



鼎益豐控股集團國際有限公司

DING YI FENG HOLDINGS GROUP INTERNATIONAL LIMITED

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 00612

2024

ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE  
REPORT



Index ▲ 1.56

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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 1. ABOUT THE REPORT

Ding Yi Feng Holdings Group International Limited and its subsidiaries (together, the “Group” or “we”) are pleased to present our Environmental, Social and Governance (“ESG”) Report (“ESG Report”) for the year ended December 31, 2024 (“Reporting Period”) which discusses the Group’s long-term commitment to economic, social and environmental sustainability at all levels. The ESG report is published in the Group’s annual report and on the HKEX’s and the Group’s website.

### 1.1 Scope and Reporting Boundary

The scope of the ESG Report covers the environmental and social performances of the Group’s principal business. The Group is principally engaged in investing in listed and unlisted securities which are mainly operating in Hong Kong or the People’s of Republic of China (“PRC”). The “Reporting Period” or “FY2024” is spanning over the period from January 1 to December 31, 2024.

While we seek to establish a consistent boundary for reporting ESG aspects across the Group’s structure, the reporting boundary of the ESG Report is hence established based on the criteria that all operations and entities reported are substantially owned by the Group and are under our management. As a result, we do not report entities which are outside of the Group’s structure, where we do not own the assets and do not directly engage or employ the workforce, and where we do not operate the asset under a contractual obligation. In addition, we do not report entities which were sold or acquired during the Reporting Period.

Part of the content may look back upon the performance of the Group in past years with a view to presenting the report in a more informative and comparable manner. The reporting boundary includes the operating entities in Hong Kong.

### 1.2 Reporting Guidelines

The Group is in compliance with the mandatory disclosure requirements and “comply or explain” provisions set forth in Appendix 27 Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) to the Rules Governing the Listing of Securities on HKEX (“Listing Rules”). In addition, we also made reference to key reporting frameworks such as the Sustainability Accounting Standards Board (“SASB”) and publications made by global ESG ratings agencies such as Sustainalytics, MSCI and ISS during the reporting process to ensure our actions aligned with accepted standards.

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## 1.3 Reporting Principles

The reporting principles of this ESG Report are governed by “materiality”, “quantitative”, “balance”, “consistency” and “completeness”.

Reporting Principles	Definition	The Group’s Response
<b>Materiality</b>	The threshold at which ESG issues determined by the board are sufficiently important to investors and other stakeholders that they should be reported.	Through continuous engagement with stakeholders and materiality assessment, the Group focuses on the disclosure of ESG issues that are crucial to investors and other stakeholders.
<b>Quantitative</b>	Key performance indicators (hereinafter referred to as “KPIs”) in respect of historical data need to be measurable. The issuer should set targets to reduce a particular impact. In this way the effectiveness of ESG policies and management systems can be evaluated and validated. Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate.	The Group discloses quantitative information in the Report whenever possible and provides textual explanations to allow stakeholders to clearly understand the ESG performance of the Group.
<b>Balance</b>	The ESG report should provide an unbiased picture of the issuer’s performance. The report should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.	The Group fully discloses its ESG performance and avoids expressions that may inappropriately influence decisions or judgment made by reader.
<b>Consistency</b>	The issuer should use consistent methodologies to allow for meaningful comparisons of ESG data over time.	The Group ensures that the reporting scope and methodologies are largely consistent every year to ensure reasonable comparison and analysis.
<b>Completeness</b>	The ESG report should cover substantive issues and their boundaries that are adequate to reflect material economic, environmental and social impacts and enable stakeholders to assess the performance of the reporting institution during the Reporting Period.	The ESG report covers all material areas whenever possible with targeted responses made to relevant issues.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 1.4 Reporting Framework

With reference to the ESG Reporting Guide and the Group's business operation, the presentation of our ESG Report divides the relevant aspects and KPI, which are considered to be relevant and material to the Group, into four subject areas: Protecting Our Earth, Our People, Operating Responsibly and Engagement with Our Community.

A complete index in compliance with the ESG Reporting Guide is also available at the end of this report for reference. Except for provisions that the Group considers are inapplicable to its operations, for which explanations have been given on the rightmost column in the said index, this report is compliant with all the "comply or explain" provisions set out in the ESG Reporting Guide.

## 1.5 Data Collection

Data in this report are extracted from the Group's internal management system and statistics, and part of the data collected in previous years. Unless otherwise stated, HKD is used in this report as its functional currency.

## 1.6 Report Availability

This report is also accessible in electronic version from <http://www.dyf.com.hk>.

## 1.7 Contact

We welcome all sorts of comments and suggestions from our stakeholders with respect to this ESG Report or our sustainability performance. Comments or views can be sent to [info@dyf.com.hk](mailto:info@dyf.com.hk).

## 2. OUR APPROACH TO ESG

### 2.1 Our ESG Board Statement

The Group perceives ESG management not as a cost but as a crucial component in ensuring the long-term success of any business, including our own. In recent years, we have implemented initiatives to enhance our proactive management of ESG performance. We have also improved our approach to integrating ESG into investment processes, formalized and advanced our efforts to combat climate change, create sustainable value, and expand our ESG capabilities within the network. To advance our overarching goal of generating sustainable value through a consistent approach to value creation and to aid in considering pertinent risk factors, we are committed to integrating ESG into all our investment strategies. Our ESG Board Statement focuses on the area summarized as below:

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## Fighting Climate Change

Reduce GHG emission is a key element of climate risk management  
Formulate and optimize our climate strategy continuously  
Create long-term value for the Group and its stakeholders



## Innovation-Driven Operation

Upgrade innovation and technology to improve innovation management  
Response to the market demand for green and low carbon products and services



## Governance Framework

Recognize the importance of maintaining a high level of integrity and strong ethics in the conduct our business  
The formation of our ESG committee comprising the Board-level committee members represents the Board's further determination and action to strengthen our ESG management in the long run



## Support the Community

Inject positive energy into social development by taking a range of measure to support community building  
Create a warm and friendly atmosphere with the community



## Health and Well-Being

Maintain a robust business performance and growth together with our employees, with an objective to uphold an open, fair, just and reasonable human resource policy  
Being committed to a holistic approach to health and wellness, through a healthy, comfortable and safe workplace for our employees and other relevant parties  
Improve our work safety management system



## Diversity, Equity and Inclusion

Value diversity of experiences and backgrounds, and actively seeks to promote from within  
Formulate a board diversity policy and strictly implement all requirements of the policy in our business operation

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2.2 ESG Strategy and Management

### **ESG Management Guidelines and Strategy**

Rooted in its business strategy and the characteristics of our industry, ESG governance is embedded in our daily operation and management. The Group draws on domestic and international policies and ESG standards to identify, evaluate, and analyze material ESG issues. Currently, ESG matters are managed by ESG working group and ESG team where each division report back to the Board the ESG progress and performance annually, where dedicated personnel gather quantitative and qualitative information for the preparation of the ESG report with the help of a third-party consultant. Furthermore, we collect input from stakeholders every year and use the results to rank the issues by materiality. We then identify issues to be disclosed in the report and submit them for board review and validation. Through this practice, the Board and management receive updates and provide feedback on the Group's ESG risks and opportunities, performance, and progress towards any target set.

### **ESG Targets, Indicators, and Review Progress**

As a responsible company, our commitment encompasses addressing the complete spectrum of risks stemming from climate change and sustainability. We have committed to attaining carbon neutrality before 2050, aligning with Hong Kong's Climate Action Plan 2050.

The Group has implemented a quantitative ESG performance management framework and consistently assesses risks and opportunities in the short and long term. By comparing our performance against global standards and industry benchmarks, we can effectively identify and prioritize climate-related risks and opportunities.



With a commitment to address climate-related risks while ensuring business continuity, we have incorporated comprehensive measures into our business plan.

We minimize the environmental impacts from our operations and maximize our resource efficiency and improve productivity. We are improving efficiency and reducing carbon emissions throughout our operations for the better sustainable operation development.

The Group continues to implement a variety of social practices to safeguard shareholders' rights and interests. We continued to align efforts with strategic priorities, including the following issues:



- Developing a healthy and green community;
- Supporting overall health and well-being;
- Fostering talent growth and development;
- Advancing a culture of diversity, equity and inclusion; and
- Investing in ongoing growth and development.

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We incorporate climate and sustainability considerations in developing our regulatory initiatives and our Group's activities. It is structured around the TCFD Recommendations.

