Instruments made or granted pursuant to such authority), does not exceed 50% of the total number of issued Shares in the capital of the Company, excluding treasury shares, subsidiary holdings and returned shares, if any (as calculated in accordance with paragraph (2) below), and provided further that where shareholders of the Company (“**Shareholders**”) are not given the opportunity to participate in the same on a pro-rata basis (“**non pro-rata basis**”), then the Shares to be issued under such circumstances (including the Shares to be issued in pursuance of Instruments made or granted pursuant to such authority) shall not exceed 20% of the total number of issued Shares in the capital of the Company, excluding treasury shares, subsidiary holdings and returned shares, if any [as calculated in accordance with paragraph (2) below];
 - (2) (subject to such manner of calculation as may be prescribed by the SGX-ST) for the purpose of determining the aggregate number of the Shares that may be issued under paragraph (1) above, the total number of issued Shares, excluding treasury shares, subsidiary holdings and returned shares, shall be based on the total number of issued Shares of the Company, excluding treasury shares, subsidiary holdings and returned shares, at the time such authority was conferred, after adjusting for:
 - (a) new Shares arising from the conversion or exercise of any convertible securities;
 - (b) new Shares arising from the exercising of share options or the vesting of share awards which are outstanding or subsisting at the time such authority was conferred; and
 - (c) any subsequent consolidation or subdivision of the Shares;

NOTICE OF ANNUAL GENERAL MEETING

and, in relation to an Instrument, the number of Shares shall be taken to be that number as would have been issued had the rights therein been fully exercised or effected on the date of the making or granting of the Instrument;

- (3) in exercising the authority conferred by this Resolution, the Company shall comply with the requirements imposed by the SGX-ST from time to time and the provisions of the Listing Rules of the SGX-ST for the time being in force (in each case, unless such compliance has been waived by the SGX-ST), all applicable legal requirements under the Companies Act and otherwise, and the Constitution of the Company for the time being; and
- (4) (unless revoked or varied by the Company in a general meeting) the authority so conferred shall continue to be in force until the conclusion of the next annual general meeting of the Company or the date by which the next annual general meeting of the Company is required by law to be held, whichever is earlier.”

(Resolution 7)

10. Renewal of Mandate for Interested Person Transactions

“That:

- (a) approval be and is hereby given, for the purposes of Chapter 9 of the Listing Rules of the SGX-ST, for the Company, its subsidiaries and associated companies that are entities at risk (as that term is used in Chapter 9 of the Listing Rules), or any of them, to enter into any of the transactions falling within the types of interested person transactions described in the Addendum to Annual Report dated 4 July 2024 (the “**Addendum**”) with any party who fall within the classes of interested persons described in the Addendum, provided that such transactions are made on normal commercial terms and are not prejudicial to the interest of the Company or its minority shareholders, and in accordance with the review procedures for such interested person transactions as set out in the Addendum (the “**IPT Mandate**”);
- (b) the IPT Mandate shall, unless revoked or varied by the Company in a general meeting, continue to be in force until the date that the next annual general meeting of the Company is held or required by law to be held; and
- (c) the Directors of the Company be and are hereby authorised to complete and do all such acts and things (including executing all such documents as may be required) as they may consider expedient or necessary or in the interests of the Company to give effect to the IPT Mandate and/or this Resolution.”

(Resolution 8)

NOTICE OF ANNUAL GENERAL MEETING

11. Renewal of Share Buy Back Mandate

“That:

- (a) for the purposes of Sections 76C and 76E of the Companies Act 1967, the authority conferred on the Directors to exercise all the powers of the Company to purchase or otherwise acquire issued Ordinary Shares in the capital of the Company not exceeding in aggregate the Maximum Limit (as hereafter defined), at such price or prices as may be determined by the Directors of the Company from time to time up to the Maximum Price (as hereafter defined), whether by way of:
- (i) on-market purchases market purchases, transacted on the SGX-ST through the ready market, and which may be transacted through one or more duly licensed stock brokers appointed by the Company for the purpose; and/or
 - (ii) off-market purchases effected pursuant to an equal access scheme in accordance with Section 76C of the Companies Act;

and otherwise in accordance with all other laws and regulations and rules, including but not limited to, the provisions of the Companies Act and the Mainboard Rules as may for the time being be applicable, be and is hereby authorised and approved generally and unconditionally (the “**Share Buy Back Mandate**”),

- (b) unless varied or revoked by the Company in general meeting, the authority conferred on the Directors of the Company pursuant to the Share Buy Back Mandate may be exercised by the Directors of the Company at any time and from time to time during the period commencing from the date of the passing of this Resolution and expiring on the earlier of:
- (i) the date on which the next annual general meeting of the Company is held or required by law to be held;
 - (ii) the date on which the purchases or acquisitions of the Shares pursuant to the Share Buy Back Mandate are carried out to the full extent mandated; or
 - (iii) the date on which the authority conferred by the Share Buyback Mandate is revoked or varied by the Shareholders in a general meeting;

whichever is earliest.

