

# SUSTAINABILITY REPORT

## BOARD STATEMENT

The Board of Directors (the “**Board**”) of Global Invacom Group Limited (“**GIGL**” or the “**Company**”) and its subsidiaries (collectively the “**Group**”) recognises the need to disclose our environmental, social and governance (“**ESG**”) practices and performances and has produced our sixth sustainability report (“**SR**”) to shareholders, for the financial year ended 31 December 2022.

The Company has also published its inaugural Task Force on Climate-related Financial Disclosures (“**TCFD**”) Report which can be found from pages 32 to 36 of this Annual Report 2022 (“**AR2022**”). This TCFD Report will provide climate reporting based on the TCFD recommendations on a ‘comply or explain’ basis. In addition, the Company has adopted the prescribed list of core ESG metrics (“**Core ESG Metrics**”) issued by the Singapore Stock Exchange. These Core ESG Metrics have already been disclosed by the Company since its first sustainability report. Shareholders can refer to this disclosure in the table accompanying this SR.

The Group remains committed to creating growth through sustainable practices and effort. Pivotal to the Group’s continued growth is the Board’s belief that our key stakeholders’ interests are of the utmost importance.

GIGL seeks to act in the best interest of our shareholders’ investment through our continuing effort of being financially prudent whilst managing our operational and strategic risks. The Group endeavours to align these long-term interests with that of our stakeholders.

During the year in review, the Board reassessed the key material ESG factors. Although there was no change to the material factors included in the list, the ranking was adjusted.

## ABOUT THIS SUSTAINABILITY REPORT, REPORTING LOCATIONS, BOUNDARIES AND PERIOD

The Group’s sixth SR covers the period from 1 January 2022 to 31 December 2022 (“**2022**”). This SR was prepared with reference to the recommendation and disclosures contained within the Global Reporting Initiative Standards (“**GRI Standards**”). This SR also sought reference from Rule 711A and 711B of the Listing Manual of the Singapore Stock Exchange (“**SGX-ST**”). The Group has selected to use the GRI Standards as these are widely adopted in Singapore for the purpose of sustainability reporting. Nevertheless, all reporting standards are reviewed internally on an annual basis and going forwards will be changed as needed.

Unless otherwise stated, this SR covers the ESG aspects of the Group’s operations across three regions broadly defined as America, Europe and APAC (covering Asia and the Rest of the World).

Commencing with this SR, the Group is now fully reporting its greenhouse gas (GHG) emissions in all three Scopes. Prior to 2022, the Group only reported its Scope 1 and 2 GHG emissions along with those in category 6 of Scope 3. For 2022, the Group will rebase the Scope 3 GHG emissions and moving on, a comparison would be provided from 2022 combined carbon emissions. The comparison of prior years’ combined carbon emissions of 2020 and 2021 will be discontinued.

The Board will continue to oversee the identification and management of sustainability practices. Our Management team will assist to identify, measure and address sustainability related matters on an ongoing basis.

Although no external assurance was sought for the preparation of this SR, the Company has commissioned Messrs CLA Global TS Risk Advisory Pte Ltd (formerly known as Nexia TS Risk Advisory Pte Ltd), our internal auditor, to give internal assurance on our SR moving forward.

## GOVERNANCE AND DISCLOSURES

The Board, supported by our senior management, was involved in the current assessment and review of sustainability issues. Oversight of the SR remained delegated to Mr Malcolm John Burrell, our Chief Risk Officer and Chief Sustainability Officer.

Nonetheless, the Board continues to have oversight on sustainability issues and responsibilities including the identification of internal and external stakeholders, their engagement, broad base material topics, and in future years, tracking of their performance and progress.

In conducting its business, GIGL always seeks to adhere to local legislations and upholds a high standard of corporate governance.

A detailed report on our governance disclosures can be found on pages 37 to 57 as set out in this AR2022.

## WEBSITE AND FEEDBACK

To minimise environmental impact, the Group has adopted the practice of not printing any physical copies of this SR and has incorporated it into the AR2022. Stakeholders and shareholders can download the AR FY2022 online at the URL <https://globalinvacom.com/investor-relations>.

# SUSTAINABILITY REPORT

Stakeholders' feedback is very important to us. We welcome feedback on this SR or any aspect of our sustainability performance. Please email any queries or feedback to [SR@globalinvacom.com](mailto:SR@globalinvacom.com)

## RISK MANAGEMENT AND INTERNAL CONTROL

The Board is responsible for risk governance and its management practices. The Board has the responsibility to ensure that a sound system of internal controls is in place to mitigate risk and safeguard shareholders' interests.

The Board approves key risk management policies, the level of tolerance and oversight on design, monitoring and implementation of risk management and the internal controls system. Further information on our risk management and internal controls can be found in the Report on Corporate Governance as set out in the AR2022.

## CODE OF BUSINESS CONDUCT

The Group does not currently have any comprehensive or generic Code of Conduct. We have commenced a review and will be consolidating our common practices and incorporating them into a Group policy handbook in FY2023, with a view to clearly defining written rules for our employees when dealing with third parties.

GIGL has in place a Whistle-Blowing policy, overseen by our Audit and Risk Committee ("**ARC**"), which provides a channel for our employees to raise concerns they may have about potential or actual improprieties directly to the Lead Independent Director. GIGL protects whistle-blowers from any form of retaliation, harassment or other discriminatory acts.

## ANTI-BRIBERY AND CORRUPTION POLICY

GIGL has zero tolerance of bribery and corruption, and employees are expected to uphold the highest standards of professional conduct. There have been no reportable incidents of any employee engaging in bribery or corruption in 2022. Ongoing training is being conducted across the Group.

The Group also confirms that there was no monetary incentive or equivalent provided to any politically exposed person or political parties to secure any contract in 2022.

## CUSTOMER PRIVACY

In the course of ordinary business, GIGL operates at the business-to-business level, and hence the collection of customer's personal data is minimal. The Group has not identified any substantiated complaints concerning breaches of customer privacy.

The Group has appointed Ms Teo Ser Cher as Data Protection Officer ("**DPO**") to oversee customer data collection in Singapore. Mr Malcolm Burrell, our Chief Risk Officer, has oversight of the data protection regulations in the various countries in which we operate.

## MATERIALITY ASSESSMENT FRAMEWORK

As part of the GRI Standards disclosures, the Group continues to adopt the recommended approach of the four reporting principles namely stakeholder inclusiveness, sustainability context, its materiality, and completeness when determining material, strategic and reporting issues.

The likelihood and impact matrix for risk assessment was aligned with the Group's sustainability strategy when prioritising material ESG factors. For 2022, the material topics were reviewed so that they remained relevant and aligned. There was no recommended change of material topics subsequent to the review.

## COMMITMENT AND DISCLOSURES OF KEY PERFORMANCE INDICATORS ("KPIs")

All data in this SR was extracted internally from our kept documents and/or records to ensure accuracy. While the previous SR does not specifically evaluate performance against established targets, the Group is mindful about being committed to set targets and goals for future reporting. For 2022, the Group is pleased to provide a preliminary update on the ongoing targets set. Wherever data is inadequate or not available for presentation, we have included an explanatory note.

As disclosed previously, the Group hopes to establish and implement data tracking and gathering mechanisms for improved reporting going forwards. The following baseline continues to be in place to commit to certain targets using key performance indicators.