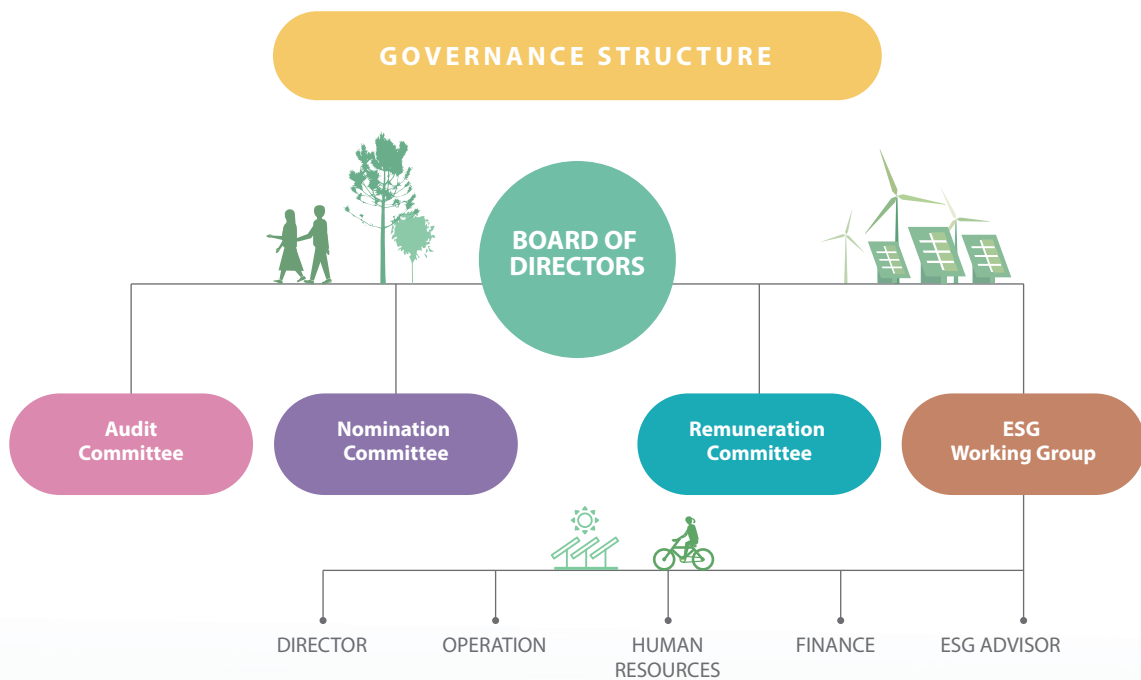
As a growing concern accompanying the continual growth of sustainable finance, greenwashing may weaken investors' confidence in an orderly and effective green and sustainable finance market, dilute sustainability efforts and pose investor protection risks. Gatekeeping against greenwashing is our top priority. We closely monitor the latest market and regulatory developments and implementation of existing measures.

## 2.3 ESG Governance Structure

To address the issues of ESG management, the Group has set up the ESG working group since 2020 in addition to the existing audit, remuneration and nomination committees with full responsibility for the supervision, coordination, and evaluation of risks and opportunities regarding ESG within the Group.

The ESG working group is delegated to review and monitor the Group's ESG policies and performance regularly, identify risks and opportunities of ESG aspects, ensure the Group's compliance with the relevant legal and regulatory requirements, monitor and respond to emerging ESG issues, formulate climate strategies and supervise the management of climate-related issues and make recommendations to the Board to improve the Group's ESG performance.

During the Reporting Period, the ESG working group organized meetings to review the Group's ESG policy including, carbon footprint reduction, professional development for employees and engagement with the community, and implements ESG-related board resolutions.



Governance structure of the Group



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2.4 Stakeholder Engagement



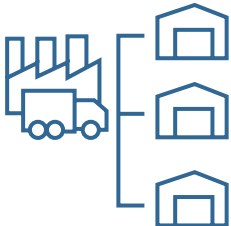

Stakeholder engagement is nowadays widely regarded as a key component to listen and respond to their requests and suggestions, consolidate close relationships and cooperation with them, and constantly promote sustainable development with win-win results. With great importance attached to the expectations and demands of our stakeholders, the Group carried out a stakeholder engagement exercise during the Reporting Period by establishing multiple engagement channels to ensure that stakeholders are well-informed about the Group's ESG performance.

Our key stakeholders are our clients, employees, suppliers, contractors, and professionals engaged in our diverse business segments. We closely communicate with these stakeholders through various channels to understand their concerns and to determine how best to implement our ESG commitments into our policies and processes. We believe that our stakeholders play a crucial role in sustaining our business success and positive impacts on the community and the environment. Explore ESG insights and actions through the stakeholder engagement to help the Group make fundamental changes to its DNA – so that what we align with what we are.

The Group has developed an approach which identifies the broad topics that the stakeholder groups are concerned with, and used a materiality matrix to assess the material topics identified by our stakeholders during the engagement process. A topic is classified as material when it substantially affects our long-term commercial or operational viability, with material impacts on economic, environmental or social topics. A summary of the stakeholder groups, topics concerned, and communication channels are listed in the following table.

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**Table 2-1: Stakeholders and Communication Channels**

Stakeholders	Topics Concerned	Communication Channels
 <p><b>Employees</b></p>	<ul style="list-style-type: none"> <li>• An equal and inclusive working environment</li> <li>• Employees' health safety, working conditions and welfare</li> <li>• Career development and training</li> </ul>	<ul style="list-style-type: none"> <li>• Regular management meeting with staff representatives</li> <li>• Training sessions</li> <li>• Occupational health and safety training</li> </ul>
 <p><b>Shareholders</b></p>	<ul style="list-style-type: none"> <li>• Corporate governance and risk management</li> <li>• Business and financial performance</li> <li>• Operation in compliance with applicable law and regulation</li> <li>• Efficient corporate governance</li> <li>• Timely and truthful information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>• Annual and interim reports</li> <li>• Regular meetings and correspondence</li> <li>• ESG report</li> </ul>
 <p><b>Suppliers</b></p>	<ul style="list-style-type: none"> <li>• Quality of products or services</li> <li>• Sustainability in business model</li> <li>• Operation in compliance with applicable law and regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Regular review meeting</li> </ul>
 <p><b>Community</b></p>	<ul style="list-style-type: none"> <li>• Local environment protection</li> <li>• Local community activities involvement</li> <li>• Operation in compliance with applicable law and regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in local community activities and volunteering work</li> </ul>

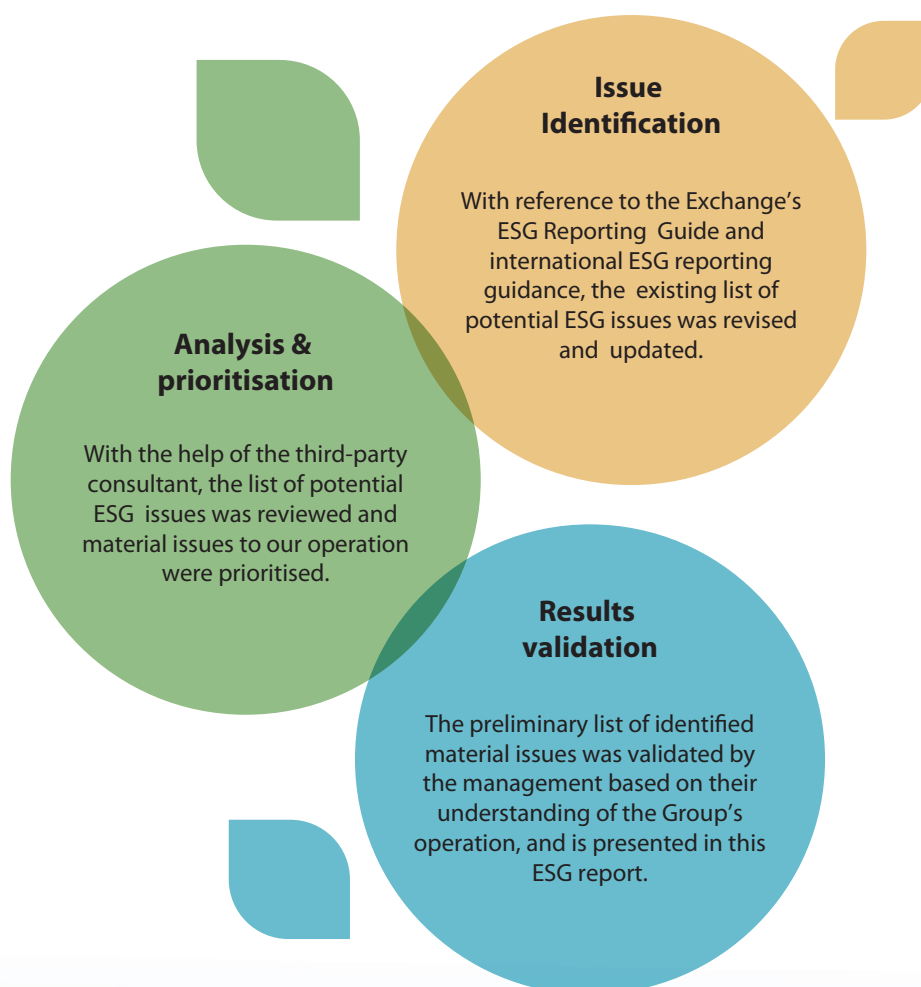
# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 2.5 Materiality Assessment