- (c) in this Resolution:

“**Maximum Limit**” means that number of issued Ordinary Shares representing 10% of the total number of the issued Ordinary Shares (excluding treasury shares, subsidiary holdings and returned shares) as at the date of the passing of this Resolution;

“**Maximum Price**”, in relation to an Ordinary Share to be purchased or acquired, means the purchase price (excluding brokerage, commission, applicable goods and services tax and other related expenses) which shall not exceed:-

- (i) in the case of a Market Purchase, 105% of the Average Closing Price (as defined hereinafter); and

NOTICE OF ANNUAL GENERAL MEETING

- (ii) in the case of an Off-Market Purchase, 120% of Average Closing Price (as defined hereinafter), pursuant to an equal access scheme

“**Average Closing Price**” means the average of the closing market prices of a Share for the five consecutive Market Days on which the Shares are transacted on the SGX-ST immediately preceding the date of Market Purchase by the Company or, as the case may be, the date of the making of the offer pursuant to the Off-Market Purchase, and deemed to be adjusted in accordance with the Listing Rules for any corporate action which occurs after the relevant five Market Days;

“**date of the making of the offer**” means the date on which the Company announces its intention to make an offer for an Off-Market Purchase, stating therein the purchase price (which shall not be more than the Maximum Price for an Off-Market Purchase calculated on the foregoing basis) for each Share and the relevant terms of the equal access scheme for effecting the Off-Market Purchase;

- (d) the Directors of the Company and/or any of them be and are hereby authorised to complete and do all such acts and things (including executing such documents as may be required) as they and/or he may consider expedient or necessary to give effect to the transactions contemplated and/or authorised by this Resolution.”

(Resolution 9)

By order of the Board

Pan Mi Keay
Company Secretary

4 July 2024
Singapore

Explanatory Notes:-

- a. Proposed Ordinary Resolution 4: Mr Mark Chim Suan Kit (Independent Non-Executive Director) will, upon re-election as Director of the Company, serve as the Chairman of the Board, the Chairman of the Audit and Nominating Committees as well as a Member of the Remuneration Committee.

Detailed information on Mr Mark Chim Suan Kit can be found under the “Directors’ Profile” and “Additional Information on Director seeking re-election pursuant to Rule 720(6) of the Listing Manual of the SGX-ST” sections in the Company’s Annual Report 2024.

- b. Proposed Ordinary Resolution 5: Ms Doreen Ng Mei Ling (Independent Non-Executive Director) will, upon appointment as Director of the Company, serve as the Chairman of the Remuneration Committee as well as a Member of the Audit and Nominating Committees.

- c. Proposed Ordinary Resolution 7: If passed, will empower the Directors of the Company from the date of the above meeting to issue shares in the Company up to an amount not exceeding in total 50% of the total number of issued shares in the capital of the Company with a sub-limit of 20% other than on a pro-rata basis to shareholders for the time being for such purposes as they consider would be in the interest of the Company. The authority will, unless previously revoked or varied at a general meeting, expire at the next annual general meeting of the Company is held or required by law to be held, whichever is earlier.

- d. Proposed Ordinary Resolution 8: If passed, will empower the Directors of the Company to do all acts necessary to give effect to the IPT Mandate as described in the Addendum to the Annual Report. The authority shall, unless revoked or varied by the Company in a general meeting, continue to be in force until the date that the next annual general meeting of the Company is held or required by law to be held.

NOTICE OF ANNUAL GENERAL MEETING

- e. Proposed Ordinary Resolution 9: if passed, will empower the Directors of the Company from the date of the above meeting until the date of the next annual general meeting to purchase or acquire up to 10% of the issued ordinary share capital of the Company as at the date of the passing of this Resolution. Details of the proposed Share Buy Back Mandate are set out in the Addendum to the Annual Report.
- (i) As at the date of this Notice, the Company has purchased a total of 8,100,200 shares by way of market acquisition at an aggregate consideration of S\$2,522,924.04.
 - (ii) The amount of financing required for the Company to further purchase or acquire its shares, and the impact on the Company's financial position, cannot be ascertained as at the date of this Notice as this will depend on the number of the shares purchased or acquired and the price at which such shares were purchased or acquired.
 - (iii) The financial effects of the purchase or acquisition of shares by the Company pursuant to the proposed Share Buy Back Mandate on the Group's audited financial statements for the financial year ended 31 March 2024 are set out in the Addendum to the Annual Report and are for illustration only.