# SUSTAINABILITY REPORT

PERFORMANCE INDICATORS	COMMITMENT (TARGET)	KPIs	TARGET ACHIEVED IN 2022
<b>Economic Performance</b>	Grow profits and improve cash flow	<ul style="list-style-type: none"> <li>Revenue</li> <li>Operating Costs</li> <li>EBITDA</li> </ul>	No
<b>Training &amp; Development</b>	Improve employee competencies	<ul style="list-style-type: none"> <li>Programs implemented</li> <li>Training hours per staff</li> </ul>	Partial
<b>Occupational Health &amp; Safety</b>	Provide a safe and healthy work environment. Reduce the injury rate and lost day rate year on year	<ul style="list-style-type: none"> <li>Work-related fatalities</li> <li>Work-related injuries</li> <li>Work-related ill health</li> </ul>	Yes
<b>Socioeconomic Compliance</b>	No incidents of non-compliance, and uphold high standards of ethical business conduct and practices	<ul style="list-style-type: none"> <li>Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations</li> </ul>	Yes
<b>GHG Emissions (formerly Energy Efficiency)</b>	Measure and reduce GHG emissions, eventually achieving net zero	<ul style="list-style-type: none"> <li>GHG emissions</li> <li>GHG emissions intensity, expressed as kg per dollar of revenue</li> </ul>	In progress
<b>Recycling</b>	Ensure that all by-products (hazardous and non-hazardous) waste are disposed of responsibly or recycled	<ul style="list-style-type: none"> <li>To achieve at least 95% of recycle rate for non-hazardous waste and 100% by 2025</li> </ul>	Yes
<b>Water Conservation</b>	Maintain and ideally reduce water consumption and encourage use of treated/recycled water	<ul style="list-style-type: none"> <li>Water consumption to reduce 20% by 2030</li> </ul>	Yes

## STAKEHOLDER ENGAGEMENT

For 2022, Management and the Company Secretary continued to perform an internal assessment of key stakeholder groups, their concerns (if any) and expectations.

The list of stakeholders identified by Management is shown in the table below. The Stakeholder Survey conducted in 2021 confirmed that the expectation and feedback which had been earlier mapped out by Management remained relevant. Additional engagements arising out of the Survey are marked with an asterisk.

STAKEHOLDERS	EXPECTATION	ENGAGEMENT	OUR RESPONSE
<b>GOVERNMENT &amp; REGULATORS</b>	<ul style="list-style-type: none"> <li>Regulatory compliance and feedback</li> </ul>	<ul style="list-style-type: none"> <li>SGX/AIM half-yearly announcements</li> <li>Annual Reports</li> <li>Ongoing dialogues</li> </ul>	<ul style="list-style-type: none"> <li>To comply with prevailing rules and legislation</li> </ul>
<b>CUSTOMERS</b>	<ul style="list-style-type: none"> <li>Product quality and safety</li> <li>User experience</li> <li>Recycling of waste and consumables</li> <li>Health and safety in workplace</li> </ul>	<ul style="list-style-type: none"> <li>Feedback form</li> <li>Meeting sessions and client management</li> <li>Website/phone contact/email</li> </ul>	<ul style="list-style-type: none"> <li>Via regular communication whether formal or informal meetings. We also ensure that products delivered are quality to our end users</li> </ul>

# SUSTAINABILITY REPORT

STAKEHOLDERS	EXPECTATION	ENGAGEMENT	OUR RESPONSE
<b>EMPLOYEES</b>	<ul style="list-style-type: none"> <li>■ Remuneration and benefits</li> <li>■ Career development and progression</li> <li>■ Training opportunities</li> <li>■ Job security</li> <li>■ Health and safety in the workplace</li> <li>■ *Renewable energy plan of the Group</li> <li>■ *Carbon reduction plan</li> </ul>	<ul style="list-style-type: none"> <li>■ Annual performance appraisal system</li> <li>■ Training and education opportunities</li> <li>■ Face to face meetings</li> <li>■ News via emails and circulars</li> <li>■ To discuss and plan for further improvements on our energy savings</li> </ul>	<ul style="list-style-type: none"> <li>■ Be open and transparent about our human resource policies</li> <li>■ Feedback obtained through formal appraisal and informal sessions</li> <li>■ To disclose more energy and water savings initiatives in our future SR</li> </ul>
<b>INVESTORS &amp; SHAREHOLDERS</b>	<ul style="list-style-type: none"> <li>■ Group's growth</li> <li>■ Risk management and internal controls</li> <li>■ Economic performances</li> <li>■ Shareholders' return</li> </ul>	<ul style="list-style-type: none"> <li>■ General meetings</li> <li>■ Quarterly results and presentations</li> <li>■ Annual reports</li> <li>■ GIGL's corporate website</li> </ul>	<ul style="list-style-type: none"> <li>■ Adhere to guidelines as recommended by regulators</li> <li>■ Ensure transparent and timely dissemination of all material information to shareholders and stakeholders</li> </ul>
<b>CONTRACTORS &amp; SUPPLIERS</b>	<ul style="list-style-type: none"> <li>■ Environmental compliance</li> <li>■ Ongoing certification and specification</li> </ul>	<ul style="list-style-type: none"> <li>■ Face to face meeting</li> <li>■ Email/phone contact</li> <li>■ Feedback on product supplied and their quality</li> </ul>	<ul style="list-style-type: none"> <li>■ To devise ethical procurement policies and internal processes to ensure equitable treatment of all our suppliers when selecting vendors or awarding contracts</li> </ul>

## KEY MATERIAL FACTORS IDENTIFIED, RANKED AND CHOSEN BY MANAGEMENT



Materiality Ranked	Importance to Stakeholders	Map to GRI Standards
1	Economic Performance	201
2	Training & Development	404
3	Health & Safety	403/416
4	Socioeconomic Compliance	419
5	GHG Emissions (formerly Energy Efficiency)	302
6	Recycling	306
7	Water and Effluent	303

# SUSTAINABILITY REPORT

## ENVIRONMENTAL HIGHLIGHTS

ENVIRONMENTAL	FY2020	FY2021	FY2022
Energy intensity (kWh per US\$)	0.22	0.24	0.24
Energy used (kWh)	22,368,443	19,289,309	17,171,281
Combined Carbon Emissions, Scopes 1 & 2 (kgCO <sub>2</sub> e)	5,993,057*	4,943,520*	3,825,669
Combined Carbon Emissions, Scopes 1, 2 & 3 (kgCO <sub>2</sub> e)	NA	NA	283,863,947
Carbon Emissions Intensity, Scopes 1 & 2 (kgCO <sub>2</sub> e/USD)	0.06	0.06	0.05
Carbon Emissions Intensity, Scopes 1, 2 & 3 (kgCO <sub>2</sub> e/USD)	NA	NA	3.90
Water consumption (m <sup>3</sup> )	44,495	42,699	27,996
Water consumption intensity (m <sup>3</sup> per US\$1,000)	0.43	0.50	0.38
Rainwater harvested (m <sup>3</sup> )	2,455	2,800	5,000
Water recycled (m <sup>3</sup> )	–	–	–
Non-hazardous waste (tonnes)	2,799	1,468	1,053
Non-hazardous waste recycled (tonnes)	2,532	1,373	1,031
Hazardous waste (tonnes)	18.2	17.4	11.7

\*Note: The combined carbon emissions reported in previous years included Scope 3 category 6, but not the other Scope 3 emissions. To provide for a more meaningful comparison, the combined Scope 1 and 2 emissions (excluding Scope 3 category 6) have been shown for prior years and the current year. The combined carbon emissions fully including all three Scopes are reported for the first time for FY2022.

