



# **M&L HOLDINGS GROUP LIMITED** **明樑控股集團有限公司**

Incorporated in the Cayman Islands with limited liability  
Stock Code: 8152

## **Environmental, Social and Governance Report**



2024

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# Reporting Approach

## Reporting Standards

We are pleased to present the Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) of M&L Holdings Group Limited (the “**Company**” together with its subsidiaries as the “**Group**” or “**M&L**”) for the year ended 31 December 2024. This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**Guide**”) in Appendix C2 of the GEM Listing Rules on The Stock Exchange of Hong Kong Limited (the “**HKEX**”) (the “**Listing Rules**”) and has complied with all the mandatory disclosure requirements and “comply or explain” provisions of the Guide.

In this Report, we consider the reporting principles as proposed in the Guide for *materiality*, *quantitative*, *balance* and *consistency* for presenting the ESG information in a way that can meet better the expectation of our stakeholders. Through continuous engagement of our stakeholders and assessing the materiality of issues as concerned by our stakeholders, we determined the area of concern and the extent to be included in this Report. We strive to present quantitative data with comparative figures and information, such as methodologies, assumptions, calculation tools and source of conversion factors used, etc. as much as possible to enable our stakeholders to have a better picture on our performance. We try our best to disclose both the positive and negative aspects of our ESG issues to provide an unbiased and balanced picture of our sustainability performance. Consistent methodologies are employed, and we shall state clearly any changes to the methods, KPIs used, or other relevant factors. Prior year adjustment will be made where necessary for meaningful comparison.

## Reporting Scope

This Report aims to provide an annual update on the sustainability performance of the Group to our stakeholders, it discloses and highlights our commitments and performances on the environment, climate change, and social commitments in our people, supply chain, product responsibility, ethics, and the community, as guided by our sustainability strategy.

This Report covers the Group’s operations in Hong Kong, the People’s Republic of China (“**PRC**”), Singapore and Australia. The Group’s business mainly consists of the tunnelling and foundation segment. The tunnelling segment is engaged in the provision of specialised cutting tools and parts, and the leasing, repair and maintenance of tunnelling equipment. The foundation segment is engaged in the provision of fabricated construction steel works and equipment and the leasing, repair and maintenance of construction equipment. This report covers the period from 1 January 2024 to 31 December 2024 (the “**Reporting Year**”). There is no significant change in the scope of this Report from that of 2023.



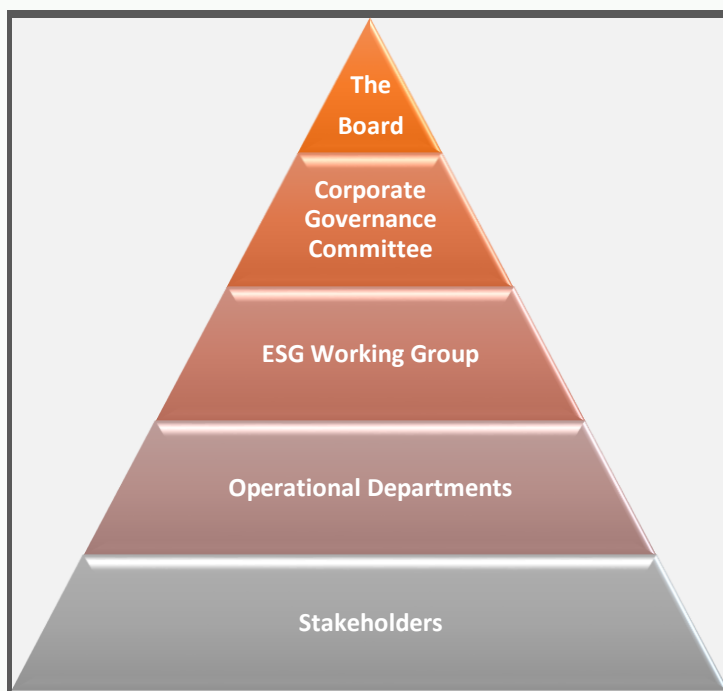
# Our Sustainability Approach

## Sustainability Governance

### The Board

The board of directors (“**Board**”) of M&L is the highest governing body overseeing the Group’s corporate governance and risk management system for effective business operations. The Board oversees the sustainability direction and strategy of the Group and reviews the ESG risks and opportunities, progress, and performance regularly with the corporate governance committee and the ESG working group. The Board holds overall responsibility on ESG matters although the management and execution of the environment and social issues are delegated to the top management and the ESG working group.