Notes:

- (1) The AGM will be held physically with no option for shareholders to participate virtually. The printed copies of this Notice of AGM and the accompanying proxy form will be disseminated to shareholders together with the Company's Annual Report.
- (2) In view of the practice note issued by the Singapore Exchange Regulation, a member may ask question relating to the items on the agenda of the AGM by:–
 - submitting question via mail to the Company's business address at 150 Ubi Avenue 4, #04-01 Ubi Biz-Hub, Singapore 408825; or email to agm@banleong.com.sg in advance of the AGM latest by 12 July 2024 at 10.00 a.m.; or
 - "live Question and Answer" at the physical AGM.

When sending questions, members should also provide their full name as it appears on the CDP/CPF/SRS records, address, contact number, email address, number of shares in the Company and the manner in which the shares are held in the Company (e.g., via CDP, CPF or SRS) for verification.

Shareholders are encouraged to submit their questions latest by 12 July 2024 at 10.00 a.m., as this will allow the Company sufficient time to address and respond to these questions by 14 July 2024 (at least 48 hours prior to the closing date and time for the lodgement of the proxy form). The responses will be published on (i) the SGX-ST's website; and (ii) the Company's corporate website.

- (3) A member of the Company (other than a "Relevant Intermediary") entitled to attend and vote at the Annual General Meeting of the Company is entitled to appoint not more than two proxies to attend and vote in his/her stead. A proxy need not be a shareholder of the Company.
- (4) A Relevant Intermediary may appoint more than two proxies provided that each proxy must be appointed to exercise the rights attached to different shares held by him (which number and class of shares shall be specified).

"Relevant Intermediary" has the meaning ascribed to it in Section 181 of the Companies Act 1967 of Singapore.

- (5) The instrument appointing a proxy or proxies must be submitted to the Company in the following manner:
 - a. if submitted by post, be lodged with the Company's registered office address at 150 Ubi Avenue 4, #04-01 Ubi Biz-Hub, Singapore 408825; or
 - b. if submitted electronically, be submitted via email to the Company at agm@banleong.com.sg,

in either case, at least 48 hours before the time appointed for holding the AGM, i.e. 10:00 a.m. at 17 July 2024.

- (6) Investors who hold their shares through relevant intermediaries (including CPF or SRS investors) and who wish to exercise their votes by appointing the AGM Chairman as proxy should approach their respective relevant intermediaries (including their respective CPF Agent Banks or SRS Operators) to submit their voting instructions at least seven (7) working days prior to the date of the AGM.

NOTICE OF ANNUAL GENERAL MEETING

PERSONAL DATA PRIVACY

By submitting an instrument appointing a proxy(ies) and/or representative(s) to attend, speak and vote at the AGM and/or any adjournment thereof, a member of the Company (i) consents to the collection, use and disclosure of the member's personal data by the Company (or its agents or service providers) for the purpose of the processing, administration and analysis by the Company (or its agents or service providers) of proxies and representatives appointed for the AGM (including any adjournment thereof) and the preparation and compilation of the attendance lists, minutes and other documents relating to the AGM (including any adjournment thereof), and in order for the Company (or its agents or service providers) to comply with any applicable laws, listing rules, regulations and/or guidelines (collectively, the "Purposes"), (ii) warrants that where the member discloses the personal data of the member's proxy(ies) and/or representative(s) to the Company (or its agents or service providers), the member has obtained the prior consent of such proxy(ies) and/or representative(s) for the collection, use and disclosure by the Company (or its agents or service providers) of the personal data of such proxy(ies) and/or representative(s) for the Purposes, and (iii) agrees that the member will indemnify the Company in respect of any penalties, liabilities, claims, demands, losses and damages as a result of the member's breach of warranty.