NA: not applicable

## SOCIAL HIGHLIGHTS

EMPLOYEES	FY2020	FY2021	FY2022
Number of employees	377	347	304
Permanent employees	355	315	260
Temporary employees	22	32	44
Permanent male employees	233	214	170
Permanent female employees	122	101	90
Average training hours per permanent employee (male)	4.7	4.9	1.4
Average training hours per permanent employee (female)	7.2	7.9	1.3
Average permanent new hires (Group basis)	18%	23%	21%
Average permanent employee turnover rate (Group basis)	52%	28%	25%
Fatal accidents	Nil	Nil	Nil

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The number of employees in 2022 reduced by a further 17.5% compared to 2021 due to the reduction in revenues and further cost rationalisation. The average number of training hours also fell significantly to 1.4 as the Group outsourced more of its manufacturing functions to an unrelated third-party OEM.

## ELECTRICITY AND GAS

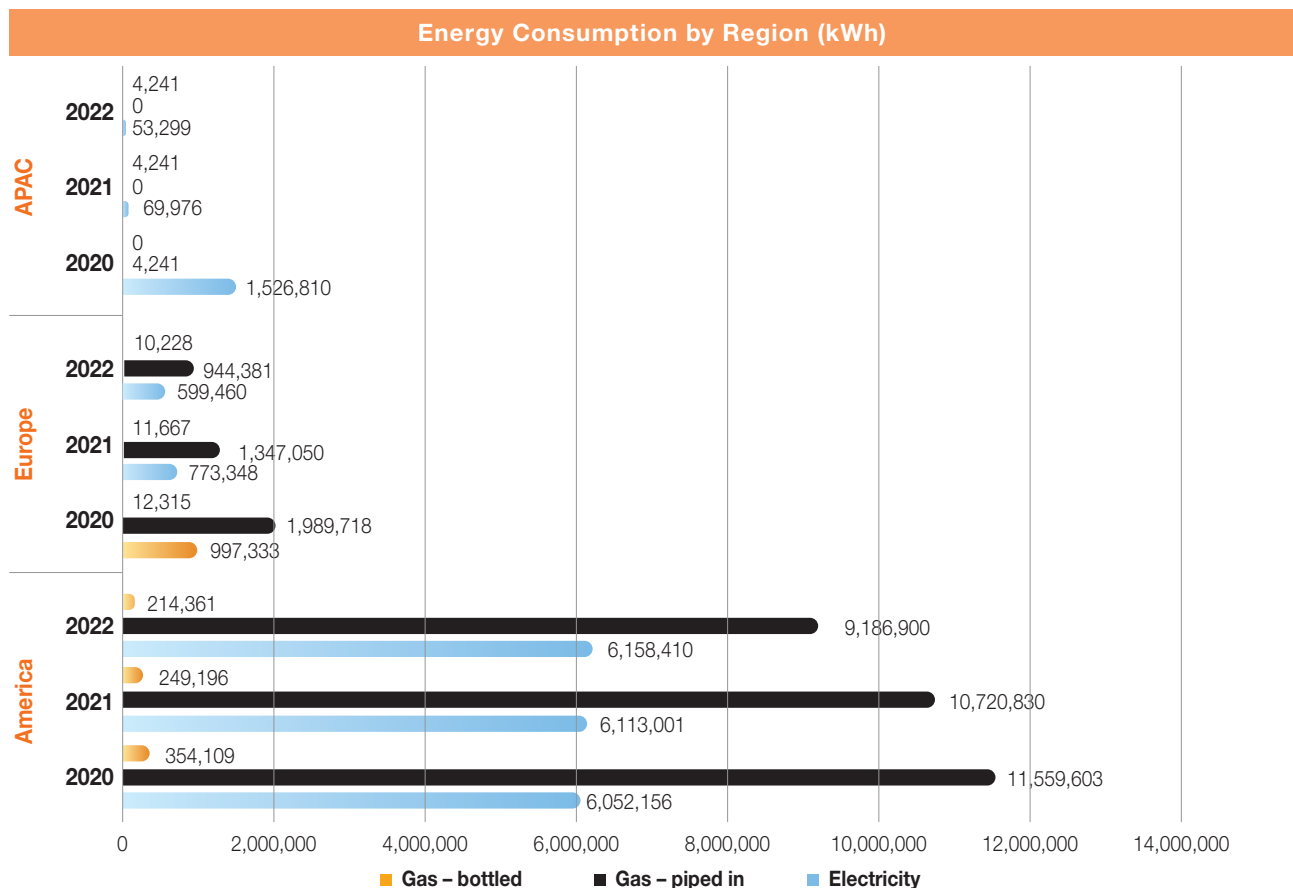
The Group consumes electricity and gas directly as an end user at our facilities, with the vast majority being used in our manufacturing plants. No renewable sources or self-generated energy was obtained internally.

In 2022, the Group's energy consumption by region is shown in the table below:

Regions	America	Europe	APAC	Group
Energy Type (kWh)				
<b>Electricity</b>	6,158,410	559,460	53,299	6,771,139
<b>Gas – piped in</b>	9,186,900	944,381	–	10,131,281
<b>Gas – bottled</b>	214,361	10,228	4,241	228,830
<b>Total</b>	<b>15,559,671</b>	<b>1,514,069</b>	<b>57,540</b>	<b>17,171,280</b>

In 2022, the Group consumed a total 17,171,280 kWh, a significant decrease of 10.98% from 19,289,309 kWh in 2021. The decrease in energy consumption was a direct consequence of the lower turnover for 2022 compared to 2021.

Although energy consumption declined significantly in 2022, the Group's energy intensity remained flat at 0.24 kW/h per US\$. The Group will continue to monitor its energy intensity. However, going forwards, energy intensity in itself will not be viewed as a critical metric, as opposed to GHG emissions, which will be. To achieve net zero, any amount of energy can be consumed, so long as the consumption does not result in GHG emissions.



# SUSTAINABILITY REPORT

The Group continues to identify and implement energy reduction initiatives going forwards, which may include the use of renewables and continual review of its manufacturing plants to reduce energy consumption.