The Board ensures our ESG framework is carried out effectively and consistently and the ESG process is continuously reviewed to meet our sustainability objectives and targets. We have set environmental targets that relate to our long-term ESG objectives. The Board regularly review the progress of these targets and revise the corresponding action plans where necessary to make sure we are on the track to achieve the goals.



### The Corporate Governance Committee

M&L’s corporate governance committee comprises of an executive director and four independent non-executive directors of the Group. With the assistance of the top management and the ESG working group, it sets up and monitors the risk management system. It assesses the significance of the ESG risks and climate-related risks and devises mitigation measures to alleviate such risks. It also identifies any potential climate-related opportunities for the business. It reports to the Board at least once per year for the significant ESG risks and opportunities for the Group and the respective internal controls and mitigation measures applied to the significant risk areas.

## The ESG Working Group

The ESG working group consists of an external ESG advisor, an executive director, the group accounting manager and the finance and administration manager. The works and objectives of the ESG working group are as follows:

- Takes advice from and reports to the Board and the corporate governance committee on the ESG strategies, and devises ESG initiatives for addressing the ESG risks to achieve the sustainability objectives.
- Engages and communicates with stakeholders to perform materiality assessment.
- Coordinates with operational department staffs on initiatives and practices for delivering ESG objectives, and on ESG risks and opportunities as identified by the operational departments.
- Monitors the ESG activities for on-going development and improvement.
- Determines the Key Performance Indicators (“KPI”) for measurement of ESG performances.
- Compiling the annual ESG report for the Board to approve.

## Operational Departments

The operational department staffs are responsible for carrying out the ESG initiatives and delivering the desired results that we target. Under our risk management system, staffs in each operations unit are responsible for identifying the risks and opportunities from their daily operations, including the ESG risks. They are responsible for maintaining an effective internal control system and devising mitigation measures to minimise the effects of their own risks. They are required to report the sustainability progress and performance regularly to the ESG working group for review and evaluation.

