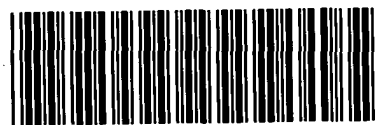


LAIRD LIMITED

**ANNUAL REPORT AND FINANCIAL STATEMENTS
for the year ended
31 December 2024**

Company number: 00055513

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LAIRD LIMITED

Registered No: 00055513

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LAIRD LIMITED

Registered No: 00055513

COMPANY INFORMATION**Directors**

D R Spence
L Oliver

Auditors

BDO
Chartered Accountants and Statutory Audit Firm
Block 3, Miesian Plaza
50-58 Baggot Street Lower
Dublin
Ireland
D02Y754

Registered office

Kings Court
London Road
Stevenage
Hertfordshire
SG1 2 2NG
United Kingdom

LAIRD LIMITED

Registered No: 00055513

STRATEGIC REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024**Principal activities**

The principal activity of Laird Limited (the “Company”), is that of a holding company. It derives its income from its subsidiary undertakings (“subsidiaries”). The principal activity of the operating subsidiaries is the manufacture of electromagnetic interference shielding products. The company has intercompany loans receivable which are financed by intercompany loans payable. The Directors anticipate the Company will continue to operate in this way for the foreseeable future.

Analysis of Key Performance Indicators

Given the nature of the business, the Directors are of the opinion that analysis using KPIs is not necessary for an understanding of the performance and development of the business, except for the matters included in the Strategic Report and Directors’ Report.

Business review

These Financial Statements are prepared for the year 2024 (prior year: 6 months period from 1 July 2023 to 31 December 2023). The profit after taxation for the period was £47.8 (2023: loss of £0.1). The total comprehensive income for the period was £31.9m (2023: £0.5m).

Dividends received by the Company during the period amounted to £47.7m (2023: £8.5m). The company generated interest from intercompany loans of £0.8m (2023: £2m) and it incurred interest on intercompany loans amounting to £nil (2023: £0.4m). The result for the financial period includes exchange gains of £1.2m (2023: exchange losses of £8.7m).

Dividends paid

Total dividend distributed during the year ended in 31 December 2024 amount to £nil (6 months period ended in 31 December 2023 amount to £nil) as shown in the statement of changes in equity.

Principal risks and uncertainties

The principal risks and uncertainties faced by the company are as follows:

- Occurrence of any event which may impair the company’s financial assets.
- Unrest in Ukraine/Russia - the group decision on the suspension of business operations in Russia and Belarus has not adversely impacted in the accounts receivable or the results of the Company. However, the conflict gives rise to increased macroeconomic risks in the future.
- Laws and regulations – the company has training and awareness programmes in place to ensure compliance with all regulations impacting the company.

The risks and uncertainties facing the Company are linked to those of Dupont group. The discussion of the Group’s risks and uncertainties is contained in the annual report of DuPont de Nemours Inc.

LAIRD LIMITED

Registered No: 00055513

STRATEGIC REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024 (Continued)**Section 172(1) statement**

The Board has ultimate responsibility for promoting the success of the Company; Directors must act in the way they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole, and in doing so have regard (amongst other matters) to:

- (a) the likely consequences of any decision in the long term;
- (b) the interests of the Company's employees;
- (c) the need to foster the Company's business relationships with suppliers, customers and others;
- (d) the impact of the Company's operations on the community and the environment;
- (e) the desirability of the Company maintaining a reputation for high standards of business conduct; and
- (f) the need to act fairly as between members of the Company.

The Directors have considered the relevant factors in complying with section 172(1). The Laird group of companies consisted of three businesses that were run autonomously by their respective management boards. Each individual business had full responsibility for their own strategy and financial and operational performance with all key trading and operational functions reporting into each individual management board. They were supported by a lean corporate centre that has responsibility for specialist Group Finance, Treasury, Tax and some corporate legal matters.

The Company seeks to maintain a reputation for high standards of business conduct with all stakeholders. The board of directors of Laird Limited, together with the boards of its parent companies, are satisfied they have acted in the way they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole (having regard to the stakeholders and matters set out in s172(1)(a-f) of the Companies Act, 2006).

The Group is committed to high standards of business ethics as documented in the Global Code of Conduct (the "Code"). The Code provides the framework for the policies, processes and procedures relating to human rights, equal opportunity, anti-slavery, ethics, anti-harassment, anti-bribery and corruption, conflicts of interest and regulatory compliance. The Company applies these standards in its decision-making and in its dealings with all stakeholders. The Directors have undertaken an assessment of the principal risks facing the Company, including those that would threaten its business, future performance, solvency and liquidity, as described in 'Principal risks and uncertainties' on pages 2 and 3.

LAIRD LIMITED

Registered No: 00055513

STRATEGIC REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024 (Continued)**Engagement with employees**

This matter is addressed below. The company ceased to have employees in 2021.

Equal opportunities

Laird Limited is opposed to all forms of unlawful and unfair discrimination, recognising that the provision of equal opportunities in the workplace is good management practice and good business sense. Equal opportunities means that those who work for us can reach their full potential. The Company is committed to equality of opportunity amongst its employees. Recruitment, pay and conditions, training and career development policies are based solely on ability, without regard to gender, race, age, disablement, marital status or religion.

The company also gives every consideration, whenever practical, to the employment of disabled persons and has made, and will continue to make, every effort to retrain and assist any employee who becomes disabled during his or her employment.

Learning and development

Laird Limited are committed to ensuring that all colleagues are provided with the necessary training to enable them to perform their roles safely, to the highest standards and in accordance with relevant Company policy and procedures. We ensure that appropriate documentation and procedures exist to support a regular review of training needs and delivery of appropriate training and development activities. Succession planning ensures that colleague performance and potential can be realised through targeted development activity. Mandatory development is planned to ensure compliance with relevant statutory obligations.

Health and safety

The health and safety of the company's employees and customers is of primary concern. It is therefore the policy of the company to manage its affairs so as to avoid unnecessary and unacceptable risks to the health and safety of its employees and customers. Company policy requires that all operations fully meet or exceed legal and regulatory requirements and staff are continually assessed to maintain the highest standards for the safe operation of facilities and the protection of the environment, the employees and customers, and the people of the community in which the business is conducted. Laird Limited fully recognises and complies with the duties placed upon it under the Health and Safety at Work Act 1974 and all other relevant legislation to ensure a safe and healthy working environment. It also recognises the duty it has not only to staff, but also to customers, visitors and contractors and to any others who may be affected by its activities. The Company uses risk assessment principles to manage Health and Safety risks.