The purpose of a materiality assessment is to identify material ESG topics for the establishment of sustainable targets and strategic plans. To facilitate an independent evaluation, we have engaged with a third-party professional to assist with conducting the assessment and quantifying the significance of each material issue to our business and stakeholders. The materiality assessment is comprised of three phases:

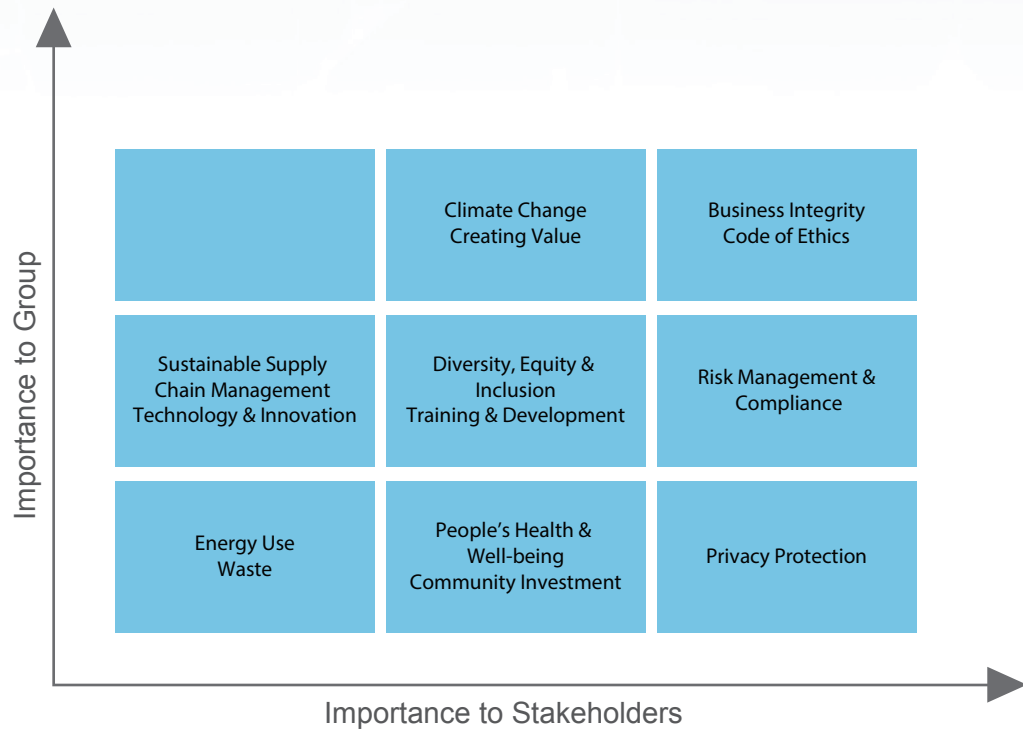
1. Identify a list of potential material topics that are relevant to the Group's ESG performance.
2. Conduct a questionnaire survey to examine stakeholders' expectations and the extent of influence of material issues towards stakeholders and the Group's business.
3. Screen out the most representative material topics from the valid questionnaires retrieved.

Our materiality assessment involves the following procedures.



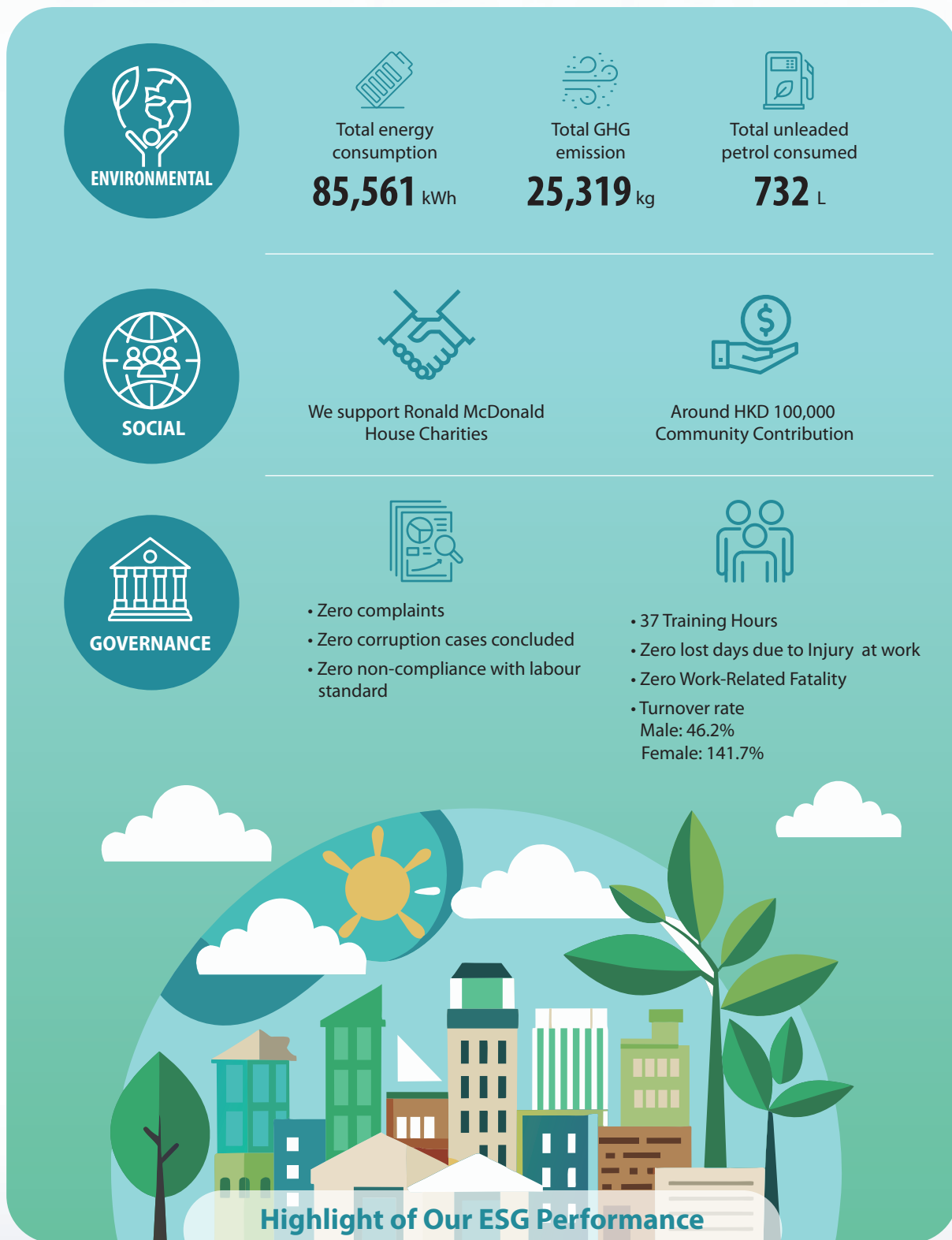
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The following matrix reflects the high-level outcome of our materiality assessment, which enables us to determine the ESG topics considered most important and impactful to the Group and its stakeholders.



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## 2.6 ESG Performance



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## 3. PROTECTING OUR EARTH

### 3.1 Managing Climate-related Risks and Opportunities

This year, we continue to structure our sustainability section around the Task Force on Climate-Related Financial Disclosures (TCFD) Recommendations. The table below summarizes our policies and operational efforts to advance our sustainability agenda and promote the incorporation of climate and sustainability considerations across our business sector.