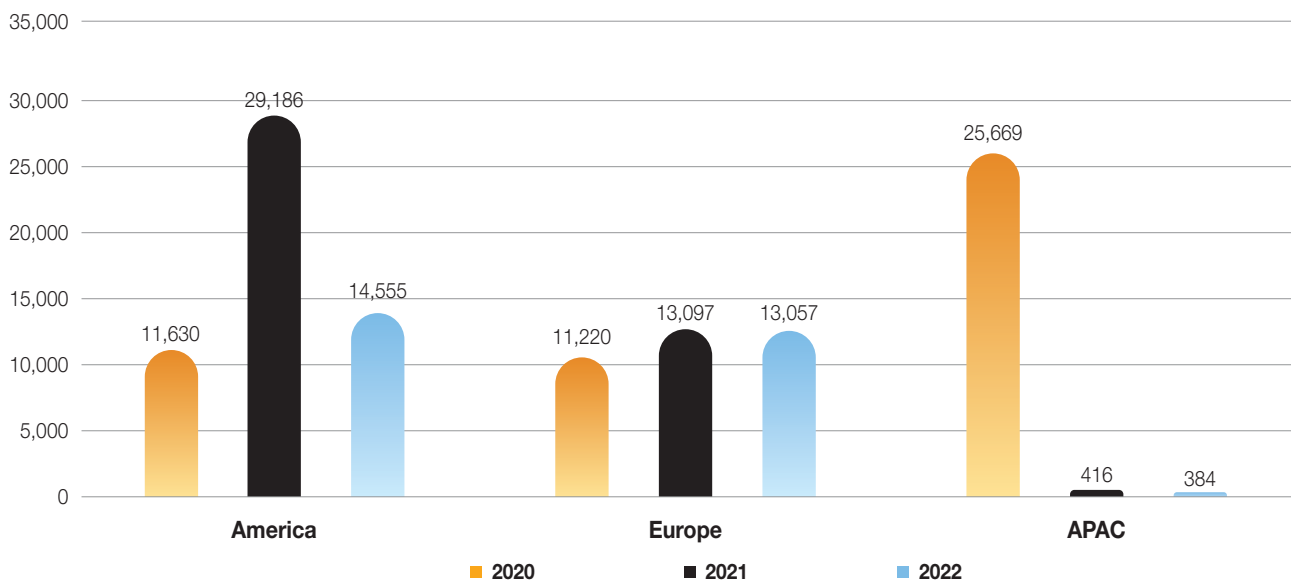
## WATER AND EFFLUENT

The Group does not consume large volumes of water in its manufacturing processes and is not aware that any of its manufacturing facilities operates in any water stressed areas. GIGL only draws water from public utilities for our business operations and during 2022 has not been notified of any water stress issues. The Group continues to harvest rainwater for use in its manufacturing processes at the Accrington facility in the United Kingdom ("UK"), thereby helping to reduce consumption of water from the public utility.

In 2022, our total water consumption was 27,996 m<sup>3</sup>, compared with 42,699 m<sup>3</sup> in 2021. This decrease of 34.4% was a result of both decreased consumption as a result of lower turnover, and also there not being a water leak issue at GSW as there had been in 2021. Our water consumption intensity decreased from 0.43 m<sup>3</sup> per US\$1,000 in 2021 to 0.38 m<sup>3</sup> in 2022 primarily due to the resolution of the water leak issue at GSW.

All discharges of effluent made by the Group are mainly into public sewers, with a small amount removed by specialist trucks, and comply with all local regulations.

Water Consumption (m<sup>3</sup>) by Regions



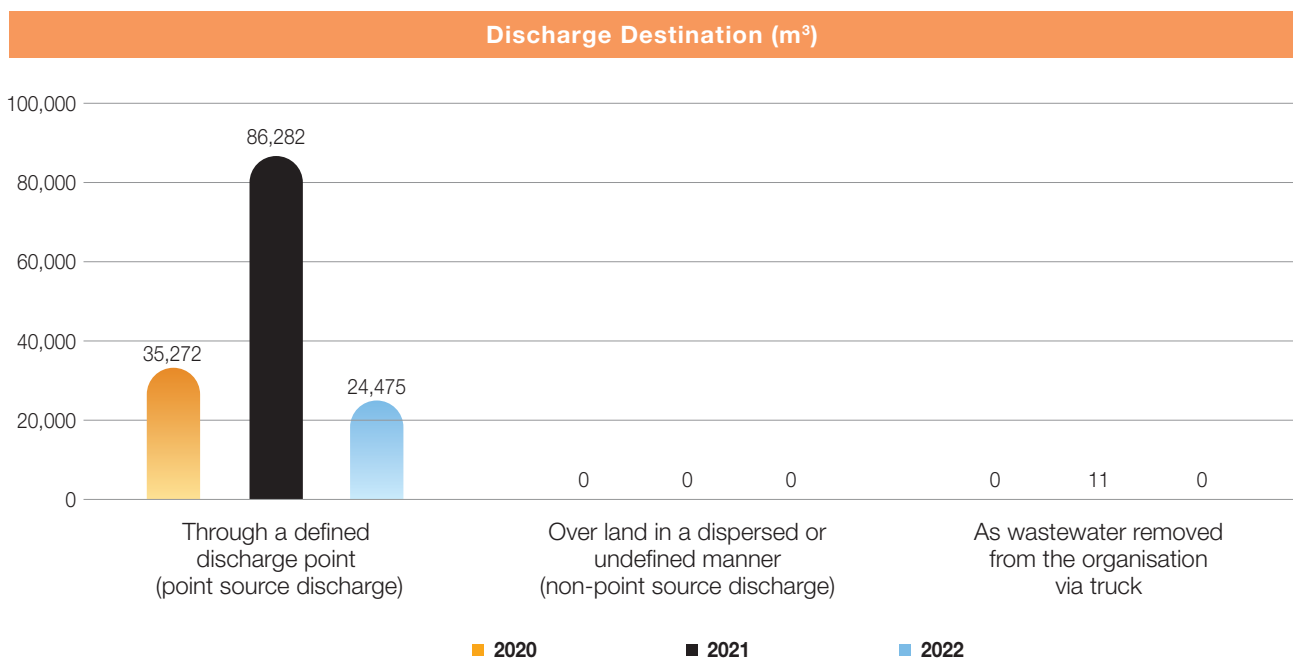
# SUSTAINABILITY REPORT

## WATER RECYCLING AND DISCHARGE

Water used by the Group as part of the production process is discharged into the public sewers in the countries in which we operate. In 2022, we did not recycle any of the water consumed.

Discharge Destination	Vol (m³) 2020	Vol (m³) 2021	Vol (m³) 2022
Through a defined discharge point (point source discharge)	35,272	86,282	24,475
Over land in a dispersed or undefined manner (non-point source discharge)	–	–	–
As wastewater removed from the organisation via truck	–	11	0
<b>Total Water Discharged</b>	<b>35,272</b>	<b>86,293</b>	<b>24,475</b>

As in previous years, there were no spills reported in 2022.



The Group will continue to identify and implement water reduction and recycling initiatives.

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## WASTE AND EFFLUENTS

The waste generated at our manufacturing plants includes scrap metal and cardboard. All waste is disposed using waste contractors hired by our respective manufacturing plants in accordance with the prevailing laws, and disposed of through recycling, landfill or incineration. Where possible, for instance in the case of scrap metal, our waste is recycled by specialist contractors.

In 2022, approximately 1,053 tonnes of non-hazardous waste was generated by the Group, of which approximately 1,031 tonnes (97.9%) was recycled, compared to 94.0% in 2021 and 91% in 2020. Hazardous waste is disposed of by specialist waste contractors.

The Group continues to target to recycle at least 95% of non-hazardous waste generated.

Disposal Method	America		EMEA		APAC	
	Weight (kg)		Weight (kg)		Weight (kg)	
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous
<b>Recycling</b>	–	472,641	2	558,599	–	–
<b>Recovery</b>	–	–	11,630	2,740	–	–
<b>Incineration</b>	143	1,284	–	–	–	–
<b>Landfill</b>	–	5,668	–	10,341	–	1,543
<b>Other</b>	–	–	–	–	–	–
<b>Totals</b>	<b>143</b>	<b>479,593</b>	<b>11,632</b>	<b>571,680</b>	<b>–</b>	<b>1,543</b>

## CARBON EMISSIONS

For the first time, the Group is now fully reporting its Scope 3 GHG emissions in addition to those in Scopes 1 and 2.

The Group's Scope 1 emissions arise principally from the burning of gas, both piped-in and bottled. The amount of gas consumed is derived from utility bills and purchasing records, and then the consequential GHG emissions calculated using publicly available GHG conversion factors. Unless there is a breakthrough in the generation of carbon-free gas, such as green hydrogen, then the Group will need to end its burning of gas in order to achieve net zero. This presents a challenge, but the Group is currently of the opinion that it could transfer the majority of its gas consumption to electricity, albeit it at the cost of new capital equipment and potentially increased utility bills. However, the transfer from gas to electricity will only make climate sense if the electricity supply becomes carbon-neutral in the places in which the Group operates.