LAIRD LIMITED

Registered No: 00055513

STRATEGIC REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024 (Continued)*Community involvement*

The Company endeavours to be a 'good neighbour' in positively exercising its responsibilities towards the wider community.

Ethical trading

The Company's Code of Ethics and Business Conduct policy is built on its core values and highlights the principles that guide 'how it does business'. The Company's leadership and management team have an obligation to understand and consider this and ensure they both act in a manner that avoids any improper, illegal or unethical actions and also to champion this behaviour within the teams they manage. The Company's code of practice is not limited to the policies and procedures which the company is committed to delivering, but also to ensuring that when its customers buy its products they are buying goods produced without exploitation and in acceptable working conditions and that the Company conducts its business with integrity and respect. Through these relationships, the company aims to provide customer confidence in its products, ensuring they are of a consistent high quality and that everyone in the supply chain is treated with honesty, fairness and respect.

Environmental responsibility

The Company recognises that its operations have a direct and indirect impact on both the wider environment and the environments in which it operates. The Company is committed to working continuously, in collaboration with its stakeholders and employees, to contribute positively to environmental sustainability.

The Company recognises the importance of its environmental responsibility and monitors its impact on the environment and designs and implements policies to reduce any damage that might be caused by the Company's activities. The Company's manufacturing site has its own environmental plan to reduce the impact it may have and reduce the effects of the wider group environment. The Company's aim is to reduce its impact on the environment as much as we can by recycling.

LAIRD LIMITED

Registered No: 00055513

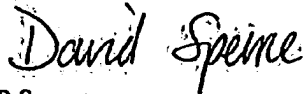
STRATEGIC REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024 (Continued)

Respect for human rights

In 2015 the UK Government published the Modern Slavery Act (MSA) which places a duty on companies to make a public statement on the steps to minimise the possibility that slavery or human trafficking is happening in their own business or in their supply chain. This statement can be found on the Company's website:

<http://www.dupont.co.uk/content/dam/dupont/corporate/home-pages/documents/letter-UK-website-slavery-act.pdf>

Approved by and signed by the board



D R Spence
Director
Kings Court London Road
Stevenage
Hertfordshire
SG1 2 2NG
United Kingdom

10 July 2025

LAIRD LIMITED

Registered No: 00055513

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

Laird Limited is a private company limited by shares, incorporated in the UK under the Companies Act 2006, and registered in England and Wales.

The Directors present their Annual Report and the audited financial statements of the Company for the year ended at 31 December 2024. The prior period financial statements were prepared for the 6 month period ended 31 December 2023.

Engagement with suppliers, customers and others

The Company's engagement with suppliers, customers and others is addressed in the Section 172(1) statement in the Strategic Report.

Directors

The Directors who served the Company during the period and up to date of this report were as follows:

D R Spence
L Oliver

Directors' and officers' liability insurance

Insurance has been taken out by the Company (as permitted by Section 236 of the Companies Act 2006) for its Directors and officers against liabilities in relation to the Company. The insurance is a third party indemnity provision, which was in force throughout the last financial period, and is currently in force. There are no outstanding claims or provisions at balance sheet date.

Financial risk management***Objectives and policies***

In the ordinary course of business, the company is exposed to a variety of financial risks that includes interest rate risk and exchange rate risk. Business management and the global treasury organisation monitor the risks regularly and make every effort to minimise negative influences on the company's financial results.

Interest rate risk

The company is exposed to variable interest rates on intercompany loans receivable and payable.

Exchange rate risk

The wider group has different hedging strategies to cover the company's risk against exchange and currency rate fluctuations in all currencies where we have assets and liabilities involved. This strategy works combining spot and forward foreign exchange deals to hedge the currency exposure from a consolidated level perspective. There is no specific hedging at an individual company level.

The company has intercompany loans receivable and intercompany loans payable which are denominated in currencies other than sterling and these give risk to foreign exchange risk.

LAIRD LIMITED

Registered No: 00055513

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)**Future developments**

The principal activity of the Company is that of a holding company that derives its income from its subsidiaries remains unchanged. The Directors anticipate the Company will continue to operate in this manner for the foreseeable future. However, after the Dupont acquisition in 2021, the company disposed of a significant number of its investment in subsidiaries in 2021, and therefore the scale of the company's operations reduced.

Dividends paid

Dividends paid of £nil were recorded by the Company during the period.

Events since the balance sheet date

Events after the balance sheet date as set out in note 17.

Energy and carbon reporting

Information on energy use and carbon emissions is not disclosed as the Company meets the criteria of the low energy use exemption.

Going concern

The directors have a reasonable expectation that the Company has adequate resources to continue in existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the Annual Report and financial statements. The directors' assessment of the company's going concern position is set out in note 2.

Auditor

The auditors, BDO, Ireland, have indicated their willingness to continue in office.

LAIRD LIMITED

Registered No: 00055513

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024 (continued)**Disclosure of information to the auditor**

In accordance with section 418 of the Companies Act 2006, the Directors confirmed, so far as each is aware, that there is no relevant audit information of which the Company's auditor is unaware, and each Director has taken all steps that he/she ought to have taken as a Director in order to make him/her aware of, and to establish that the auditor is aware of, any relevant audit information.

Approved and authorised by the Board

Daniel Spence

D R Spence
Director
Kings Court London Road
Stevenage
Hertfordshire
SG1 2 2NG
United Kingdom

10 July 2025

LAIRD LIMITED

Registered No: 00055513

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The Directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial period. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 101 "Reduced Disclosure Framework". Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and the profit or loss of the Company for that period.

In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved and authorised by the Board


D R Spence
Director
Kings Court London Road
Stevenage
Hertfordshire
United Kingdom
SG1 2NG

10 July 2025



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E-mail: info@bdo.ie
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Block 3, Milesian Plaza
50-58 Baggot Street Lower
Dublin 2, D02 Y754
Ireland

11

INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF LAIRD LIMITED

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Laird Limited (the 'Company') for the year ended 31 December 2024 which comprise the Income Statement, Statement of Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 101 'Reduced Disclosure Framework'.