#### Governance

##### Board and senior management's role

The Group has set up an ESG working group to shoulder the ESG responsibilities, including formulating a climate-related work plan, reviewing climate risk-related policies and disclosure documents, and identifying climate-related risks and opportunities that have a significant impact on the Group's development, and take appropriate coping measures.



#### Strategy

##### The risks and opportunities we identified and their impact on our policies initiatives and operational activities.

Climate change poses physical and transition risks to both the real economy and the financial system, and escalates the risk of greenwashing. The Group has identified major climate-related risks and opportunities based on the developments of the industry and takes strategies and measures to prevent and respond to the transformation and entity risks brought by climate change.



#### Risk Management

##### Our processes on identifying, assessing and managing risks

The Group embeds ESG factors into the risk management process and integrates climate and environmental considerations across all stages of business management including approval, due diligence, investment decision-making, credit extension, and concentration management.



#### Metrics and Targets

##### Our emissions, metrics for assessing risks, and targets

The Group discloses the performance of its sustainable business and operation, discloses and analyzes relevant indicators such as water resources, energy, and GHG emissions in the annual ESG Report. We are closely monitoring our Scope 1, 2, and 3 emissions, and decarbonization initiatives are disclosed to the public.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 3.2 Mitigation of Climate Change

The Group is committed to net zero emissions by 2050, underlining its ambition to reduce its environmental impact and mitigate its exposure to transition risks. Adopting a climate-first approach climate change presents risks related to its physical impact and the transition to a lower-carbon economy, climate-related risks affect the operations of not only the Group we manage but also the real economy and the financial system.

Climate risks are typically classified into two major categories faced by the Group include physical risks and transition risks.

- Physical risks related to physical impacts of climate change, which can be driven by events such as floods and typhoons (acute risks) or long-term shifts in climate patterns such as sustained high temperatures and sea level rise (chronic risks).
- Transition risks related to the transition to a lower-carbon economy, which may entail policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

**Table 3-1: Climate-Related Risks and Opportunities**

<b>Climate Risk Type</b>	<b>Climate Drivers</b>	<b>Risk Details</b>	<b>Main affected Time Horizon</b>
<i>Physical Risks</i>	Acute	More frequent and severe climate events such as flooding, drought, etc, that could affect financed assets and the value of the collaterals Alternations in weather patterns and stability of local ecosystems affecting food production and living environment	Short – Medium – Long Term
	Chronic	Rising temperatures affecting working conditions, living conditions and local infrastructure Rising sea levels affecting local ecosystems, increasing subsidence and flood risks	Long Term
<i>Transition Risks</i>	Market	Change in consumer behaviours including a deliberate move to more sustainable products	Short – Medium Term
	Policy Making	More demanding policy environment affecting our business operations Increased GHG emissions pricing to foster movement to renewable sources	Short – Medium – Long Term
	Technology and Data	Investment in technology to reduce emissions or improve energy efficiency ratings	Medium term
	Regulatory Pressure	New disclosure requirement which increases the risk of misrepresentation Increased regulatory requirements may lead to potential increase of non-compliance	Short – Medium Term
	Reputational	As public awareness about climate change and green and low-carbon development continues to grow, failure to meet stakeholder expectations may put the Company to reputational risk Reputational impact from potential misalignment of emissions reduction	



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**Table 3-2: Impact of Climate-Related Risks and Opportunities**

	<b>Common Climate-Related Risks</b>	<b>Adverse Impacts/Benefit</b>	<b>Our Response and Actions</b>
<b>Risks</b>			
Physical Risks	Acute Physical Risks	Increased operating and maintenance costs Loss of revenue	Monitoring and strengthening environmental risk prevention Implementing natural disasters emergency plan
	Chronic Physical Risks	Increased chance of extreme weather-related injuries which affect employees' health and safety	Conducting preventive measures and flexible working arrangement The Group is committed to net zero emissions and increase of resource efficiency
Transition Risks	Market risks	Failure to align with low-carbon and green operation may lead to market setbacks Unsuccessful investment in new technologies	Adaptation – keeping up with the global policies and progress in climate action.
	Technology & Data risks	Cost of transition to lower emissions technology	The Group can promote cross-sectoral dialogue on climate-related risks and opportunities, by analyzing the alignment between the market and policies on net-zero emission, carbon peak, green finance, etc.
	Reputational risks	Uncertain market signals	
		Shifts in consumer preference	
		Failure to meet stakeholder expectations	

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## 3.3 Corporate Environment Policy

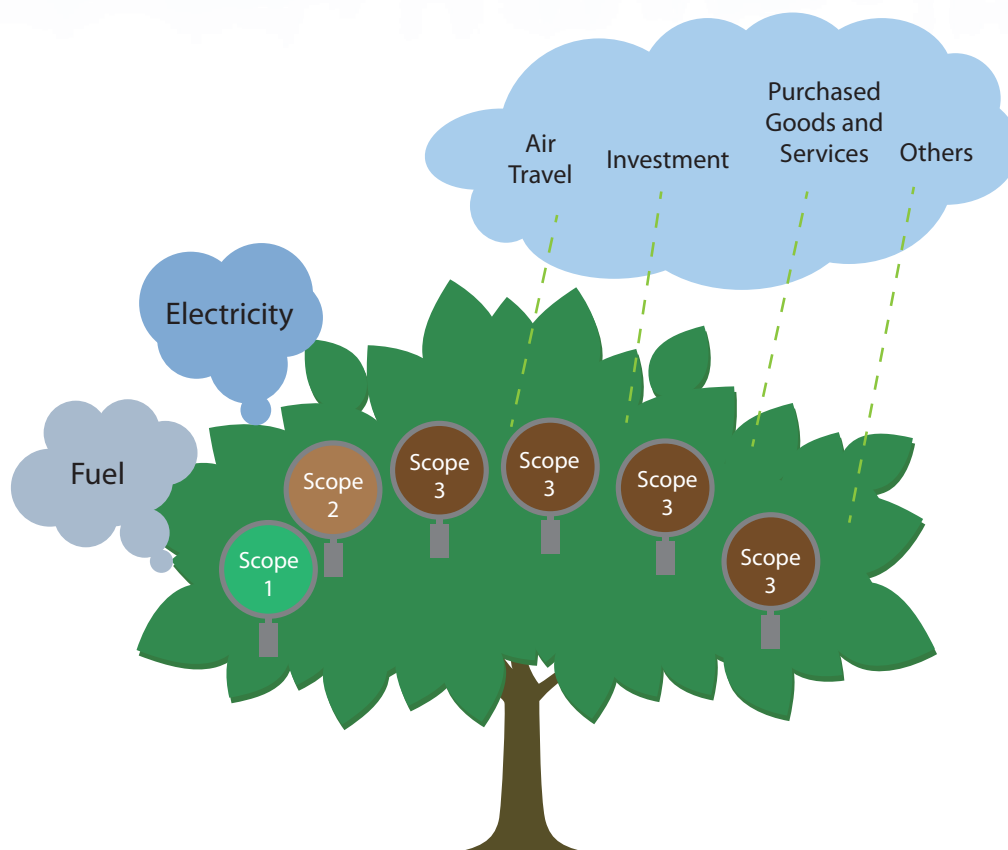
The Group believes that reducing our own GHG emissions footprint and engaging with the daily operation to do the same is not only the right thing to do for society and the planet, but that it also creates long-term value for the Groups and its stakeholders. In particular, reducing emissions can help build resilience to climate-related risks and reduce costs through energy efficiency, effective energy procurement and managing the impact of future carbon taxes.

The Group formulated relevant rules and regulations for a sound and effective management of energy consumption, GHG emission, as well as discharge of waste and sewage and other pollutants, highlighted as below.

- To assess, monitor and manage environmental risks and opportunities associated with our business;
- To comply with applicable environmental protection laws and regulations;
- To integrate environmental considerations in the operations;
- To define appropriate objectives and targets on a regular basis for our ESG management approach;
- To continuously improve the ESG management system to set and maintain rigorous standards;
- To address full range of emission footprint covering Scope 1 (direct emissions), Scope 2 (indirect emissions), and Scope 3 (value chain and investments);
- To prevent pollution and to protect the environment by conserving natural resources and minimizing waste;
- To promote environmental awareness and low carbon lifestyle among the workforce with regular communication; and
- To communicate our environmental performance to stakeholders and seek their involvement wherever applicable.

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During the Reporting Period, the Group complied with environmental protection laws and regulations in relation to air and GHG emissions, discharge into water and land, and generation of hazardous and non-hazardous waste. The Group did not violate any environmental protection laws or regulations of the region where we operate, nor was it subject to significant fines, non-monetary penalties and litigation relating to environmental protection.