This page has been intentionally left blank

PROXY FORM

BAN LEONG TECHNOLOGIES LIMITED

(Incorporated in the Republic of Singapore)
(Company Registration No.: 199303898C)

IMPORTANT

- The Annual General Meeting ("AGM") will be held physically with no option for shareholders to participate virtually. The printed copies of the Notice of AGM and the proxy form will be disseminated to the shareholders together with the Annual Report.
- Relevant intermediaries (as defined in Section 181 of the Companies Act 1967 of Singapore) may appoint more than two proxies to attend, speak and vote at the AGM.
- This Proxy Form is not valid for use by CPF investors and SRS Investors and shall be ineffective for all intents and purposes if used or purported to be used by them.
- CPF Investors and SRS Investors may attend and cast their votes at the AGM in person. CPF Investors and SRS Investors who are unable to attend the AGM but would like to vote, may inform their CPF and/or SRS Approved Nominees (as the case may be) to appoint the Chairman of the AGM to act as their proxy, in which case, the respective CPF Investors and/or SRS Investors shall be precluded from attending the AGM.
- CPF/SRS investors who wish to appoint proxy(ies) should approach their respective CPF Agent Banks or SRS Operators to submit their votes at least seven working days before the AGM.
- By submitting an instrument appointing a proxy(ies) and/or representative(s), the member accepts and agrees to the personal data privacy terms set out in the Notice of Annual General Meeting dated 4 July 2024.

I/We* _____ (Name) _____ (NRIC/Passport No./

Company Registration No.) of _____ (address)

being a member/members* of Ban Leong Technologies Limited (the "Company"), hereby appoint:-

Name	NRIC/Passport No.	Proportion of Shareholding(s)	
		No. of Shares	%
Address			

and/or (delete where appropriate)

Name	NRIC/Passport No.	Proportion of Shareholding(s)	
		No. of Shares	%
Address			

as *my/our *proxy/proxies to attend, speak and vote for *me/us on *my/our behalf at the AGM of the Company to be held at 150 Ubi Avenue 4, #04-01, Singapore 408825 on Friday, 19 July 2024 at 10.00 a.m. and at any adjournment thereof.

* I/We direct *my/our *proxy/proxies to vote for or against the Resolutions to be proposed at the AGM as indicated hereunder. If no specific direction as to voting is given, the *proxy/proxies will vote or abstain from voting at *his/their discretion, as *he/they will on any other matter arising at the AGM and at any adjournment thereof. If no person is named in the above boxes, the Chairman of the AGM shall be *my/our proxy to vote, for or against the Resolutions to be proposed at the AGM as indicated hereunder, for *me/us and on *my/our behalf at the AGM and at any adjournment thereof.

No.	Resolutions	**For	**Against	**Abstain
ORDINARY BUSINESS				
1.	Adoption of the Audited Financial Statements of the Company for the financial year ended 31 March 2024 and the Directors' Statement together with the Independent Auditors' Report thereon.			
2.	Approval of tax exempt (one-tier) final dividend of S\$0.0160 per ordinary share for the financial year ended 31 March 2024.			
3.	Approval of the payment of proposed Directors' fees of S\$119,000 for the financial year ended 31 March 2024 (2023: S\$119,000).			
4.	Re-election of Mr Mark Chim Suan Kit as a Director of the Company.			
5.	Appointment of Ms Doreen Ng Mei Ling as a Director of the Company.			
6.	Re-appointment of Messrs Ernst & Young LLP as auditors of the Company and to authorise the Directors to fix their remuneration.			
SPECIAL BUSINESS				
7.	Authority to Directors to allot and issue shares.			
8.	Renewal of the Interested Person Transactions Mandate.			
9.	Renewal of the Share Buy Back Mandate.			

* Delete accordingly

** Voting will be conducted by poll. Indicate your vote "For" or "Against" with a (√) within the box provided. Alternatively, please indicate the number of votes "For" or "Against" next to each resolution.

Dated this _____ day of _____, 2024

Total Number of Shares Held

Signature(s) of Member(s)/Common Seal

IMPORTANT: Please read notes overleaf

Notes:-

1. A member should insert the total number of shares held. If the member has shares entered against his name in the Depository Register (maintained by The Central Depository (Pte) Limited), he should insert that number of shares. If the member has shares registered in his name in the Register of Members (maintained by or on behalf of the Company), he should insert that number of shares. If the member has shares entered against his name in the Depository Register as well as shares registered in his name in the Register of Members, he should insert the aggregate number of shares. If no number is inserted, this form of proxy will be deemed to relate to all the shares held by the member.
2. (a) A member who is not a relevant intermediary is entitled to appoint not more than two proxies to attend, speak and vote at the AGM. Where such member's form of proxy appoints more than one proxy, the proportion of the shareholding concerned to be represented by each proxy shall be specified in the form of proxy, failing which the appointments will be deemed to have been made in the alternative.