In our opinion, the financial statements:

- give a true and fair view of the state of the Company's affairs as at 31 December 2024 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. 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 Company in accordance with the ethical requirements relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions related to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Directors have not disclosed in the financial statements any identified material uncertainties that may cast doubt about the Company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other Offices:

100/104 O'Connell St
Limerick, V94 AT65

Brian McEnery (Managing Partner)
Simon Corbrey
Stewart Dunne
Chris Fogarty
Patrick Glover

Brian Hughes
Nolan Harbours
Dámasúid Hendrick
Liam Haslam
Ken Kilmarin

Stephen McCullion
Aine McEneaney
Teresa Moran
Ursula Moran
Sebastian Pielan

Donal Ryan
Richard Summón
Garth Smyth
Richard Warren-Tongrey

BDO, a partnership established under Irish law, is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms. BDO is authorized by the Institute of Chartered Accountants in Ireland to carry on investment business.

Other information

The Directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, 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 we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic Report and Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatement in the Strategic Report and Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion;

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
 - the financial statements are not in agreement with the accounting records and returns; or
 - certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Respective responsibilities**Responsibilities of Directors**

As explained more fully in the Statement of Directors' Responsibilities, the Directors are responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the Company'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 the Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

BDO

Auditor's responsibilities for the audit of the financial statements

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

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 ISAs (UK) 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.

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at:

<https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatement in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the Company's members, as a body, in accordance with chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Stewart Dunne
For and on behalf of BDO, statutory auditor
Dublin
Date 11 July 2025

BDO

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2024

	<i>Notes</i>	<u>2024</u>	<u>6 months period ended 31 December 2023</u>
		£m	£m
Income			
Dividends received	6	47.7	8.5
Interest received	3	0.8	2.0
		<u>48.5</u>	<u>10.5</u>
Expenses			
Expenses from services provided by Group companies		-	(3.3)
Administration expenses		(1.1)	(0.6)
Interest paid to Group companies	3	-	(0.4)
Other finance expense	3	(0.3)	(0.1)
		<u>(1.4)</u>	<u>(4.4)</u>
Exchange gains/(losses) on intercompany loans	4	1.2	(8.7)
Profit/(loss) before taxation		48.3	(2.6)
Tax credit / (expense) for the period	5	(0.5)	2.5
Profit/(loss) for the financial period		<u>47.8</u>	<u>(0.1)</u>
Other comprehensive income/(expense)			
<i>Items that will not be reclassified to profit or loss</i>			
Unrealized loss on sale of subsidiary		(16.6)	-
Net re-measurement gains/(losses) on retirement benefit obligations	8	0.7	(0.4)
Other comprehensive expense for the financial period		<u>(15.9)</u>	<u>(0.4)</u>
Total comprehensive income/(loss) for the period		<u>31.9</u>	<u>(0.5)</u>

All results are derived from continuing operations.

LAIRD LIMITED

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2024

	Share capital £m	Share premium £m	Profit and loss reserve £m	Other reserves £m	Total £m
At 1 July 2023	-	-	167.2	-	167.2
Loss for the period	-	-	(0.1)	-	(0.1)
Other comprehensive expense:	-	-	(0.4)	-	(0.4)
Total comprehensive expense for the period	-	-	(0.5)	-	(0.5)
At 31 December 2023	-	-	166.7	-	166.7

	Share capital £m	Share premium £m	Profit and loss reserve £m	Other reserves £m	Total £m
At 1 January 2024	-	-	166.7	-	166.7
Profit for the period	-	-	47.8	-	47.8
Other comprehensive expense	-	-	(15.9)	-	(15.9)
Total comprehensive income for the period	-	-	31.9	-	31.9
At 31 December 2024	-	-	198.6	-	198.6

LAIRD LIMITED

Registered No: 00055513

BALANCE SHEET
AS AT 31 DECEMBER 2024

	<i>Notes</i>	<u>31 December</u> <u>2024</u> £m	<u>31 December</u> <u>2023</u> £m
Non-current assets			
Investments in subsidiaries	7	65.6	65.6
Retirement benefit assets	8	2.5	2.1
Debtors: amounts after more than one year	9	0.4	0.1
		<u>68.5</u>	<u>67.8</u>
Current assets			
Cash at bank and in hand		125.9	119.6
Debtors: amounts due within one year	9	9.4	0.6
		<u>135.3</u>	<u>120.2</u>
Current liabilities			
Other creditors	10	-	(0.8)
Net current assets			
		<u>135.3</u>	<u>119.4</u>
Total assets less current liabilities			
		<u>203.8</u>	<u>187.2</u>
Non-current liabilities			
Other creditors	10	-	(14.8)
Retirement benefit liabilities	8	(5.2)	(5.7)
		<u>(5.2)</u>	<u>(20.5)</u>
Net assets			
		<u>198.6</u>	<u>166.7</u>
Capital and reserves			
Called up share capital	11	-	-
Profit and loss reserve		198.6	166.7
Total equity		<u>198.6</u>	<u>166.7</u>

The financial statements of Laird Limited (registered number 00055513) were approved by The Board of Directors and authorised for issue on 10 July 2025.

They were signed on its behalf by:



D R Spence
Director

The notes on pages 17 to 36 form part of these financial statements.

LAIRD LIMITED**NOTES TO THE FINANCIAL STATEMENTS – 31 DECEMBER 2024****1. Authorisation of financial statements and statement of compliance with FRS 101**

Laird Limited (the Company) is a private company limited by shares, incorporated in England and Wales under the Companies Act 2006, and is registered in England and Wales. The address of the Company's registered office is shown on page 1.

The Directors present their Annual Report and the audited financial statements of the Company for the year ended at 31 December 2024. The prior period financial statements were prepared for the 6 month period ended 31 December 2023.

The Company meets the definition of a qualifying entity under FRS 100 'Application of Financial Reporting Requirements' issued by the FRC. Accordingly, these financial statements were prepared in accordance with Financial Reporting Standard 101 Reduced Disclosure Framework (FRS 101) and in accordance with applicable accounting standards. These financial statements have been prepared under the historical cost convention. The principal accounting policies adopted by the Company are set out in note 2.

The directors have adapted the prescribed format of the profit and loss account in a manner appropriate to the nature of the company's business.