Our Scope 2 emissions are primarily due to the consumption of electricity. The amount of electricity consumed is derived from utility bills, and then the consequential GHG emissions calculated using publicly available GHG conversion factors. The Group expects to continue to consume electricity going forwards, and potentially in increasing amounts if the Group shifts away from the consumption of gas.

With its continued use of electricity, the Group is dependent on the availability of carbon-free electricity in order to achieve net zero. The Group does not currently consider it feasible to generate its own carbon-free electricity, and so will continue its dependence on electricity consumption from the electricity supply grids in the various places in which it operates.

Therefore, the Group is primarily dependent on government policy in the various countries in which it operates for achieving net zero in respect of the Group's Scope 2 GHG emissions.

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Scope 3 emissions, which arise from the activities within the Group's supply chain for which the Group is indirectly responsible for, fall within fifteen separate categories. The Group has determined that the following ten categories apply to the Group:

Category	Description
1	Purchased goods and services
2	Capital goods
3	Fuel and energy-related activities not included in Scope 1 and Scope 2
4	Upstream transportation and distribution
5	Waste generated in operations
6	Business travel
7	Employee commuting
9	Downstream transportation and distribution
11	Use of sold products
12	End-of-life treatment of sold products

The Group recognises, that along with many other companies, it will be dependent on third parties to achieve net zero for the majority of its Scope 3 emissions, and that the Group has little or no influence, primarily on account of its size, in getting these third parties to deliver carbon-neutral goods and services. Particular challenges are faced with the supply of carbon-neutral steel, electronic components, shipping and aviation.

The Scope 3 emissions associated with the use of the products sold by the Group are currently significantly higher than all other GHG emissions attributable to the Group, accounting for 61% of the Group's total GHG emissions. This is due to the Group supplying electronic products, which by their nature are required to be powered 24/7, and although each product consumes modest amounts of power, the quantities sold, and the fact that the calculation is based on consumption for a 10-year product life, lead to the large figure for GHG emissions. However, provided that the electricity supplies in the countries in which the products are used eventually become carbon-neutral, then these GHG emissions will then become zero.

The Scope 3 emissions associated with the purchase of goods and services are also notably high, accounting for 31% of the Group's total GHG emissions. This was due primarily to the Group purchasing steel for the manufacture of its antennas and electronic components for the manufacture of its LNBs and data-over-satellite transceivers. The Group is likely to still require the use of these purchased goods going forwards and so, as indicated above, will be largely dependent on third parties to bring about a reduction in its Scope 3 category 1 GHG emissions.

The Board is committed to achieving net zero GHG emissions by 2050, and will aim to put in place a tentative plan on how it will achieve this target by the end of 2025. Shareholders can refer to our first Task Force on Climate-related Financial Disclosures Report from pages 32 to 36.

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Category		Example	Data Categories	Data	Quantities	Calculation Method
No.	Description					
1	Purchased Goods and Services	Steel, components	Raw materials, top TBD purchases	GI purchasing records	Weight	Average-data
			Raw materials, non-top TBD purchases	GI purchasing records	Spend	Spend-based
			Components	GI purchasing records	Spend	Spend-based
			Others	GI purchasing records	Spend	Spend-based
2	Capital Goods	Manufacturing machines	N/A	GI purchasing records, GI CAPEX records	Spend	Spend-based
3	Fuel and Energy-Related Activities Not Included in Scope 1 or Scope 2	Electricity grid losses	Upstream emissions of purchased fuels	GI utility bills	kWh	Average-data
			Upstream emissions of purchased electricity	GI utility bills	kWh	Average-data
			Transmission and distribution (T&D) losses	GI utility bills	kWh	Average-data
4	Upstream Transportation and Distribution	Transporting incoming materials and outgoing products	Various transport types	GI purchasing records, GI sales data, GI shipping data	Distance	Distance-based
5	Waste Generated in Operations	Treatment of scrap metal	Various waste types	GI waste disposal records	Weight	Waste-type-specific
6	Business Travel	Flights, taxis etc	Various travel types	GI business travel records	Distance	Distance-based
7	Employee Commuting	Private cars, public transport	Various travel types	GI employee commute records	Distance	Distance-based
9	Downstream Transportation and Distribution	Transportation of goods sold	Various product types	GI sales data	Distance	Distance-based
11	Use of Sold Products	Electricity used by a GI product	N/A	GI sales data, GI product consumption data	kWh	Direct use-phase emissions
12	End-of-Life Treatment of Sold Products	Landfill of GI product at end of life	Various waste types	GI sales data, GI shipping data	Weight	Waste-type-specific

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A breakdown of combined emissions by Scope 1, 2 and 3, and by country for 2022 are as follows:

## 2022 Carbon Emissions

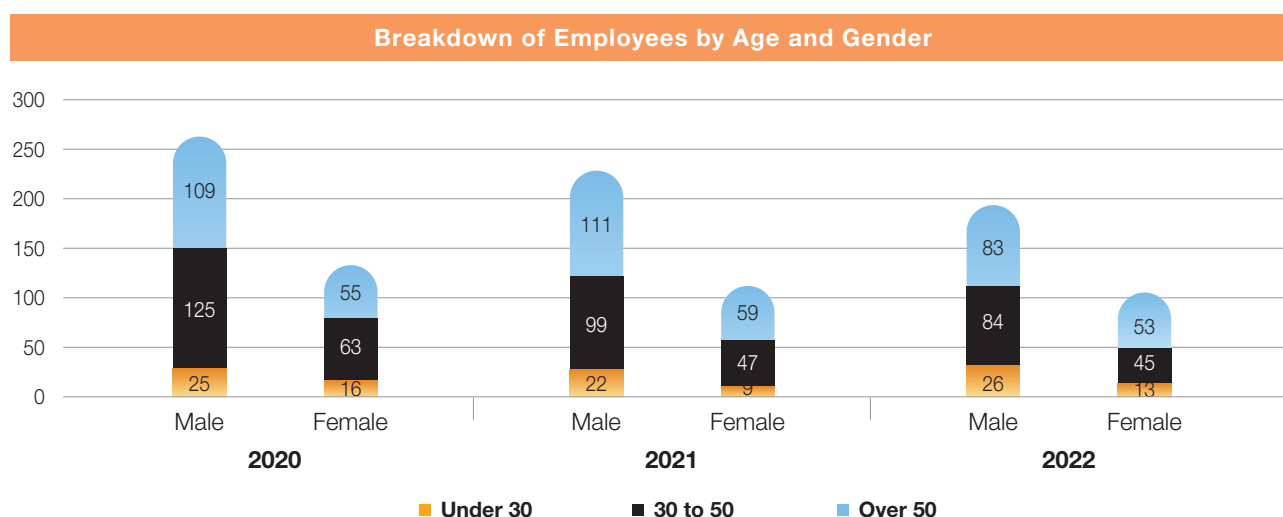
GHG Emissions	GHG Emissions CO <sub>2</sub> e (kg) by Country								
by Scope	USA	UK	Israel	PRC	Malaysia	Singapore	Philippines	Indonesia	Group
Scope 1	1,710,968	174,581	0	0	910	0	0	0	1,886,459
Scope 2	1,749,882	92,453	67,966	15,747	2,246	2,608	7,901	406	1,939,210
Scope 3	59,342,650	200,478,360	1,597,381	10,480	14,815,100	6,763	482,940	3,304,603	277,660,210
Totals	62,803,500	200,745,394	1,665,347	26,227	14,818,256	9,371	490,841	3,305,009	281,485,879

\*Note: This is a rebased carbon emission table and moving on, Year 2022 will be used as a base for future comparison.