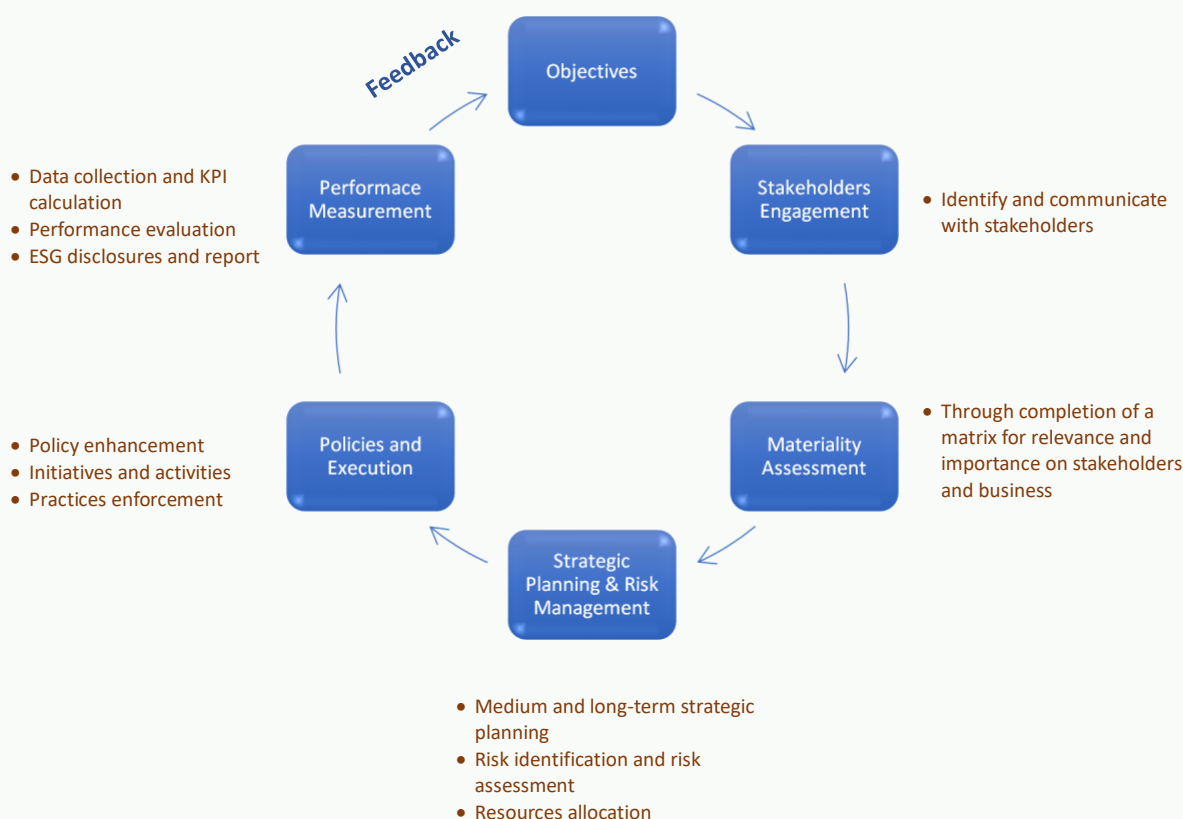
## Stakeholders

The ESG working group and the operational departments regularly contact with the engaged stakeholders to understand their interests and concerns about our sustainability development and performance.

## Our Sustainability Value Creation Process

Our ESG objectives are set and continuously revised by the Board in accordance with prevailing situation. After stakeholders are engaged and opinions are collected from the stakeholders, materiality assessment is carried out based on relevance and importance, where the ESG issues of what are important to business (as considered by the top management) and what are important to stakeholders are identified. Through the assessment result, we identify the material ESG issues, and the respective risks associated in our operations. We prioritise the material issues and focus such issues in the medium and long-term planning and ensure adequate manpower and financial resources are allocated to meet these strategic objectives. We continuously evaluate the effectiveness of our ESG plans and initiatives and where the existing policies are inadequate to meet the ESG objectives, these policies will be enhanced and improved.

The ESG working group ensures the initiatives and action plans are properly executed by the operational departments. ESG data are accumulated continuously and analysed annually for evaluation of sustainability performance. A feedback mechanism on the ESG performance is in place for the Board to revise and update the ESG objectives based on the result, and the ESG process will be revisited periodically as a continuous process to reflect what we have achieved during the process.










## Stakeholder Engagement

Stakeholder engagement is important to identify the material ESG issues in our operations and is essential in the sustainable development and value creation of our Group. We have been engaging key stakeholders to understand their concerns over our sustainability developments. Such engagement enables us to assess the priority of sustainability development and implementation of ESG initiatives. We perform a two-way communication with stakeholders through a variety of channels. As a result, we not only can identify the opportunities and challenges for formulating our business strategies, but also can enhance our corporate social responsibilities.

### Our Stakeholder Groups and Engagement Channels

The chart below highlights the various communication channels with our stakeholders:

Stakeholders	Communication Channels	Stakeholders	Communication Channels
<b>Employees</b> 	<ul style="list-style-type: none"> <li>• Staff appraisal meetings</li> <li>• Internal surveys</li> <li>• Department meetings</li> <li>• Staff welfare activities</li> <li>• Intranet and email communications</li> <li>• Seminars, workshops and trainings</li> </ul>	<b>Shareholders &amp; Investors</b> 	<ul style="list-style-type: none"> <li>• Shareholders and investors meetings</li> <li>• Company website and company enquiry email, fax, telephone</li> </ul>
<b>Customers</b> 	<ul style="list-style-type: none"> <li>• Customer meetings</li> <li>• Sales representatives and project coordinators</li> <li>• Customer Service hotline</li> </ul>	<b>Community &amp; NGO</b> 	<ul style="list-style-type: none"> <li>• Participation in community activities</li> <li>• Charitable donation and corporate sponsorship</li> <li>• Community news</li> </ul>
<b>Suppliers</b> 	<ul style="list-style-type: none"> <li>• Physical and phone meetings</li> <li>• Industry seminars</li> <li>• On-site briefings and trainings</li> </ul>	<b>Government &amp; Regulators</b> 	<ul style="list-style-type: none"> <li>• Telephone enquiry hotline</li> <li>• Seminars on regulations</li> <li>• Government/regulators' announcements and publications</li> <li>• Government/regulators' surveys</li> </ul>
<b>Financial Institutions</b> 	<ul style="list-style-type: none"> <li>• Physical meetings and phone enquiries</li> <li>• Seminars</li> </ul>		

## Materiality Assessment

We conduct a comprehensive materiality assessment annually to identify the relevant and important ESG issues for developing our ESG strategy and reporting. Through the engagement with our stakeholders, we understand their concerns and prioritise and emphasise reporting those issues that are important for them.

The top management of the Company evaluates the importance of each identified ESG issues for the business, together with the result from the stakeholders' feed-back, we have derived a ESG materiality matrix. From the materiality matrix, we have identified the materiality level of the ESG issues and the following is a summary:

Materiality/ Priority	Environmental Sustainability	Social Sustainability
High	<ul style="list-style-type: none"> <li>Air Pollutants and Greenhouse Gas Emissions</li> <li>Energy Consumption</li> <li>Climate Change</li> </ul>	<ul style="list-style-type: none"> <li>Employment Practices</li> <li>Workforce and Employee Turnover</li> <li>Occupational Health and Safety</li> <li>Employee Development and Training</li> <li>Customer Satisfaction, Quality Assurance, Product Health and Safety</li> <li>Supplier Engagement Practices</li> <li>Environmental and Social Responsibility Risks along Supply Chain</li> </ul>
Medium	<ul style="list-style-type: none"> <li>Impacts on Environment and Natural Resources</li> </ul>	<ul style="list-style-type: none"> <li>Sex and Racial Diversity and Equal Opportunities</li> <li>Human Rights and Anti-discrimination</li> <li>Anti-corruption</li> <li>Customer Data Privacy Protection</li> <li>Infringement of Intellectual Property Right</li> </ul>
Low	<ul style="list-style-type: none"> <li>Hazardous and Non-hazardous waste</li> <li>Water Consumption and Sources</li> <li>Use of Packaging Materials</li> </ul>	<ul style="list-style-type: none"> <li>Child Labour and Forced Labour</li> <li>Community Investment</li> </ul>



# Environmental

The Group is fully aware of our responsibility for environmental protection and sustainable development. We have established a set of management policies, mechanisms, and measures on environmental protection to ensure sustainable development and operations of the Group. To seek sustainability in the environment and the community where we operate, we are increasingly prudent in controlling our emissions as well as the consumption of resources.

For reducing energy consumption initiatives, such as the use of electrical appliances, water conservation, paperless office, and management of company vehicles, we have set out specific requirements for our employees to effectively reduce the use of water, electricity, paper, and gasoline. At the same time, we strengthen the awareness of energy conservation to reduce energy consumption among all our staff. We believe it will cultivate good sense of environmental conservation for our staff and lay a solid foundation for the sustainable development of the Group.

The Group has strictly complied with relevant environmental laws and regulations in Hong Kong, the PRC, Singapore, and Australia throughout its daily operations, including but not limited to the following:

Hong Kong	<ul style="list-style-type: none"> <li>• Air Pollution Control Ordinance</li> <li>• Water Pollution Control Ordinance</li> <li>• Waste Disposal Ordinance</li> </ul>
The PRC	<ul style="list-style-type: none"> <li>• Environmental Protection Law of the PRC 《中華人民共和國環境保護法》</li> <li>• Law of the PRC on Conserving Energy 《中華人民共和國節約能源法》</li> </ul>
Singapore	<ul style="list-style-type: none"> <li>• Environmental Protection and Management Act</li> <li>• Environmental Protection and Management (Greenhouse Gases) Regulations 2022</li> </ul>
Australia	<ul style="list-style-type: none"> <li>• The Environment Protection and Biodiversity Conservation Act 1999</li> </ul>

During the Reporting Year, we are not aware of any non-compliance with the above laws and regulations that has significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land and generation of hazardous and non-hazardous waste.