### 3.4 Optimizing Energy Saving and Resources Consumption

The main contributors to the Group's carbon footprint are (1) indirect GHG emission generated from electricity consumption, (2) direct GHG emission generated from office administration inevitably involve consumption of fossil fuel directly or indirectly, (3) indirect GHG emission generated from paper consumption in business operation, which releases Nitrogen Oxides (NO<sub>x</sub>), Sulphur Oxides (SO<sub>x</sub>), and Carbon Dioxide (CO<sub>2</sub>) into the air. The Group is highly aware that such GHG emission is one of the major sources of global warming. As such, the Group advocates green office and actively explores energy-saving measures to reduce energy and material consumption in the workplace. We promote a culture of energy conservation through regular publicities. The sustainable measures adopted by the Group includes:

#### **Reduce Energy Consumption**

- Prioritize regular maintenance of not only cover our office premises, but also encompasses our communications, computer services, electrical and audio-visual equipment, as well as our air conditioning systems, alert systems, conducting regular inspections of the glass facade, and implementing smart monitoring systems;

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

- Aspire to decouple our carbon footprint from our business growth; and
- Improve education and awareness-raising on emission control and climate issues among employees.

## **Reduce Paper Consumption**

The business operation of the Group consumes certain amount of paper and the Group has adopted a series of initiatives to reduce paper consumption and advocated paperless office mode.

- Paperless office by developing our own internal administration system to reduce the use of paper in all level of our management;
- Selection of working partners which provide paperless operating procedures whenever feasible;
- Encourage use of electronic means of communication to manage daily process; and
- Use duplex printing and reuse single-side printed papers.

## **Reduce Air Travel**

The Group encourages its employees to adopt electronic means of communication such as video or telephone conferencing to avoid unnecessary travel arrangement. Video conference equipment is available in conference rooms to conduct virtual meetings.

### **3.5 Exhaust Gas and GHG Emissions**

Our Group's business inevitably involves consumption of fossil fuel, which directly or indirectly, releases Nitrogen Oxides (NO<sub>x</sub>), Sulphur Oxides (SO<sub>x</sub>), and Carbon Dioxide (CO<sub>2</sub>) into the air. In accordance with the ESG Reporting Guide set out by HKEX, our environmental performance of "Emissions" during the Reporting Period is tabulated below.

**Table 3-3: Emissions**

	Unit	FY2024	FY2024 Intensity	FY2023	FY2023 Intensity
<b>GHG Emissions</b>					
<b>Direct GHG</b>					
Emissions (Scope 1)	CO <sub>2</sub> e (t)	16,744	1,860.5	46,500	1,660.7
<b>Indirect GHG</b>					
Emissions (Scope 2)	CO <sub>2</sub> e (t)	8,030	892.2	36,278	1,295.6
<b>All other indirect GHG</b>					
Emissions (Scope 3)	CO <sub>2</sub> e (t)	545	60.5	8,788	313.9
Nitrogen Oxides	g	3,800	422.2	6,048	216.0
Sulphur Oxides	g	97	10.8	205	7.3
Particulate Matter	g	280	31	445	15.9

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Notes:

- (1) GHG emission data is presented in terms of carbon dioxide equivalent and are based on, including but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "Greenhouse Gas Inventory Guidance Direct Emissions from Mobile Combustion Sources" issued by the United States Environmental Protection Agency, the latest emission factors published by the power plant and "How to prepare an ESG Report? – Appendix II: Reporting Guidance on Environmental KPIs" issued by the HKEX.
- (2) Figures in the above table may not add up due to rounding.

During the Reporting Period, there were no non-compliance cases reported in relation to GHG emission within the Group.

## 3.6 Waste Management

### ***Waste Management Policy***

The Group recognizes that waste is inevitably generated throughout our day-to-day operations. Waste reduction is the focus of our emission control efforts. The Group's principal waste management policy endeavours an adoption of the waste management hierarchy (waste prevention followed by re-use, recycling, recovery and finally disposal) in order to achieve a green and paperless operation with a minimal generation of waste wherever possible and practical. The Group implements the following measures and objectives to achieve our waste control target.

- We endorse the '4-R Principles – Reduce, Reuse, Replace and Recycle' as our key policy of waste management;
- We extend our commitment to using sustainable products into every aspect of the business;
- We encourage all employees to reduce paper usage through duplex printing, paper recycle and frequent use of electronic information systems for material sharing or internal administrative documents;
- We encourage an increased use of reusable product, such as envelopes, and better separation of waste streams for recycling;
- We maintain 100% recycling of used toner cartridges by collecting and returning all used cartridge to recycling agents;
- We encourage minimal consumption of paper towels in workplaces;
- We encourage employees to sort garbage by putting up posters and reminders;
- We strengthen our employee's awareness in environmental management, waste reduction and waste recycle, encourage them to be equipped with appropriate skills and knowledge with respect to the practice of sustainable development; and
- We closely keep up with the latest government's initiatives and policies in relation to waste management, waste reduction and recycle campaigns in order to allocate resources and formulate strategy in a timely manner.

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## **Hazardous Waste**

Given our business nature, the Group does not directly produce hazardous waste throughout the operation. The Group endeavors to recycle electronic waste throughout our operation wherever feasible, ultimately reducing both the monetary and environmental costs involved in disposal of these electrical parts that would otherwise be scrapped and treated as hazardous waste.

## **Non-hazardous Waste**

The non-hazardous wastes generated by the Group are mainly office waste including stationery, packaging materials and paper from our operation. The office waste was handled by the property management company.

## **Wastewater Discharge**

The Group's operations do not consume a significant amount of water. Our main use of water is for sanitary purposes. Similarly, most of the wastewater discharged from our facilities is sanitary wastewater. The Group ensures all domestic sewage is properly discharged into the urban sewage pipe network for subsequent sewage treatment.

**Table 3-4: Waste Discharge**

	<b>Unit</b>	<b>FY2024</b>	FY2023
Domestic Waste	<b>tonnes</b>	<b>2,073</b>	6,396

During the Reporting Period, there were no non-compliance cases reported in relation to discharge into water and land, and generation of waste within the Group.

### **3.7 Use of Resources**

As natural resources are depleted, sustainability becomes essential throughout the entire process of business, the Group is working to optimize and reduce the overall amount of natural resources we consume. In line with relevant regulations on energy conservation and emission reduction, we continuously drove energy savings and consumption reductions in daily resource use such as water, electricity, and consumables, built awareness of saving electricity and water, and implemented a strict waste recycling and disposal process. In consideration of its actual operations, the Group continued to strive for resource-efficient and clean development and reduce adverse impact of its activities on the environment.

#### **Water Consumption**

The Group takes a cautious approach to water stewardship, seeking to maximize efficiency and reduce water consumption. We strive to engage all employees to develop a habit of conserving water consciously. Pantry is posted with environmental messages to remind employee the importance and urgency of water conservation. The utility facilities are maintained regularly for service to ensure that water seepage or leaking pipelines are replaced or repaired on a timely basis. The Group also seeks to reduce water usage, reuse water and improve the quality of wastewater discharged from our working stations wherever possible.

#### **Packaging Material**

Given our business nature, the Group does not have manufacturing facilities and does not consume significant amount of packaging materials by our operation. However, we encourage our suppliers to use less packaging material.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Environmental Performance

In accordance with the ESG Reporting Guide set out by HKEX, our environmental performance of “Energy and Resources Use” during the Reporting Period are tabulated below.

**Table 3-5: Energy and Resources Use**

	Unit	FY2024	FY2024 Intensity	FY2023	FY2023 Intensity
<b>Electricity</b>	kWh	2,411	267.9	23,751	848.3
<b>Purchased Gas</b>	kg	n/a	n/a	n/a	n/a
<b>Unleaded Petrol</b>	L	732	81.4	13,933	497.6
<b>Diesel</b>	L	n/a	n/a	n/a	n/a
<b>Paper</b>	kg	13	1.4	299	10.7
<b>Water</b>	m <sup>3</sup>	n/a	n/a	n/a	n/a
<b>Total Energy Consumption</b>	kWh	85,561	9,506.7	158,779	5,670.7

During the Reporting Period, there were no non-compliance cases reported in relation to use of resources within the Group.