Local conversion factors for calculating greenhouse gas emissions have been used wherever possible, as in the case of electricity, these vary significantly from country to country. Our carbon intensity for Scopes 1 and 2 combined has fallen compared to 2021, reflecting the reduction in the quantities of products sold and consequential fall in revenues. 2022 is the first year that the Group has reported on its full GHG emissions in all three Scopes, with an intensity of 3.90.

## DIVERSITY AND EQUALITY

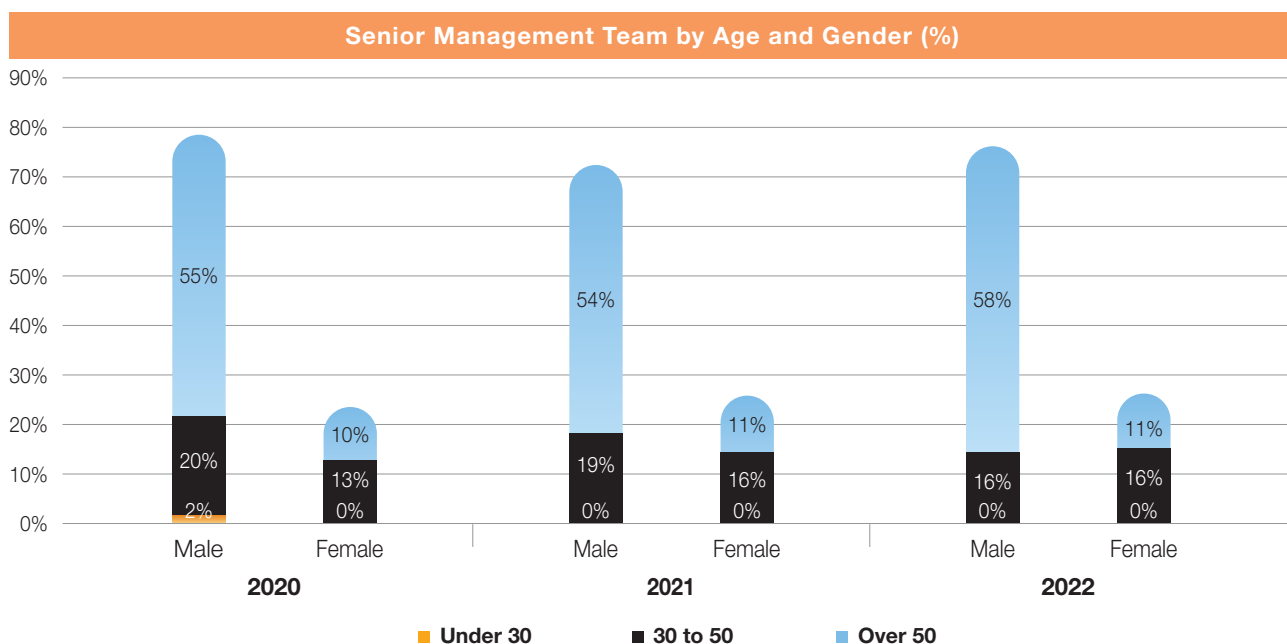
GIGL is an equal opportunity employer and does not tolerate discrimination. There were no incidents of discrimination reported in 2022. The Group ended the year with a total of 304 permanent employees (2021: 347), of whom 63% were male and 37% were female (2021: 67% male, 33% female).



The Group complies with all labour laws in the regions in which we operate. We have a zero tolerance of the use of child labour, both within our own facilities and in those of our suppliers.

Our management teams throughout the Group are largely drawn from local people, with the exception of the executive team who are all from the UK. In 2022, out of the 38 members of the management team, 26% are females and 74% are male. In our current Board representation, there are no female directors. Whilst mindful of the lack of female on the Board, the Group always looks to appoint the best people for the job and does not discriminate on any grounds.

# SUSTAINABILITY REPORT

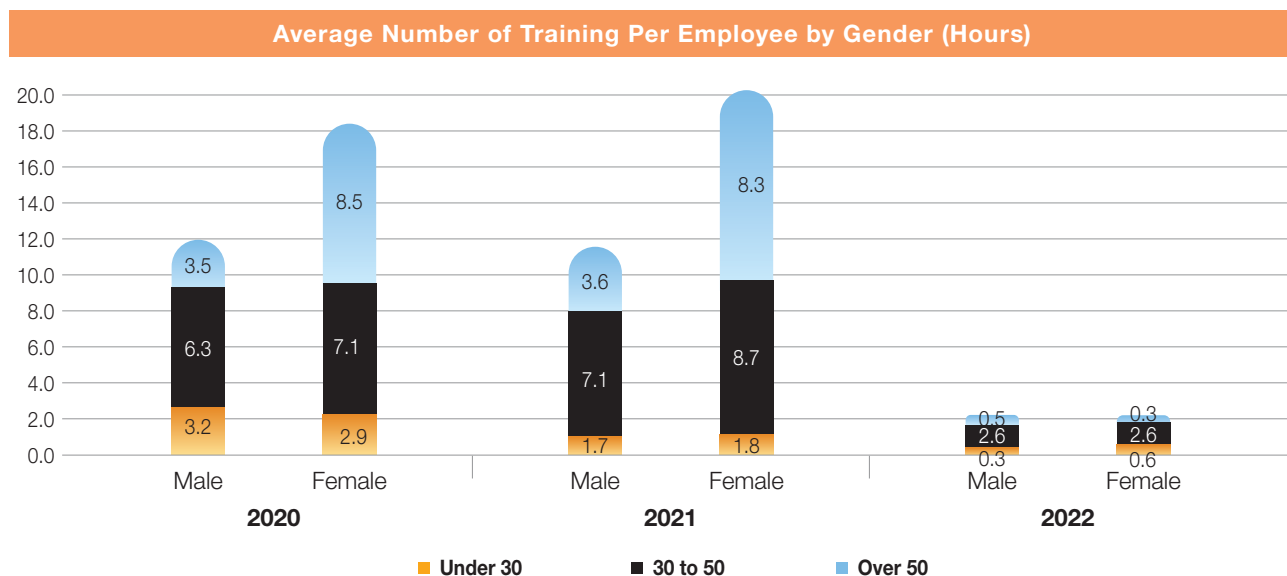


## TRAINING AND EDUCATION

The Group recognises that our employees are key stakeholders and that their knowledge and skill are critical in achieving overall success. We also believe that staff retention and productivity can both be improved through the personal development of our workforce.

GIGL offers structured training to equip our employees with the skills and knowledge required within the business and makes use of both in-house and external training. All employees of the Group receive regular reviews of their performance and development through the use of an appraisal system. In 2022, the Group provided a total of 595 training hours for its workforce (2021: 2,053 hours).

We are continuously seeking to develop and improve our employees' training schedules to deepen their engagement with the Group.