## A1. Emissions

Given the nature of the Group's business being in trading and leasing, our daily operations do not have a significant impact on the environment and natural resources.

### Air Emissions from Vehicles

Air emissions are generated from the use of passenger cars and light goods vehicles in our operations. To promote efficient use of our vehicles, all usage is subject to formal application and booking. We strive to combine different applications to minimise the usage of vehicles, thereby reducing emissions and lessening our impact to the environment.

During the Reporting Year, we had consumed more fuel and incurred more mileage by our motor vehicles. Although less fuel and miles travelled were recorded in our Hong Kong and the PRC operations, the saving was more than offset in Singapore and Australia whereby our staff travelled more frequently to explore new business opportunities.

The increase of sulphur oxides (“SOx”) emissions by 2% was in line with the overall increase in the fuel consumption of the Group. However, the emissions of nitrogen oxides (“NOx”) and particulate matter (“PM”) for the Group had reduced by 13% and 10% respectively despite the vehicle mileage had increased by 13%. This is the result of less travelling by our light goods vehicle in Hong Kong as NOx and PM emissions from light goods vehicles are much more than passenger cars.

Key Performance Indicator – Air Emissions*								
Region	Nitrogen Oxides (NOx)			Sulphur Oxides (SOx)			Particulate Matter (PM)	
	2024 (g)	2023 <sup>#</sup> (g)	Change	2024 (g)	2023 <sup>#</sup> (g)	Change	2024 (g)	2023 <sup>#</sup> (g)
Hong Kong	19,794	24,429	-19%	69	83	-17%	1,471	1,762
The PRC	2,098	2,445	-14%	29	29	-	154	180
Singapore	326	142	+130%	6	3	+100%	24	10
Australia	1,975	698	+183%	23	10	+130%	145	51
Total	24,193	27,714	-13%	127	125	+2%	1,794	2,003

\* The emission factors for the calculation of air emissions are obtained from Hong Kong Stock Exchange Reporting Guidance on Environmental KPIs.

# The comparative figures have been adjusted and reclassified to align with current year’s presentation as information of last year has been ratified and additional information has been obtained.

## Greenhouse Gas (“GHG”) Emissions

The Group’s GHG emissions mainly come from the following sources:

- Scope 1 – direct GHG emissions from fuel consumption of our passenger cars, light goods vehicles, and forklifts.
- Scope 2 – indirect GHG emissions from purchased electricity consumed in our offices, warehouses, and workshops.

Key Performance Indicator – GHG Emissions *								
Region	Scope 1			Scope 2			GHG Total	
	2024 (kg CO <sub>2-e</sub> )	2023 <sup>#</sup> (kg CO <sub>2-e</sub> )	Change	2024 (kg CO <sub>2-e</sub> )	2023 (kg CO <sub>2-e</sub> )	Change	2024 (kg CO <sub>2-e</sub> )	2023 <sup>#</sup> (kg CO <sub>2-e</sub> )
Hong Kong	14,064	16,472	-15%	15,413	18,216	-15%	29,477	34,688
The PRC	5,293	5,293	-	4,332	4,299	+1%	9,625	9,592
Singapore	1,026	446	+130%	2,486	2,623	-5%	3,512	3,069
Australia	4,543	3,242	+40%	7,794	10,527	-26%	12,337	13,769
Total	24,926	25,453	-2%	30,025	35,665	-16%	54,951	61,118
GHG Intensity (kg CO <sub>2-e</sub> / employee)	608	592	+3%	732	829	-12%	1,340	1,421

\* The emission factors for the calculation of GHG emissions are obtained from Hong Kong Stock Exchange Reporting Guidance on Environmental KPIs, CLP Sustainability Report, the Ministry of Ecology and Environment of PRC, Energy Market Authority of Singapore, and Department of Climate Change, Energy, the Environment and Water of Australia.