The Company financial statements are presented in pounds sterling and all values are rounded to the nearest hundred-thousand pounds unless otherwise indicated.

The Company is exempt, by virtue of section 401 of the Companies Act 2006, from the requirement to prepare consolidated financial statements as it and its subsidiary undertakings are included by full consolidation in the consolidated financial statements of its parent, DuPont de Nemours Inc. (incorporated in the state of Delaware, USA).

2. Accounting policies*Basis of preparation*

The accounting policies which follow set out those policies which apply in preparing the financial statements for the period ended 31 December 2024.

As permitted by FRS 101, the Company has taken advantage of the disclosure exemptions available under that standard in relation to share-based payment, financial instruments, capital management, presentation of comparative information in respect of certain assets, presentation of a cash flow statement, standards not yet effective, impairment of assets and related party transactions.

New standards, amendments and IFRIC interpretations

There are no amendments to accounting standards, or IFRIC interpretations that are effective for period ended 31 December 2024 that have had a material impact on the Company.

LAIRD LIMITED**NOTES TO THE FINANCIAL STATEMENTS – 31 DECEMBER 2024**2. Accounting policies (continued)*Going concern*

The Company's has net current assets of £135.3m (£119.4m the prior period) and net assets of £198.6 (£166.7m the prior period) at the balance sheet date. The company meets its day-to-day working capital requirements through net cash inflow from operations, being interest income and dividend income.

For these reasons, the Directors have a reasonable expectation that the Company has adequate resources to continue in existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the Annual Report and Financial Statements.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the Company's accounting policies, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

- Key sources of estimation uncertainty

For the period ended 31 December 2024, the Directors were not required to make key sources of estimation that might raise a significant risk of causing a material adjustment requiring disclosure. No critical accounting estimates have been identified by the directors.

- Critical accounting judgements

Non-recurring costs are items of income or expense incurred outside the normal course of business and are considered to be material and infrequent in nature. These items are presented separately within the 'non-recurring costs' category in profit or loss. Determining whether an item is part of non-recurring costs requires judgement as to whether it meets the Company's definition as detailed in the relevant accounting policy.

Defined contribution pension obligation

A defined contribution plan is a pension plan under which fixed contributions are paid into a separate entity and has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

For defined contribution plans contributions are paid publicly or privately administered pension insurance plans on a mandatory or contractual basis. The contributions are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as an asset.

LAIRD LIMITED

NOTES TO THE FINANCIAL STATEMENTS- 31 DECEMBER 20242. Accounting policies (continued)**Defined benefit pension obligation**

Typically defined benefit plans define an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation.

The surplus/(deficit) recognised in the statement of financial position in respect of defined benefit pension plans is the present value of the defined benefit obligation at the reporting date minus the fair value of plan assets. The defined benefit obligation is measured using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future payments by reference to market yields at the reporting date on high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related pension liability.

Actuarial gains and losses are charged or credited to other comprehensive income in the period in which they arise.

The amount charged or credited to finance costs is a net interest amount calculated by applying the liability discount rate to the net defined benefit liability or asset. Contributions in respect of the defined contribution pension schemes are charged to the profit and loss account as they become payable in accordance with the rules of the scheme.

No other critical accounting judgements have been made during the period.

Investments in subsidiaries

Investments in subsidiaries are shown at cost less provision for impairment. Profits on disposal of investments are recognised in the Statement of Comprehensive Income. Realised gains are shown in profit or loss for the financial year. Unrealised gains are shown in other comprehensive income.

Impairment of assets

The Company assesses at each reporting date whether there is an indication that an asset may be impaired. If any such indication exists, or when annual impairment testing for an asset is required, the Company 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 to sell and its value in use. This 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.

NOTES TO THE FINANCIAL STATEMENTS- 31 DECEMBER 2024**3. Accounting policies (continued)**

If the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets, the recoverable amount of the cash generating unit to which the asset belongs is determined. Where the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. Impairment losses of continuing operations are recognised in the Statement of Comprehensive Income in those expense categories consistent with the function of the impaired asset. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years.

Dividends

Dividends paid are charged to retained earnings on the earlier of the date of payment or the date on which they become a legal liability of the Company.

Deferred taxation

Deferred tax is recognised in respect of all temporary differences that have originated but which have not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more, or a right to pay less, or to receive more tax subject to the following:

- (a) Deferred tax is not recognised on the revaluation of non-monetary assets such as property unless a binding sale agreement exists at the balance sheet date. Where rollover relief is available on an asset then deferred tax is not recognised.
- (b) Deferred tax is not recognised on unremitted earnings of subsidiaries unless dividends have been accrued as receivable or there is a binding agreement to distribute past earnings at the balance sheet date.
- (c) Deferred tax assets are recognised to the extent that they are regarded as recoverable. Assets are regarded as recoverable when it is regarded as more likely than not there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted.

LAIRD LIMITED

NOTES TO THE FINANCIAL STATEMENTS- 31 DECEMBER 20242. Accounting policies (continued)*Non-recurring costs*

The separate reporting of non-recurring costs helps provide an indication of the Company's underlying business performance. Events which are considered to be material and infrequent in nature and therefore may give rise to the classification of non-recurring costs include transaction acquisition costs, major restructuring of businesses and related asset impairments (including the re-design of our operating model), gains or losses on the reassessment of estimated contingent consideration on acquired businesses, gains or losses on the reassessment of put and call options in respect of non-controlling interests in subsidiaries, the integration of new businesses, and gains or losses on the disposal of businesses.

Foreign currencies

Functional and presentation currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates ('the functional currency'). The financial statements are presented in 'Pounds Sterling' (£), which is also the company's functional currency.

Transactions and balances

Transactions in foreign currencies are translated at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities in foreign currencies are translated at the rates of exchange ruling at the balance sheet date. All differences are taken to the Statement of Comprehensive Income.

Financial instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

a. Financial assets

Financial assets are classified at amortised cost, or fair value through profit and loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Company's business model for managing them.

Debtors, are recognised on the trade date, being the date that the Company commits to purchase or sell the asset and are measured at amortised cost with a loss allowance for expected credit losses.

Debtors are discounted when the time value of money is considered material. Gains and losses are recognised in income when the loans and receivables are derecognised or impaired.

Financial assets at amortised cost are subsequently measured using the effective interest method (EIR) and are subject to impairment.