# SUSTAINABILITY REPORT

## EMPLOYEE ENGAGEMENT AND TURNOVER

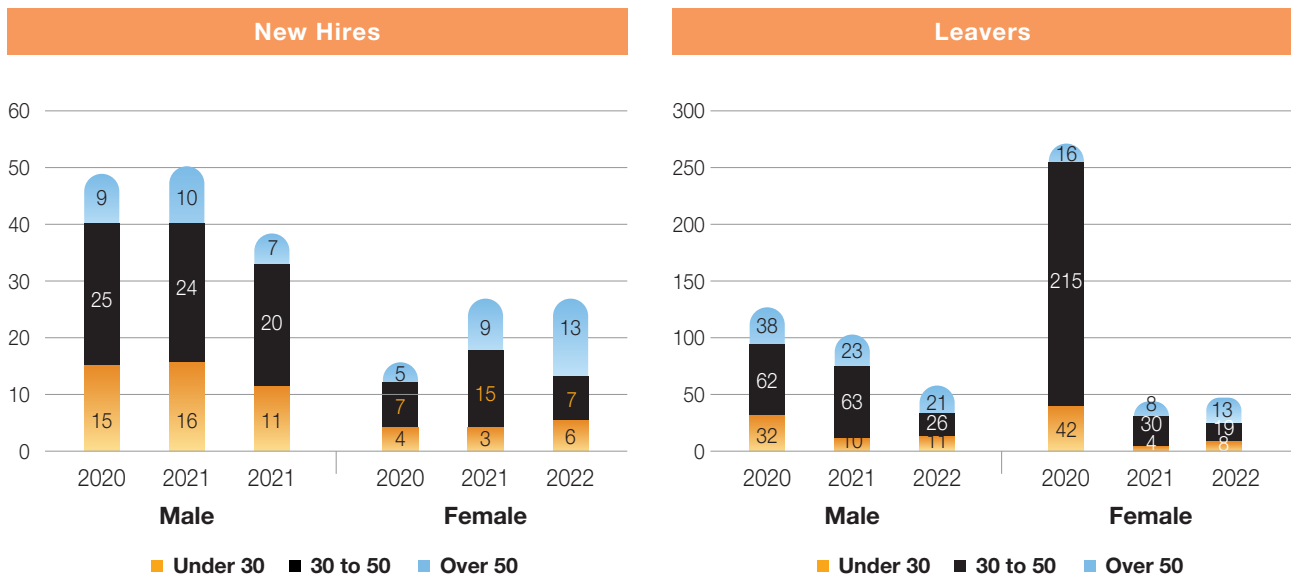
The Group offers a range of benefits to its employees, which varies by region and includes some or all of the following – parental leave, life insurance, healthcare and pension provision. All full-time employees of the Group are accorded parental leave. In some countries where the Group operates, we also accord parental leave to part-time employees depending on the situation.

In 2022, the return-to-work rate of employees that took parental leave was 100% for male and 100% for female. The retention rate of employees that took parental leave averaged at 33% for both male and female.

As previously mentioned, all employees receive a regular appraisal.

The overall staff turnover rate of the Group in 2022 was 25% compared with 28% in 2021.

We continue to develop our engagement with our employees and will also continue to monitor and report on our staff turnover, with the aim of improving our employee engagement and reducing staff turnover (other than where required for operational reasons).



# SUSTAINABILITY REPORT

## OCCUPATIONAL HEALTH AND SAFETY ("OSH")

The Group is committed to providing a safe working environment for its employees and also to providing products which are safe for its customers to use. Each entity within the Group fully complies with all local OSH regulations. Some of the manufacturing facilities within the Group are also recognised to ISO45001. The Group is working towards rolling out a Group-wide OSH management system which also takes account of the respective local regulations in the countries in which the Group operates.

For the Group, no breaches to local OSH regulations were identified, and there were no work-related fatalities, incidents of work-related ill health or high-consequence work-related injuries in 2022. There were 6 recordable injuries, a decrease from 12 in 2021. These injuries were mainly due to trips and falls and were minor in nature.

The Group will continue to strive to improve our OSH management system and drive down all work-related injuries to zero.

Key OSH Data	
Total available work hours	1,368,960
Total available workdays	104,307
Number of fatalities	–
Fatality Rate	–
Number of high-consequence injuries	–
High-consequence injury rate	–
Number of recordable injuries ( <b>per 200,000 man-hours worked</b> )	6
Recordable injury rate	1.47
Days lost due to injury	182
Lost day rate (LDR)	44.56*
Days lost to absence	1,214
Absentee rate (AR)	2%
Main types of injuries	Trips and falls

*\*Note: The days lost to injury and consequentially the LDR have been skewed by one individual who has been absent for 180 days in 2022.*

As at the date of this SR, there were no significant incidents of non-compliance with regulations and/or voluntary codes concerning health and safety in the locations where we managed our business.

Product safety is inherent in our product design, product manufacturing and material procurement processes. The Group is not aware of any non-compliance with regulations and/or voluntary codes, nor has it been made aware of any safety issues arising out of the use of our products in 2022.

## SOCIOECONOMIC

The Group takes seriously its obligations to comply with the legislation and standards in the regions in which it operates. In 2022, there were no reportable incidents of significant fines due to non-compliance with existing labour laws and/or regulations across the Group.

# SUSTAINABILITY REPORT

## COMMUNITY

As a good corporate citizen, GIGL strives to minimise impact on the environment. Our various facilities largely draw their workforces from the local communities in which they are based. The Group currently makes available a nominal amount for each entity to support local charitable causes. Going forward, the Group intends to review and ideally increase its charitable involvement and contributions to the various local communities in which it operates.

## INDIRECT ECONOMIC IMPACTS

The Group's operations contributed to the economies of the countries in which it operates. We have sustained and created employment, up-skilled local workforces through training and on-the-job experience and contributed to tax revenues.

## SUPPLY CHAIN AND PROCUREMENT POLICY

The Group recognises the crucial role that its suppliers play in the overall operation and success of the business. We are dependent on our suppliers, and so it is generally in the Group's interest for our suppliers to continue to be successful, whilst supplying quality components at a good price.

The Group also recognises that the overall sustainability of its operations depends not just on its own performance in the ESG aspects, but also on that of its suppliers.

Whilst we have some way to go in formulating and implementing a policy in respect of the sustainability of our suppliers, we do conduct formal assessments on many of our existing key suppliers, and also on new suppliers. These assessments do cover some ESG aspects, including the use of child labour.

Going forward, the Group intends to formulate a Group-wide procurement policy, which will include a requirement for suppliers to report on the key relevant ESG aspects.

## LOCAL SUPPLIERS

The Group strives to keep its supply chains short and local. However, many of the components used in the Group's products, notably semi-conductors, are sourced from large multi-national corporations, and so it is not always possible to source locally. Furthermore, the need to remain competitive may lead to the sourcing of components from the most cost-effective suppliers, which may be located offshore. The Group will review the practicality of providing objective supply chain data with respect to locality in its future reports.

## MEMBERSHIP OF ASSOCIATIONS

The Group participates in various professional associations and business federations. A list of these is provided below:

No.	Association
1	Confederation of Aerial Industries
2	Society for Broadband Professionals
3	EEF Manufacturing Organisation
4	Singapore Business Federation
5	MTSFB (Malaysia Technical Std forum Bhd)
6	JOSCAR (Joint Supply Chain Accreditation Register)
7	BSI Assurance UK Ltd
8	Triangle Chamber of Commerce

# SUSTAINABILITY REPORT

## GRI STANDARDS CONTENT INDEX

<b>Statement of use</b>	Global Invacom Group Limited has reported the information cited in this GRI content index for the period starting from 1 January 2022 to 31 December 2022 with reference to the GRI Standards
<b>GRI used</b>	All relevant GRI standards as disclosed below. Full revision on the GRI Content Index would be made for 2023 SR.
<b>Applicable GRI Sector Standard(s)</b>	Please refer to the below table for the GRI Sector Standards