## 4. OUR PEOPLE

Being a people-centric enterprise, our prosperity hinges on attracting and retaining top-tier talent. We firmly believe that our employees are among our most valuable assets. Through fostering a culture of respect, providing avenues for continual learning and growth, and prioritizing the health and well-being of our workforce, we aim to cultivate an environment where our employees can truly flourish.

### 4.1 Employee Wellness

Despite facing ongoing and unprecedented challenges in recent years, the Group remains committed to prioritizing the well-being of our employees. Leveraging our expertise and strengths, we consistently strive to safeguard the safety and welfare of our employees and stakeholders, fostering a harmonious, healthy, and enjoyable work environment. Encouraging work-life balance, we organize diverse festive celebrations and team-building activities to strengthen employees’ sense of belonging and unity, cultivating a positive group dynamic. Even during challenging periods, we prioritize the wellness of our employees, ensuring the seamless and efficient operation of our business.

### 4.2 Occupational Safety and Health

We are committed to providing and maintaining a safe, healthy, and hygienic workplaces for all employees, and all other persons likely to be affected by our operations and activities. Health and safety standards are given prime consideration in our operations, and regulatory compliance is strictly upheld. The goals of our Occupational Safety and Health (“OSH”) policy are highlighted as below:

- Pursuit of a healthy, comfortable and safe working environment for our employees;
- Commitment of appropriate resources and leadership to the OSH management system;

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

- The OSH management system aims at identification, prevention and management of risks and hazards throughout the workplaces as well as follow-up actions for accidents or personal injuries;
- The OSH management system defines appropriate objectives and targets on a regular basis;
- Zero tolerance of accidents and injuries;
- Adherence to official protocols regarding severe weather warnings, including typhoons, adverse weather conditions and rainstorms;
- Promotion of a safety culture among employees;
- Communication of our health and safety performance with stakeholders and seek their involvement wherever applicable;
- Regular review of the performance of various OSH measures so that their effectiveness and reliability can be maintained; and
- Compliance with applicable laws and regulations in relation to occupational safety and health.

During the Reporting Period, the Group complied with the Occupational Safety and Health Ordinance, by ensuring that the employees are working in a safe environment in respect of health, hygiene, ventilation, fire evacuation plans, building structure and means of escape. During the Reporting Period, the Group did not record any accidents that resulted in death or serious physical injury. No material non-compliance with laws and regulations relevant to health and safety of employees were identified during the Reporting Period. Summary of work-related fatalities and injuries during the Reporting Period are shown in the table below.

**Table 4-1: Health and Safety**

	FY2024	FY2023	FY2022
No. of Work-Related Fatalities	0	0	0
Rate of Work-Related Fatalities	0	0	0
No. of Injuries at Work	0	0	0
Lost Days due to Injury at Work	0	0	0

### 4.3 Diversity, Equity and Inclusion

Diversity, equity and inclusion (“DEI”) is a key focus of our employee engagement efforts. Over the past year, the Group has accelerated its efforts to create a more diverse, equitable and inclusive work environment with a focus on the following four work areas.

#### **Attracting**

The Group collaborates with external organizations to actively engage in a diverse pool of talent and inspire individuals from various backgrounds to explore career opportunities at the Group. Our employment policy encourages hiring of talented people with physical or mental disabilities. We respect and protect employees’ legitimate rights and interests.



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ***Developing***

The Group values talent as the core driver for enterprise prosperous development. We are desperate for talents and spare no effort to develop our talent pool. We unleash employees' potential by conducting advanced systems for recruitment, promotion and training, and create value for the society.

## ***Monitoring***

We regularly benchmark the Group against industry metrics and other organizations to monitor and assess representation across various diversity dimensions, such as race and gender.

## ***Retaining***

We are committed to supporting our employees to maintain a family-friendly work environment because we respect their roles and responsibilities in their families. We provide benefits concerning recruitment and promotion, remuneration packages, working hours, holidays, medical insurance, disability and invalidity coverage, maternity leave, equal opportunity, diversity, anti-discrimination, and other welfare. Share options may be granted to eligible employees by reference to the performance of the Group and individual employees. The Group is committed to nurturing skills and capabilities in order to unlock the best in our employees.

We expect our stakeholders to see the Group as a company truly aligned with DEI which is embedded in our values, and we hope this is evident for anyone who comes to work with us. During the Reporting Period, we strictly observed the applicable laws and regulations and follow our employment policies.

## **4.4 Talent Development**

The Group envisions that empowering its people through development and training is the cornerstone of our success in the long-run. The Group listens and responds to our people, striving to create an environment of continuous learning, to facilitate development of careers and to provide knowledge and skills for better fulfilment of roles and responsibilities. Our training programmes are designed not only to enhance the sustainable development of the Group and to provide skillset required for the operation, but also for the benefit of society as a whole wherever possible.

During the Reporting Period, the Group organized a variety of development and training sessions for employees including induction training, technical skills training, thematic courses such as anti-corruption, and pre-post training as summarized in the table below. On average, each employee received 4.1 hours of development and training.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

**Table 4-2: Employee Development and Training**

	Unit	FY2024
<b>Average hours of training received per employee</b>	hours	4.1
<b>Average hours of training per employee by employment level</b>		
Senior Staff	hours	12.3
General Staff	hours	0.0
<b>Average hours of training per employee by gender</b>		
Male	hours	3.4
Female	hours	5.0
<b>Percentage of employees trained by employment level</b>		
Senior Staff	%	100.0
General Staff	%	0.0
<b>Percentage of employees trained by gender</b>		
Male	%	40.0
Female	%	25.0

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The Group pays full attention to the relevant regulatory changes and work closely with different departments to determine the continuous professional training required for relevant employees and directors to update their knowledge and skills to maintain their professional competence. Latest applicable laws, rules and regulations are circulated with employees and directors from time to time. Implementation of safety training and comprehensive risk assessments are also one of the most important tasks in the Group. Details of the development and training programs are summarized as below.

**Table 4-3: Development and Training Programs**

<b>Orientation Programs</b>	Orientation programs are organized for new joiners by introducing the history and corporate culture of the Group, as well as functions of respective departments, aiming at helping them adapt to the new work environment affirmatively and quickly
<b>Continuous Professional Training</b>	Continuous training is committed in different ways including internal training programs, comprehensive training for specific skill development, and courses for continuous professional development for relevant employees so as to ensure that they possess the appropriate qualities and skill-sets
<b>Thematic Training</b>	<p>Directors and senior management are encouraged to take part in professional thematic training and seminars including occupational safety, corporate governance, business development and strategy</p> <p>Employees from respective departments are encouraged to take part in thematic courses to strengthen and refresh their knowledge, management skills, including various topics stipulated in different ordinances, rules and guidelines such as the Securities and Futures Ordinance, Personal Data (Privacy) Ordinance, Main Board Listing Rules and Guideline, compliance, anti-money laundering ("AML"), anti-corruption and Know-Your-Client</p>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 4.5 Our Workforce

### *Hong Kong*

In Hong Kong, the Group complied with the Labour Law of Hong Kong and relevant employment laws and regulations during the Reporting Period, including the Mandatory Provident Fund Schemes Ordinance by participating in the Mandatory Provident Fund retirement benefit scheme for our eligible employees, Minimum Wage Ordinance, Employment Ordinance and Employees' Compensation Ordinance by offering competitive wages, medical insurance, maternity leave and other compensation to our employees.

### *Mainland China*

In the Mainland China, we participated, during the Reporting Period, in welfare schemes concerning pension insurance, unemployment insurance, maternity insurance, occupational injury insurance and medical insurance in accordance with the local regulations including the Regulations on the Administration of Housing Provident Funds, Social Insurance Law and Labour Law of the Mainland China.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in respect of human resources. We strictly prohibit discrimination, harassment and bullying at all workplaces. In accordance with the ESG Reporting Guide set out by the HKEX, details of the Group's workforce during the Reporting Period are tabulated as well as presented in charts below.