LAIRD LIMITED**NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 2024****2. Accounting policies (continued)***Financial instruments (continued)***a. Financial assets (continued)**

Financial assets at fair value through profit and loss include financial assets held for trading and financial assets designated upon initial recognition at fair value through profit and loss or financial assets mandatorily required to be measured at fair value.

A financial asset (or, where applicable a part of a financial asset or part of a group of similar financial assets) is derecognised where:

- the Company has transferred its rights to receive cash flows from the asset and either (a) has transferred substantially all the risks and rewards of the asset, or (b) has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset; or
- the rights to receive cash flows from the asset have expired.

Impairment of financial assets

For debtors, which are comprised materially of intra-group loan receivables that are repayable on demand, the Company calculates Expected Credit Losses (ECLs). An assessment is made on the reporting date as to whether the borrower has sufficient resources to repay the loan and an impairment is recognised to the extent that the loan is deemed to be not fully recoverable.

b. Financial liabilities

All financial liabilities are initially recognised at fair value less, in the case of a liability not at fair value through profit and loss, directly attributable transaction costs. Measurement after initial recognition is at amortised cost, with the changes in the carrying amount being taken through profit or loss. Fair value through profit or loss items are held at fair value. Changes in fair value are included in profit or loss.

Retirement benefit obligations

Under IAS 19 the assets and liabilities of defined benefit pension plans are recognised at fair value in the balance sheet and the operating and financing costs of defined benefit pension plans are recognised in the profit and loss as operating costs and interest costs respectively. Variations from expected costs, arising from the experience of the plans or changes in actuarial assumptions are recognised immediately in other comprehensive income.

The cost of providing benefits under the defined benefit plans is determined separately for each plan using the projected unit credit method, which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of defined benefit obligation) and is based on actuarial advice.

LAIRD LIMITED

NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 2024**2. Accounting policies (continued)**

The assets of defined benefit plans are recognised at fair value in the balance sheet and the liabilities are recognised at present value using a high quality corporate bond rate. The Company applies IFRIC 14, which allows the Company to recognise a surplus in schemes where an unconditional right to a refund or benefit available in the form of reduced contribution rates exists. Contributions to defined contribution schemes are recognised in profit or loss in the period in which they become payable.

3. Finance income and expense

	<u>Period ended</u> <u>31 December</u> <u>2024</u> £m	<u>6 months</u> <u>period ended</u> <u>31 December</u> <u>2023</u> £m
Finance income received		
Interest receivable from group undertakings	-	1.7
Defined benefit obligation interest receivable (note 8)	0.1	0.1
Other income	0.7	0.2
Total interest received	<u>0.8</u>	<u>2.0</u>
Finance expense		
Interest payable to group undertakings (note 10)	-	(0.4)
Defined benefit obligation interest payable (note 8)	(0.3)	(0.1)
Total interest paid	<u>(0.3)</u>	<u>(0.5)</u>

4. Profit before taxation

Profit before taxation is stated after charging:

	<u>Period ended</u> <u>31 December</u> <u>2024</u> £m	<u>6 months</u> <u>period ended</u> <u>31 December</u> <u>2023</u> £m
Audit fees payable to the Company's auditor	0.2	0.2
Foreign exchange on intercompany loans (notes 9 and 10)	-	(6.2)
Other exchange gains/(losses)	1.2	(2.5)

No non-audit services were provided by the Company's auditor in the current year (2023: £nil).

LAIRD LIMITED

NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 20245. Tax on profit

	<u>Period ended</u> <u>31</u> <u>December</u> <u>2024</u> <u>£m</u>	<u>6 months</u> <u>period</u> <u>ended 31</u> <u>December</u> <u>2023</u> <u>£m</u>
(a) Analysis of the tax charge of the period		
<i>UK corporation tax</i>		
Current tax	0.2	-
Adjustment from prior periods	(2.6)	(3.4)
Withholding tax	2.9	0.9
	<u>0.5</u>	<u>(2.5)</u>

(b) Factors affecting current tax

The tax assessed for the period is based on the corporation tax rate in the UK.

	<u>Period</u> <u>ended 31</u> <u>December</u> <u>2024</u> <u>£m</u>	<u>6 months</u> <u>period</u> <u>ended 31</u> <u>December</u> <u>2023</u> <u>£m</u>
Profit/(loss) before tax	<u>48.3</u>	<u>(2.6)</u>
Profit before tax multiplied by the UK corporation tax rate of 25% (from April 2023: 25%)	12.1	(0.7)
Effects of:		
Dividend income not subject to tax	(11.9)	(2.1)
Increase in current tax due to different tax base	-	-
Group relief surrendered for nil consideration	-	2.8
Decrease in current tax from adjustment for prior periods	(2.6)	(3.4)
Withholding tax	2.9	0.9
	<u>0.5</u>	<u>(2.5)</u>

(c) Factors that may affect future tax charges

In the Spring Budget 2021, the UK Government announced that from 1 April 2023 the corporation tax rate would increase to 25%. This new law was substantively enacted on 24 May 2021. The company has no deferred tax at year-end.

LAIRD LIMITED

NOTES TO THE FINANCIAL STATEMENTS – 31 DECEMBER 20246. Dividend income

	<u>Period ended</u> <u>31 December</u> <u>2024</u> £m	<u>6 months</u> <u>period ended</u> <u>31 December</u> <u>2023</u> £m
Equity dividends on ordinary shares	47.7	8.5

In September 2024, the company received dividends from Laird Technologies Taiwan, Inc, a subsidiary undertaking, of TWD\$317,684,000 (£8,365,000). This was accounted for as dividend income.

In November 2024, the company received dividends from Laird SRO, a subsidiary undertaking, of CZK\$1,140,000,000 (£39,373,000). This was accounted for as dividend income.

In August 2023, the company received dividends from Laird Technologies Taiwan, Inc, a subsidiary undertaking, of TWD\$345,167,000 (£8,508,000). This was accounted for as dividend income.