(b) A member who is a relevant intermediary is entitled to appoint more than two proxies to attend, speak and vote at the AGM, but each proxy must be appointed to exercise the rights attached to a different share or shares held by such member. Where such member's form of proxy appoints more than two proxies, the number and class of shares in relation to which each proxy has been appointed shall be specified in the form of proxy.

"Relevant intermediary" has the meaning ascribed to it in Section 181 of the Companies Act 1967 of Singapore.
3. A proxy need not be a member of the Company.
4. The instrument appointing a proxy or proxies must be signed by the appointor or his duly authorised attorney or if the appointor is a corporation, it must be executed either under its common seal or signed by its attorney or officer duly authorised. Where a member of the Company appoints two proxies, it shall specify the proportion of its shareholding (expressed as a percentage of the whole) to be represented by each such proxy.
5. A corporation which is a member may authorise by resolution of its directors or other governing body such person as it thinks fit to act as its representative at the AGM, in accordance with its Constitution and Section 179 of the Companies Act 1967 of Singapore.
6. The instrument appointing a proxy or proxies must be submitted to the Company in the following manner:
 - a. if submitted by post, be lodged with the Company's registered office address at 150 Ubi Avenue 4, #04-01 Ubi Biz-Hub, Singapore 408825; or
 - b. if submitted electronically, be submitted via email to the Company at agm@banleong.com.sg,in either case, at least 48 hours before the time appointed for holding the AGM, i.e. 10:00 a.m. at 17 July 2024.
7. Completion and return of an instrument appointing a proxy or proxies shall not preclude a member from attending, speaking and voting at the AGM. Any appointment of a proxy or proxies shall be deemed to be revoked if a member attends the AGM in person, and in such event, the Company reserves the right to refuse to admit any person or persons appointed under the relevant instrument appointing a proxy or proxies, to the AGM.
8. The Company shall be entitled to reject an instrument appointing a proxy or proxies if it is incomplete, improperly completed or illegible, or where the true intentions of the appointor are not ascertainable from the instructions of the appointor specified in the instrument appointing a proxy or proxies (including any related attachment). In addition, in the case of a member whose shares are entered in the Depository Register, the Company shall be entitled to reject any instrument appointing a proxy or proxies which has been lodged if such member, being the appointor, is not shown to have shares entered against his name in the Depository Register at least 72 hours before the time appointed for the AGM, as certified by The Central Depository (Pte) Limited to the Company.

AFFIX
POSTAGE
STAMP

The Company Secretary
BAN LEONG TECHNOLOGIES LIMITED
150 Ubi Avenue 4, #04-01
Singapore 408825

This page has been intentionally left blank

This page has been intentionally left blank

CORPORATE DIRECTORY

BOARD OF DIRECTORS

Ronald Teng Woo Boon Managing Director

Loh Yih Lead Independent Director

Neo Gim Kiong Independent Director

Lo Yew Seng Independent Director

Mark Chim Suan Kit Independent Director
(Appointed on 1 April 2024)

COMPANY SECRETARY

Pan Mi Keay

REGISTERED OFFICE AND BUSINESS ADDRESS

150 Ubi Avenue 4,
#04-01 Ubi Biz Hub
Singapore 408825

REGISTRAR AND SHARE TRANSFER

B.A.C.S Private Limited
77 Robinson Road, #06-03
Robinson 77
Singapore 068896

AUDITORS

Ernst & Young LLP
One Raffles Quay,
North Tower, Level 18
Singapore 048583

PARTNER-IN-CHARGE

Hah Yanying
Appointed since financial
year ended 31 March 2021

PRINCIPAL BANKERS

Citibank N.A.
8 Marina View #17-01
Asia Square Tower 1
Singapore 018960

DBS Bank Limited
12 Marina Boulevard, Level 45
DBS Asia Central
@ Marina Bay Financial Center Tower 3
Singapore 018982

United Overseas Bank Limited
80 Raffles Place #12-00
UOB Plaza
Singapore 048624

**The Hongkong and
Shanghai Banking Corporation**
21 Collyer Quay #08-01
HSBC Building
Singapore 049320



150 Ubi Avenue 4, #04-01, Singapore 408825
Tel: (65) 6512 9221 | Fax: (65) 6741 9295
Email: irexecutive@banleong.com.sg
www.banleong.com