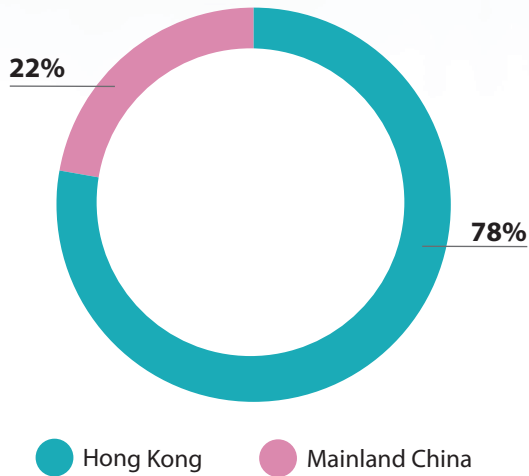
**Table 4-4: Our Workforce**

	<b>FY2024</b>
<b>Total Number of Full-Time Employees</b>	<b>9</b>
<b>Total Number of Part-Time Employees</b>	<b>0</b>
<b>Turnover Rate by Gender</b>	
Male	<b>46.2%</b>
Female	<b>141.7%</b>
<b>Turnover Rate by Age</b>	
Under 30 years old	<b>100.0%</b>
30 – 50 years old	<b>113.0%</b>
Over 50 years old	<b>100.0%</b>

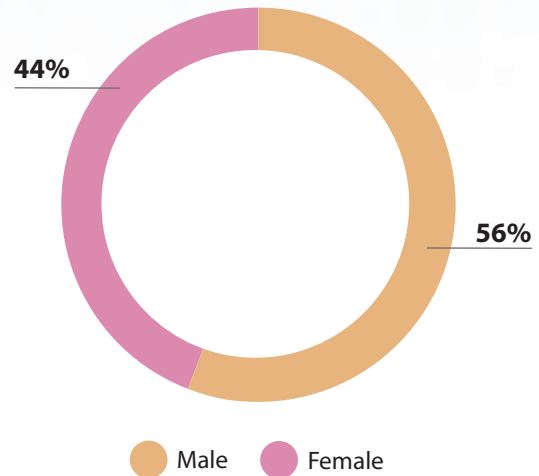
\* The total number of full-time employees remains at 9 until the day preceding the final day of the Reporting Period, indicating that there are no material changes in the workforce size throughout the Reporting Period.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

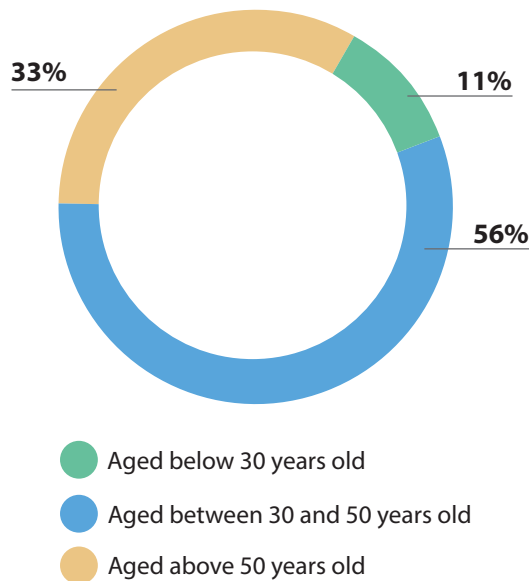
Total Workforce by Region  
as of 31 December 2024



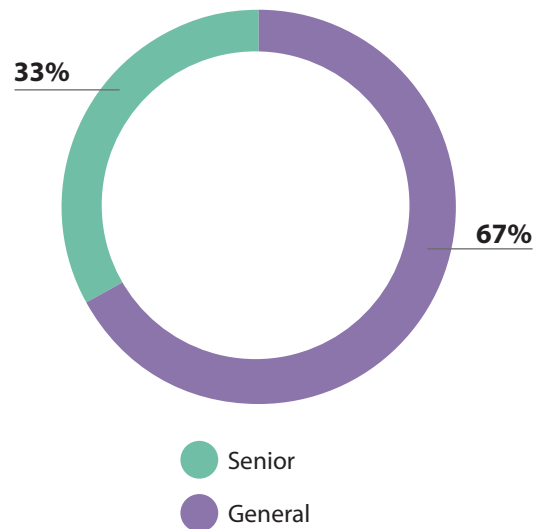
Total Workforce by Gender  
as of 31 December 2024



Total Workforce by Age Group  
as of 31 December 2024



Total Workforce by Employment Level  
as of 31 December 2024



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



## 4.6 Labour Standards

The Group rigorously complies with local employment laws and regulations. We uphold the principle of employment equity through a transparent, unbiased, and inclusive approach. Valuing the skills and capabilities of our employees, we actively combat all forms of discrimination, ensuring equal treatment for all individuals irrespective of their location, nationality, religion, age, gender, marital status, or physical abilities. Additionally, we strictly prohibit any engagement in child labor or forced labor, recognizing that such practices violate human rights and international labor standards. Furthermore, we offer equitable employment opportunities for individuals with disabilities, facilitating their integration into society.

During the Reporting Period, the Group strictly complied with the relevant laws and regulations, including the Labour Law and Employment Ordinance of Hong Kong. In the event that any irregularities in ages, identities and/or validities of employment status is subsequently found, employment with all such concerned candidates will be immediately terminated, and the Group will report such incident to the relevant authorities as soon as practicable. No non-compliance case was reported in relation to labour laws and regulations during the Reporting Period.

## 4.7 Harmonious Work Environment

The Group firmly believes that a harmonious work environment is essential for driving healthy and prosperous growth. To achieve this goal, the following initiatives are implemented:

- Zero-tolerance policy for workplace discrimination and harassment, including workplace violence.
- Regular all-staff meetings to provide updates on business performance and the progress of key projects.
- Employee engagement efforts to ensure that employees' voices are heard at both corporate and team levels.
- Organizing regular festive gatherings during the Reporting Period to strengthen the harmonious spirit among staff members at various levels, acknowledging their contributions and dedicated work to the Group.

The Group believes that such a corporate culture and harmonic working environment will naturally achieve a synergistic result to facilitate employee retention and to improve productivity.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 5. OPERATING RESPONSIBLY

Recognizing the profound impact our decisions have on the welfare of diverse stakeholders, we are dedicated to setting a gold standard for responsible corporate conduct in the Asia-Pacific region. Our steadfast commitment to upholding sound corporate governance, nurturing a pervasive culture of ethics and integrity, and conducting operations responsibly underscores our pledge to not only drive sustainable financial performance but also to create lasting value for our investors, employees, and the communities we serve. By embedding these principles into the fabric of our organization, we aspire to catalyze positive transformations, champion social and environmental sustainability, and foster a legacy of meaningful contributions that resonate far beyond our immediate sphere of influence.

### 5.1 Supply Chain Management

The Group places a strong emphasis on continually enhancing supply chain management practices and collaborates closely with business partners and suppliers to champion sustainable development. Our supply chain management team not only prioritizes economic and commercial factors during tendering processes but also assesses suppliers' and contractors' adherence to legal and regulatory requirements, encompassing environmental, social, and governance considerations.

We have established a rigorous vendor and supplier selection framework that evaluates potential vendors' compliance with relevant laws and regulations concerning safety, environmental impact, forced labor, child labor, and other social aspects. Products and services incorporating environmentally friendly and socially responsible attributes receive higher technical ratings in our assessment procedures. Regular evaluations are conducted to gauge the performance of selected suppliers and minimize environmental and social risks across the supply chain, covering aspects such as professional qualifications, product/service quality, financial stability, integrity, and social responsibility. Suppliers failing to meet satisfactory evaluation criteria are removed from the approved list.

Every supplier is mandated to adhere to our code of practice, which prohibits the offering of gifts, loans, hospitality, services, or favors in an inappropriate manner. Furthermore, we actively encourage our business partners to embrace leading environmental and social practices, integrating sustainability principles into their core operations by developing energy-saving and consumption-reducing policies. Following the same criteria and principles, we prioritize local suppliers to reduce the environmental impact of long-distance transportation and foster local economic growth.

We believe that, through the above review process, we can minimize the potential environmental and social risks associated with the supply chain management. During the Reporting Period, suppliers of the Group were all located in the region where we operated. No complaint was received from the suppliers and there was no disputed debts or unsettled debts and all the debts are settled on or before due dates or a latest date as mutually agreed.

### 5.2 Product Responsibility

Given our business nature in investment holding, the Group considered that the product responsibility is not applicable to the Group.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 5.3 Transparency

The Group prioritizes effective stakeholder communication through channels like our annual ESG Report, offering detailed non-financial information publicly. We constantly enhance our ESG performance to align with industry standards and regulatory requirements. Notably, we integrate TCFD recommendations into our processes and disclosures, following global reporting guidelines to improve our ESG approach.

## 5.4 Privacy Protection

The Group places a strong emphasis on safeguarding personal data in compliance with the Personal Data (Privacy) Ordinance, ensuring data protection against unauthorized access and limiting data use to its original purpose. We prioritize secure data storage to prevent unauthorized access, processing, or erasure, respecting the privacy rights of all stakeholders.