7. Investment in subsidiaries

	<u>31 December</u> <u>2024</u> £m	<u>31 December</u> <u>2023</u> £m
Investments in subsidiaries are made up as follows:		
Shares in subsidiaries at cost	65.6	65.6
Less: provisions for impairment	-	-
	<u>65.6</u>	<u>65.6</u>

LAIRD LIMITED**NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 2024****7. Investment in subsidiaries (continued)**

The movement in investment in subsidiaries during the period was:

	<u>31 December</u> <u>2024</u>	<u>31 December</u> <u>2023</u>
As at beginning of period	65.6	65.6
Additions	52.7	-
Reversal of provisions for impairment	-	-
Disposals	<u>(52.7)</u>	<u>-</u>
As at end of period	<u>65.6</u>	<u>65.6</u>

The company's investments of £65.6m at 31 December 2024 are comprised of the investment in Laird Tech Taiwan, Inc. of £12.9m and in DSP Germany GmbH of £52.7m.

The company's investments of £65.6m at 31 December 2023 were comprised of the investment in Laird Tech Taiwan, Inc. of £12.9m and in laird SRO of £52.7m.

In December 2024, Laird Limited contributed Laird SRO to DSP Germany GmbH in exchange for equity of DSP Germany GmbH.

Principal subsidiary undertakings at 31 December 2024 are disclosed in note 21. The closing net book amount relates to the direct subsidiaries set out in this note.

8. Post employment benefit obligations

The Company operates two defined benefit schemes – the Laird Pension Scheme and an unapproved arrangement.

No employees (2023: nil) are active members of these defined benefit schemes and these schemes have approximately 1,150 (2023: 1,150) deferred and current pensioners. The employer contributions made to these schemes during the period was £nil (2023: £nil).

The total assessed value of both schemes' assets at 31 December 2024 at their market value is estimated at £58.7m (at 31 December 2023: £65.3m) and the liabilities estimated at £61.5m (at 31 December 2023: £68.9m).

The Company has adopted IFRIC 14 which, depending on the rules of individual schemes, allows the Company to recognise pension surpluses on the balance sheet where there is an unconditional right to a refund or benefit available in the form of reduced contributions. The resultant aggregate net pension deficit under IAS 19 is £2.7m (before period: £3.6m deficit), disclosed as pension surplus of £2.5m (before period: £2.1m) and pension deficit of £5.2m (before period: £5.7m).

LAIRD LIMITED**NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 2024****8. Post employment benefit obligations (continued)****Key events***GMP Equalisation*

The benefits provided under the Scheme are uncertain to the extent that the impact of Guaranteed Minimum Pensions (“GMP equalisation”) has not yet been fully reflected in Scheme benefits. An allowance of 1% of Scheme liabilities has been included in the liabilities to reflect the expected value of these additional benefits. This assumption is unchanged from December 2023 and we do not have sufficient additional evidence to revise this estimate at 31 December 2024.

GMP equalisation for former Scheme members who elected to transfer-out

In November 2020, at a hearing of the Lloyds Case, the judge ruled that Trustees have a duty to “top-up” historic cash equivalent transfer values (CETVs) in respect of members who have previously left the Scheme. The top-ups could be payable to any member who transferred-out as far back as 17 May 1990. Due to the time constraints of year-end reporting, the absence of data dating back 30 years and the materiality of the likely impact of this judgement, this estimate is therefore necessarily approximate. There is no impact reflected as past service cost at 31 December 2024; an amount of £nil has been reflected as a past service cost to account for this uncertainty at 31 December 2024.

Buy-in

In December 2018, the Trustees of the Laird Pension Scheme purchased an insurance contract with Rothesay Life Plc (“Rothesay Life”) covering c.95% of the Laird Pension Scheme’s liabilities. The Trustees also hold further insurance contracts with various other insurance companies covering an additional 4% of Laird Pension Scheme’s liabilities. For the purpose of reporting under IAS19 (and FRS 101), the insurance contracts are treated as an asset and have been valued as the income stream expected from the insurance contracts measured on the IAS19 basis. The asset value in respect of the insurance contracts is therefore equivalent to the associated liability.

Description of the schemes

The Company supports the Laird Pension Scheme which is a funded arrangement providing defined benefits on a final salary basis.

The Company also operates an unapproved arrangement which provides unfunded defined benefits on a final salary basis to certain members who were previously subject to the HMRC pension schemes’ earnings cap. Both UK arrangements are closed to new entrants.

LAIRD LIMITED

NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 2024**8. Post employment benefit obligations (continued)**

The Laird Pension Scheme operates under trust law and is managed and administered by the Trustee on behalf of the members in accordance with the terms of the Trust Deed and Rules and relevant legislation. The scheme is subject to the scheme-specific funding requirements as outlined in UK legislation.

Effective 31 March 2019, the Trustees triggered the wind-up of the Laird Pension Scheme. Upon completion of wind-up, each scheme member will hold an individual contract with at least one insurance company and the scheme specific funding requirements will no longer apply. The winding up of the Laird Pension Scheme is expected to be completed by 31 December 2025.

Pension liabilities of around £56.3m (at 31 December 2023: £63.2m) in the Laird Pension Scheme are secured by the buy-in. They have also been covered by the purchase of annuities held by the Trustees. These annuities have been held by the Scheme for a number of years. This asset has been valued on the same basis as the accounting liabilities, similarly to the value of the asset attributed to the buy-in. The Laird Pension Scheme's assets are held separately from those of the Company.

The market value of both schemes' assets, the present value of both schemes' liabilities and the net pension liability under IAS 19 at the end of the period were as follows:

	31 December 2024			31 December 2023		
	Scheme in surplus with right to refund £m	Other scheme £m	Total £m	Scheme in surplus with right to refund £m	Other scheme £m	Total £m
Annuities	56.7	-	56.7	63.0	-	63.0
Equities						
- Investment grade corporate bonds	1.8	-	1.8	2.0	-	2.0
Other including cash	0.3	-	0.3	0.3	-	0.3
Total market value of assets	58.8	-	58.8	65.3	-	65.3
Present value of scheme liabilities	(56.3)	(5.2)	(61.5)	(63.2)	(5.7)	(68.9)
Funded status	2.5	(5.2)	(2.7)	2.1	(5.7)	(3.6)
Disallowed assets	-	-	-	-	-	-
Surplus/(deficit) in scheme	2.5	(5.2)	(2.7)	2.1	(5.7)	(3.6)

LAIRD LIMITED**NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 2024****8. Post employment benefit obligations (continued)**

The mortality assumption used at the end of December 2024 and at the end of December 2023 are based on the SAPSall lives tables with a 90% multiplier for Executives and Directors and 110% for all other members, appropriate for each member's year of birth. Allowance is made for improvements in line with CMI (2022) projections with a 1.25% p.a. long term trend from 2002. The expected lifetime of a participant at 31 December 2024 who is age 65 and the expected lifetime of a participant who will be age 65 in 20 years are shown in years below based on these mortality tables:

Age	Other members		Executive and director members	
	Males	Females	Males	Females
65	21.5	23.8	23.0	25.3
65 in 20 years	22.4	24.9	23.9	26.4

For IAS 19 the schemes' liabilities have been calculated under the projected unit method and the main financial assumptions were inflation of 3.25% per annum (prior period: 3.40%) and a discount rate for liabilities of 4.50% per annum (prior period: 5.15%).