GRI Standards	Disclosures	Page Number(s) and/or URL or Reason for Omission
<b>1. Organisational profile</b>		
102-1	Name of the organisation	AR2022
102-2	Activities, brands, products, and services	1-5, AR2022
102-3	Location of headquarters	Singapore
102-4	Location of operations	11, 104-105, AR2022
102-5	Ownership and legal form	Public Listed Company (Limited by Share Capital)
102-6	Markets served	11, AR2022
102-7	Scale of the organisation	11, AR2022
102-8	Information on employees and other workers	16, 23-25, AR2022
102-9	Supply chain	27, AR2022
102-10	Significant changes to the organisation and its supply chain	27, AR2022
102-11	Precautionary principle or approach	41-50, 128-138, AR2022
102-12	External initiatives	12-27, AR2022
102-13	Membership of associations	27, AR2022
<b>2. Strategy</b>		
102-14	Statement from senior decision-maker	1-5, 12, AR2022
<b>3. Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behaviour	1, AR2022
102-17	Mechanisms for advice and concerns about ethics	12-13, 50-52, AR2022
<b>4. Governance</b>		
102-18	Governance structure	37, AR2022
<b>5. Stakeholder engagement</b>		
102-40	List of stakeholder groups	14-15, AR2022
102-41	Collective bargaining agreements	Not applicable. No collective bargaining agreements.
102-42	Identifying and selecting stakeholders	14-15, AR2022
102-43	Approach to stakeholder engagement	14-15, AR2022
102-44	Key topics and concerns raised	14-15, AR2022

# SUSTAINABILITY REPORT

GRI Standards	Disclosures	Page Number(s) and/or URL or Reason for Omission
102-45	Entities included in the consolidated financial statements	104-105, AR2022
102-46	Defining report content and topic boundaries	12-13, AR2022
102-47	List of material topics	14-15, AR2022
102-48	Restatements of information	No restatement for 2022
102-49	Changes in reporting	Not applicable
102-50	Reporting period	1 January 2022 to 31 December 2022
102-51	Date of most recent report	FY2022
102-52	Disclosure reporting cycle	Annual
102-53	Contact point for questions regarding the report	13, AR2022
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared with reference to GRI Standards
102-55	GRI content index	28-30, AR2022
102-56	External assurance	Not applicable. This is the sixth year of reporting.
103-1	Explanation of material topic and its boundary	13-15, AR2022
103-2	The management approach and its components	13-15, AR2022
103-3	Evaluation of the management approach	13-15, AR2022
<b>Economic Presence</b>		
201-1	Direct economic value generated and distributed	6, AR2022
<b>Market Presence</b>		
202-2	Proportion of senior management hired from local community	23, AR2022
<b>Indirect Economic Impact</b>		
203-1	Infrastructure investments and services supported	26-27, AR2022
<b>Anti-Corruption</b>		
205-2	Communication and training on anti-corruption policies and procedures	13, AR2022
205-3	Incidents and action taken	13, AR2022
<b>Energy</b>		
302-1	Energy consumption within the organisation	16-18, AR2022
302-3	Energy intensity	16-18, AR2022
302-4	Reduction of energy consumption	16-18, AR2022
<b>Water and Effluent</b>		
303-1	Interactions with water as a shared resource	18-19, AR2022
303-3	Water withdrawal	18-19, AR2022
303-5	Water consumption	18-19, AR2022

# SUSTAINABILITY REPORT

GRI Standards	Disclosures	Page Number(s) and/or URL or Reason for Omission
<b>Emissions</b>		
305-1	Direct (Scope 3) GHG emissions	20-23, AR2022
305-2	Indirect (Scope 3) GHG emissions	20-23, AR2022
305-3	Other indirect (Scope 3) GHG emissions	20-23, AR2022
305-4	GHG emissions intensity	16, 20-23, AR2022
<b>Effluents and Waste</b>		
306-1	Water discharge by quality and destination	18-19, AR2022
306-2	Waste by type and disposal method	20, AR2022
<b>Employment</b>		
401-1	New employee hires and employee turnover	25, AR2022
401-3	Parental leave	25, AR2022
<b>Occupational Health and Safety</b>		
403-1	Occupational health and safety management system	26, AR2022
403-2	Hazard identification, risk assessment and incident investigation	26, AR2022
403-3	Occupational health services	26, AR2022
403-4	Work participation, consultation and communication on occupational health and safety	26, AR2022
403-5	Worker training on occupational health and safety	26, AR2022
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	26, AR2022
403-9	Work-related injuries	26, AR2022
<b>Training/Education</b>		
404-1	Average hours of training	16, 24, AR2022
404-2	Employee skills upgrade and transition assistance programmes	24, AR2022
404-3	Performance and career development reviews	24, AR2022
<b>Diversity and Equal Opportunities</b>		
405-1	Diversity	23-24, AR2022
<b>Public Policy</b>		
415-1	Political contributions	13, AR2022
<b>Customer Health and Safety</b>		
416-1	Health and safety impacts assessment of products and services	27, AR2022
416-2	Incidents of non-compliance	27, AR2022
<b>Customer Privacy</b>		
418-1	Customer privacy and losses of customer data	13, AR2022
<b>Socioeconomic Compliance</b>		
419-1	Non-compliance with laws and regulations in the social and economic area	27, AR2022

# SUSTAINABILITY REPORT

## ESG CORE METRIC TABLE DISCLOSURE

ENVIRONMENTAL			
Topic	Metric	Framework Alignment	Pages(s)
<b>Greenhouse Gas Emissions ("GHG")</b>	Absolute emissions by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	GRI 305-1, GRI 305-2, GRI 305-3, TCFD	16, 20-23
	Emission intensities by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	GRI 305-4	16, 20-23
<b>Energy Consumption</b>	Total energy consumption	GRI 302-1	16-18
	Energy consumption intensity	GRI 302-3, TCFD	16
<b>Water Consumption</b>	Total water consumption	GRI 303-5	16, 18-19
	Water consumption intensity	TCFD	16
<b>Waste Generation</b>	Total waste generated	GRI 306-3	16, 20
SOCIAL			
Topic	Metric	Framework Alignment	Pages(s)
<b>Gender Diversity</b>	Current employees by gender	GRI 405-1	16, 23
	New hires and turnover by gender		16, 25
<b>Age-Based Diversity</b>	Current employees by age groups		23, 25
	New hires and turnover by age groups		
<b>Employment</b>	Total turnover	GRI 401-1	25
	Total number of employees	Commonly reported metric by SGX issuers	16
<b>Development &amp; Training</b>	Average training hours per employee	GRI 404-1	24
	Average training hours per employee by gender		16, 24
<b>Occupational Health &amp; Safety</b>	Fatalities	GRI 403-9	26
	High-consequence injuries		26
	Recordable injuries		26
	Recordable work-related ill health cases		26
GOVERNANCE			
Topic	Metric	Framework Alignment	Pages(s)
<b>Board Composition</b>	Board independence	GRI 102-22	39-40
	Women on the board	GRI 102-22, GRI 405-1	23-24
<b>Management Diversity</b>	Women in the management team	GRI 102-22, GRI 405-1	23
<b>Ethical Behaviour</b>	Anti-corruption disclosures	GRI 205-1, GRI 205-2 and GRI 205-3	13
	Anti-corruption training for employees	GRI 205-2	13
<b>Certifications</b>	List of relevant certifications	Commonly reported metric by SGX issuers	26-27
<b>Alignment with Frameworks</b>	Alignment with frameworks and disclosure practices	SGX-ST Listing Rules (Mainboard) 711A and 711B, Practice Note 7.6	12
<b>Assurance</b>	Assurance of sustainability report	SGX-ST Listing Rules (Mainboard) 711A and 711B, Practice Note 7.6	12