Furthermore, we acknowledge the importance of enhancing our digital capabilities to address evolving technological challenges and risks in an increasingly digital landscape. Our ongoing efforts to bolster cybersecurity measures aim to adapt to the complex cybersecurity environment and emerging threats, particularly in light of the growing trend of remote work.

During the Reporting Period, there were no non-compliance cases noted in relation to our data privacy and no material complaints received that would have significant impact.

## 5.5 Anti-Corruption

The Group maintains a strict commitment to ethical business practices, prohibiting bribery and corruption in all forms. We have established comprehensive anti-fraud and anti-bribery policies, along with a code of conduct that applies to all staff members. Employees are required to disclose any conflicts of interest, avoid such conflicts with subcontractors or suppliers, and participate in anti-corruption seminars. We also urge our business partners, including suppliers, to adhere to these policies and report any suspected misconduct to the Group.

To further reinforce our ethical standards, employees are encouraged to report concerns regarding accounting controls and audit matters to the Audit Committee, which reviews each complaint and determines the appropriate course of action. During the Reporting Period, a total of 16 hours were dedicated to anti-corruption training, underscoring our commitment to combatting unethical behavior and promoting a culture of integrity within the organization.

During the Reporting Period, the Group observed with related laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering, such as the Prevention of Bribery Ordinance of Hong Kong and Criminal Law and the Regulations for Suppression of Corruption of Mainland China. No cases of anti-corruption were concluded whereas the Audit Committee identified no complaints from employees during the Reporting Period.



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 5.6 Anti-Money Laundering (“AML”)

The Group fully supports the international community drive against serious crime, drug trafficking and terrorism and is committed to assisting the authorities to identify money laundering and terrorist financing transactions. The Group’s AML and counter-financing of terrorism (“CFT”) policy has clearly specified that all employees are obliged to comply with all applicable AML/CFT laws and regulations. In order to safeguard from the use of the Group’s services for those purposes, the operation manuals include the procedures in conducting due diligence and ongoing monitoring on a risk-based approach, suspicious activity reporting and record keeping. The operation manuals are reviewed regularly and updated according to relevant legal and regulatory changes. Internal control review is also carried out regularly to ensure that the AML/CFT procedures are adhered to. There is also training on AML/CFT for all employees to assist them in understanding, implementing and complying with the AML/CFT procedures.

During the Reporting Period, the Group observed with related laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering, such as the “Prevention of Bribery Ordinance of Hong Kong”. No cases of money laundering were concluded during the Reporting Period.

## 5.7 Whistle-Blowing

We have implemented a whistle-blowing policy to empower our employees to report any illegal, unethical, or damaging behaviors through a confidential reporting channel accessible to all staff. This policy is designed to promote ethical conduct and compliance with the Group’s principles, policies, laws, and regulations, including those related to financial reporting and internal control.

Our commitment includes addressing whistle-blower concerns fairly and conducting thorough, independent investigations for each report. Employees who report in good faith are protected from retaliation or adverse consequences, irrespective of whether the allegations are proven true. The whistle-blowing policy, applicable across all levels of the organization, is detailed in the employee handbook and has been disseminated among employees for their awareness and reference.

## 5.8 Protection of Intellectual Property Rights

The Group is committed to compliance with relevant laws and regulations in relation to intellectual property right (“IP rights”) by valuing and protecting its intellectual properties through patent fees and periodic trademark renewals. In order to prevent infringement and enhance copyright protection, a copyright compliance policy is in place covering the area of installation of computer software, making copies of copyright works or publication and use of internet information.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 6. ENGAGEMENT WITH OUR COMMUNITY

The Group values community engagement as a core aspect of its corporate responsibility. We actively participate in community initiatives and projects to contribute positively to the areas where we operate. Our engagement efforts aim to create long-lasting relationships with local communities, fostering mutual understanding and support.

During the Reporting Period, we participated in the charitable event organized by Ronald McDonald House Charities (“RMHC”) in December 2024, as part of our community-care effort. RMHC is an independent registered non-profit organization in Hong Kong with a mission to provide a 'home away from home' – accommodation for families such that they can stay close to their hospitalized children. We see this is in line with our belief that love and support of family is the most powerful medicine prescribed.



**Our community engagement with the Ronald McDonald House Charities**

The Group places a high value on social responsibility and will uphold community service as a key component of our business operations. Looking ahead, we are steadfast in fostering a culture of active involvement in community service initiatives. We are dedicated to inspiring our employees to take part in volunteer activities and to advocate for the spirit of service within the communities we serve and rely on.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

By promoting volunteerism and community engagement, we aim to forge enduring and impactful relationships, fostering mutual assistance and sustainable growth within these communities. Together, through our collective efforts, we aspire to create a more connected, supportive, and sustainable future for all.

## 7. HKEX ESG GUIDE CONTENT INDEX

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
<b>A. ENVIRONMENTAL</b>			
<b>Aspect A1: Emissions</b>			
General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Protecting Our Earth	
KPI A1.1	The types of emissions and respective emissions data	Protecting Our Earth	
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity	Protecting Our Earth	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity	n/a	The Group has not identified any hazardous waste was produced in our core business
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity	Protecting Our Earth	
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them	Protecting Our Earth	
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	Protecting Our Earth	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
<b>Aspect A2: Use of Resources</b>			
General Disclosure	Policies on efficient use of resources including energy, water and other raw materials	Protecting Our Earth	
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity	Protecting Our Earth	
KPI A2.2	Water consumption in total and intensity	Protecting Our Earth	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Protecting Our Earth	
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	n/a	Defined to be irrelevant to the Group's operation
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	n/a	Use of packaging material is not applicable to the Group's core operation
<b>Aspect A3: The Environment and Natural Resources</b>			
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources	Protecting Our Earth	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Protecting Our Earth	
<b>Aspect A4: Climate Change</b>			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	Protecting Our Earth	
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	Protecting Our Earth	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
<b>B. SOCIAL</b>			
<b>Employment and Labour Practices</b>			
<b>Aspect B1: Employment</b>			
General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti – discrimination, and other benefits and welfare	Our People	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	Our People	
KPI B1.2	Employee turnover rate by gender, age group and geographical region	Our People	
<b>Aspect B2: Health and Safety</b>			
General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to providing a safe working environment and protecting employees from occupational hazards	Our People	
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	Our People	
KPI B2.2	Lost days due to work injury	Our People	
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Our People	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
<b>Aspect B3: Development and Training</b>			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Our People	
KPI B3.1	The percentage of employees trained by gender and employee category	Our People	
KPI B3.2	The average training hours completed per employee by gender and employee category	Our People	
<b>Aspect B4: Labour Standards</b>			
General Disclosure	Information on: <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</li> </ul> relating to preventing child and forced labour	Our People	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	Our People	
KPI B4.2	Description of steps taken to eliminate child and forced labour practices when discovered	n/a	No such incidents were reported during the Reporting Period
<b>Operating Practices</b>			
<b>Aspect B5: Supply Chain Management</b>			
General Disclosure	Policies on managing environmental and social risks of the supply chain	Operating Responsibly	
KPI B5.1	Number of suppliers by geographical region	Operating Responsibly	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	Operating Responsibly	
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Operating Responsibly	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Operating Responsibly	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

<b>Aspects, General Disclosures and KPIs</b>	<b>Description</b>	<b>Relevant sections in the ESG Report</b>	<b>Remarks</b>
<b>Aspect B6: Product Responsibility</b>			
General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	Operating Responsibly	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	n/a	Not applicable to the Group's core operation
KPI B6.2	Number of products and service related complaints received and how they are dealt with	n/a	Not applicable to the Group's core operation
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Operating Responsibly	
KPI B6.4	Description of quality assurance process and recall procedures	n/a	Not applicable to the Group's core operation
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Operating Responsibly	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
<b>Aspect B7: Anti-corruption</b>			
General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to bribery, extortion, fraud and money laundering	Operating Responsibly	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	Operating Responsibly	No concluded legal cases regarding corrupt practices during the Reporting Period
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	Operating Responsibly	
KPI B7.3	Description of anti-corruption training provided to directors and staff	Operating Responsibly	
<b>Community</b>			
<b>Aspect B8: Community Investment</b>			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests	Engagement with our Community	
KPI B8.1	Focus areas of contribution	Engagement with our Community	
KPI B8.2	Resources contributed to the focus areas	Engagement with our Community	