Analysis of the defined benefit cost for the period ended 31 December:

	31 December 2024 £m	6 months period ended 31 December 2023 £m
Settlements (net)	-	-
Net interest credit on defined benefit surplus (note 3)	(0.1)	(0.1)
Total credit to profit and loss account before deduction of tax	(0.1)	(0.1)

LAIRD LIMITED

NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 20248. Post employment benefit obligations (continued)

Changes in the present value of defined benefit pension obligations are analysed as follows:

	31 December 2024			6 months period ended 31 December 2023		
	Funded	Unfunded	Total	Funded	Unfunded	Total
	plans	plans	£m	plans	plans	£m
As at beginning of period/year	63.2	5.7	68.9	59.5	5.2	64.7
Interest income	2.8	0.2	3.0	1.5	0.1	1.6
Actuarial gains and losses - financial assumptions	(6.4)	(0.5)	(6.9)	4.0	0.3	4.3
Actuarial gains and losses - experience	1.1	0.1	1.2	-	0.3	0.3
Actuarial gains and losses - demographic assumptions	(0.2)	-	(0.2)	-	-	-
Benefits paid by the fund	(4.2)	-	(4.2)	(1.8)	-	(1.8)
Benefits paid by the Company	-	(0.3)	(0.3)	-	(0.2)	(0.2)
Settlements	-	-	-	-	-	-
As at end of period/year	56.3	5.2	61.5	63.2	5.7	68.9

Changes in the fair value of the plan assets are analysed as follows:

	31 December	6 months period ended
	2024	31 December 2023
As at beginning of period	65.3	61.4
Benefits paid	(4.2)	(1.8)
Interest income	2.8	1.5
Administration costs	-	-
Return on assets excluding interest	(5.2)	4.2
Settlements	-	-
As at end of period	58.7	65.3

Employer contributions of £nil (prior period: £nil) during the period include £nil (prior period: £nil) of additional payments made over and above regular contributions.

LAIRD LIMITED**NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 2024****8. Post employment benefit obligations (continued)**

The movement for the period in the statement of comprehensive income is:

	31 December	6 months period ended 31 December
	2024	2023
	£m	£m
Other actuarial (gains)/losses	(5.9)	4.5
Return on scheme assets (greater)/less than discount rate	5.2	(4.1)
(Gain)/loss included in other comprehensive income	<u>(0.7)</u>	<u>0.4</u>

Expected cash flows

Over the period to 31 December 2024 the Company will meet the cost of Pension Protection Levies, death in service premiums and other administration expenses associated with the Laird Pension Scheme.

The Company estimates that the total value of contributions to the defined benefit schemes will be £Nil (£Nil in the prior period).

The average duration of the liabilities of the Laird Pension Scheme is approximately 12 years (2023: 12 years).

KEY RISKS

The ultimate cost of the schemes to the Company will depend upon actual future events rather than the assumptions made.

Many of the assumptions made are unlikely to be borne out in practice and as such the cost of the schemes may be higher (or lower) than disclosed. In general, the risk to the Company is that the assumptions underlying the disclosures, or the calculation of contribution requirements are not borne out in practice and the cost to the Company is higher than expected.

More specifically, some of the significant risks are detailed below:

- **Asset volatility:** The liabilities are calculated using a discount rate set with reference to corporate bond yields whereas the schemes hold a mixture of investments; if assets underperform the corporate bond yield, this may create a deficit. The investment risk of the scheme is limited due to the nature of the buy-in assets which are an exact match to the insured liabilities.
- **Inflation risk:** The majority of the benefit obligations are linked to inflation, and higher inflation will lead to higher liabilities.
- **Changes in corporate bond yields:** A fall in corporate bond yields will lead to an increase in liabilities. This will be only partially offset by an increase in the value of the corporate bonds held by the schemes.

LAIRD LIMITED

NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 20248. Post employment benefit obligations (continued)**SENSITIVITY ANALYSIS**

The results in these disclosures are inherently volatile, particularly the figures shown on the balance sheet. The table below shows the approximate sensitivity of the balance sheet position to changes in assumptions to illustrate this volatility.

Assumption	Change in assumption	Impact on scheme liabilities
Discount rate	0.5% pa decrease	£3.8m
Pension/deferred increase	0.5% pa increase	£3.3m
Assumed life expectancy at age 65	1 year increase	£1.7m

METHODS AND ASSUMPTIONS USED IN SENSITIVITY ANALYSIS

The sensitivity analysis shown above has been calculated based on approximate adjustments to the scheme liabilities using a consistent methodology with that used to calculate the liabilities. The impact on the liabilities has been rounded to the nearest £0.5m.

The sensitivity analysis to price inflation includes the impact of a change in both Retail Price Inflation and Consumer Price Inflation, as well as those assumptions which are derived relative to these measures (salary increase, revaluation of deferred pensions and increases to pensions in payment). For this purpose it has been assumed that the differences between RPI/CPI and these related assumptions remains the same unless there are any caps or floors on the pension increases, in which case these have been applied.

9. Debtors

	<u>31 December</u> <u>2024</u> £m	<u>31 December</u> <u>2023</u> £m
Amounts due within one year		
Amounts owed by group undertakings	9.4	0.6
	<u>31 December</u> <u>2024</u> £m	<u>31 December</u> <u>2023</u> £m
Amounts due after more than one year		
Amounts owed by group undertakings	0.4	0.1

Amounts due within one year

Amounts owed by group undertakings within one year are related to intercompany balances in respect of tax balances.

LAIRD LIMITED

NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 202410. Creditors

	<u>31 December</u> <u>2024</u> £m	<u>31 December</u> <u>2023</u> £m
Amounts falling due within one year		
Amounts owed to group undertakings	-	-
Income tax liability	-	0.8
	<u>-</u>	<u>0.8</u>
Amounts falling due after more than one year		
Amounts owed to group undertakings	-	14.8

Amounts falling due after more than one year

At 30 June 2023, amounts owed to group undertakings undertaking included £14.8 due to Du Pont (U.K.) Limited in respect of tax balances.

11. Issued share capital, share premium and reserves*Share capital*

	<u>31 December 2024</u>		<u>31 December 2023</u>	
	Shares of £0.000001 each	£m	Shares of £0.000001 each	£m
Ordinary shares				
At beginning of period/ year	4,635,533,956	-	4,635,533,956	-
At end of period/year	<u>4,635,533,956</u>	<u>-</u>	<u>4,635,533,956</u>	<u>-</u>

12. Employees & Directors' remuneration

The average monthly number of employees (including Executive Directors) was Nil (prior period: nil). The total number of Company employees at 31 December 2024 was Nil (2023: Nil).

The directors' remuneration is paid by a fellow group undertaking, Du Pont (U.K.) Limited. The directors' services to this company and to a number of fellow subsidiaries are of a non-executive nature and remuneration is deemed to be wholly attributable to their services to a fellow group undertaking, as it is not considered possible to make an accurate apportionment of remuneration in respect of each subsidiary. Accordingly, the details above include no remuneration details in respect of the Directors. Total remuneration is included in the aggregate of directors' remuneration disclosed in the financial statements of Du Pont (U.K.) Limited.

LAIRD LIMITED**NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 2024****13. Deferred taxation**

Deferred tax liabilities recognised on other temporary differences of £nil (prior period: £nil).

14. Immediate and ultimate parent undertaking

The Company previously operated as an intermediate holding company within the AI Ladder (Luxembourg) Subco S.à.r.l. (incorporated in Luxembourg) group, part of Advent International Corporation (incorporated in the United States), a private equity group.

On 7 March 2021, a definitive agreement was signed between Advent International and DuPont de Nemours Inc, incorporated in the United States, to acquire the Laird Performance Materials business. The transaction was closed on 1 July 2021. This transaction impacted the company's ultimate parent undertaking. After 1 July 2021 the ultimate parent is DuPont de Nemours Inc.

On 1 July 2021, the immediate parent undertaking changed. Following the acquisition of the company by Dupont, the new shareholder (immediate parent undertaking) was SP Holding DPS, Inc, a company incorporated in the United States of America. On 3 November 2021, there was a further change in the company's immediate parent undertaking. SP Holding DPS, Inc. contributed Laird Limited to a new entity, Performance Solutions Holding, Inc. and finally, on 1 December 2021, Performance Solutions Holding, Inc sells the Company to Dupont de Nemours Deutschland GmbH, a company incorporated in Germany. The immediate parent undertaking at the end of the year is Dupont de Nemours Deutschland GmbH.

There were no changes to the company's immediate and ultimate parent undertakings in the financial period ending 31 December 2024. DuPont de Nemours Inc financial statements are the smallest and largest group financial statements into which the company is consolidated for 2024 period end and 2023 year-end. These financial statements are available upon request from 974 Centre Road, Wilmington, Delaware 19805, USA.

15. Related party transactions

Directors' remuneration is set out in note 12.

The Company has utilised the exemption provided under paragraph 8(k) of FRS 101, Related Party Transactions, and not disclosed transactions with related parties that are part of the DuPont group.

In the prior period, the Company utilised the exemption provided under paragraph 8(k) of FRS 101, Related Party Transactions, and not disclosed transactions with related parties that are part of the AI Ladder (Luxembourg) Subco S.à.r.l. group.

LAIRD LIMITED**NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 2024****16. Contingencies and capital commitments**

At 31 December 2024, the Company had no contingent liabilities in respect of guarantees relating to the performance of contracts of subsidiary undertakings.

The Company had no commitments for capital expenditure at 31 December 2024 (at 31 December 2023: £Nil).

17. Subsequent events

In May 2024, DuPont announced a plan to separate into three distinct, publicly traded companies. Under the plan, DuPont would execute the proposed separations of its Electronics and Water businesses in a tax-free manner to its shareholders with New DuPont continuing as a premier diversified industrial company following completion of the separations.

On January 15, 2025, DuPont announced it is targeting November 1, 2025, for the completion of the intended separation of the Electronics business. DuPont also announced that it would retain the Water business.

At separation, each of the companies will have strong balance sheets, attractive financial profiles and compelling growth opportunities.

- New DuPont will be a premier diversified industrial company powered by deep materials science and application engineering expertise, industry-leading innovation, top-tier manufacturing capabilities, and iconic brands such as Tyvek®, Kevlar® and Nomex®. New DuPont will have a strong presence in fast-growing healthcare end-markets including applications for biopharma consumables, medical devices, and medical packaging.

- Electronics will be a leading global provider of differentiated electronics materials including key consumables used in semiconductor chip manufacturing, as well as advanced electronic materials enabling reliable signal integrity, power management and thermal management. The company will be well positioned to capture growth in the semiconductor industry, driven by high-performance computing demands from AI, high speed connectivity, smart and autonomous vehicles and the Internet of Things, among other mega-trend growth drivers.

Electronics will be comprised of the existing Semiconductor Technologies and Interconnect Solutions lines of business, as well as the electronics-related product lines from Industrial Solutions.

This entity will belong entirely to the new created electronics group.

LAIRD LIMITED**NOTES TO THE FINANCIAL STATEMENTS - 31 DECEMBER 2024****18. Related undertakings**

The following were the related undertakings at 31 December 2024. All related undertakings are wholly owned. They are held by directly by the parent company. Unless stated otherwise, all the related undertakings operate principally in the country of incorporation or registration and the share class of each undertaking comprises ordinary shares only.

The following companies were wholly owned subsidiaries of the company at the end of the year:

Company	Registered Office Address	Nature of business
DSP Germany GmbH	Neu-Isenburg Hugentottenallee 175 Postal Code: 63263 Federal Republic of Germany	Performance Materials
Laird Technologies Taiwan, Inc.	No. 22, Wucyuan 6th Rd., Wugu Dist. New Taipei City TAIWAN	Performance Materials