# The comparative figures have been adjusted and reclassified to align with current year’s presentation as information of last year has been ratified and additional information has been obtained.

In the Reporting Year, despite the fuel consumption by our motor vehicles has slightly increased, the overall fuel consumption was reduced by 2% due to less usage of fuel by forklifts in Australia. As a result, our Scope 1 GHG emissions was slightly reduced by 2%. We will keep monitoring the usage of motor vehicles to ensure they are used efficiently to reduce our GHG emissions.

Our scope 2 GHG emissions decreased by 16% in 2024 mainly due to the reduction in electricity consumption by the equipment and machinery in our warehouses and workshops in Hong Kong and Australia.

The Group has implemented relevant policies and measures on environmental protection and energy saving, and employees are required to adhere to these measures. We will continue to make efforts in controlling our emissions in order to reduce our carbon footprint.

## Waste

Due to our business nature, we do not generate significant amount of hazardous waste. The non-hazardous waste we produced were mainly wastepaper in our offices and is collected by the property management company of our office building for further recycling or disposal.

To minimise paper usage, we encourage employees to use double-sided printing and to think carefully before printing to ensure the printing is absolutely necessary. Non-essential documents should be circulated and read in electronic format instead of being printed. Additionally, wastepaper should be collected for recycling.

During the Reporting Year, we continued our efforts to reduce non-hazardous waste generation by 11%. We strive to adopt best practices for managing our waste and to handle all waste responsibly.

Key Performance Indicator – Non-Hazardous Waste			
Region	2024 (kg)	2023 <sup>#</sup> (kg)	Change
Hong Kong	240	255	-6%
The PRC	45	53	-15%
Singapore	10	14	-29%
Australia	0	10	-100%
<b>Total</b>	<b>295</b>	<b>332</b>	<b>-11%</b>
<b>Non-Hazardous Waste Intensity (kg/employee)</b>	<b>7.2</b>	<b>7.7</b>	<b>-6%</b>

<sup>#</sup> The comparative figures have been adjusted and reclassified to align with current year's presentation as information of last year has been ratified and additional information has been obtained.

## A2. Use of Resources

In our daily business operations, the resources consumed by the Group primarily include gasoline used by our vehicles and forklifts, electricity used by our offices and warehouses, and water used by our offices. We have implemented a series of green policies aimed at optimising the use of these resources and have been educating our employees about environment conservation and raising their awareness through our daily operations.

### Energy Consumption

In the Reporting Year, gasoline used by our passenger cars, light goods vehicles, and forklifts accounted for approximately 58% of the Group's total energy consumption. The decrease in usage of light goods vehicles and the retirement of aging passenger cars reduced gasoline consumption in Hong Kong. Additionally, gasoline consumption by forklifts in Australia also decreased significantly. However, employees in Singapore and Australia travelled more frequently to explore more business opportunities, resulting in a notable increase in gasoline consumption for this year. Overall, our gasoline consumption decreased slightly by about 2% compared with previous year.

Electricity is another source of our energy consumption. It is used for indoor lighting, air-conditioning, office equipment, and machinery for repair and maintenance services. In the Reporting Year, most electricity consumption was used by warehouses and workshops in Hong Kong and Australia, as well as our office in Hong Kong. Due to the reduction in usage of machinery in our workshops, electricity consumption in warehouses and workshops in Hong Kong and Australia was significantly reduced. The total electricity consumption fell by about 11% as compared to last year.

All in all, the Group's total energy consumption and energy consumption intensity decreased by about 6% and 1% respectively in this year.

Key Performance Indicator – Energy Consumption									
Region	Gasoline			Electricity			Total		
	2024 (kWh)	2023 <sup>#</sup> (kWh)	Change	2024 (kWh)	2023 (kWh)	Change	2024 (kWh)	2023 <sup>#</sup> (kWh)	Change
Hong Kong	52,282	61,382	-15%	40,561	46,707	-13%	92,843	108,089	-14%
The PRC	19,283	19,284	0%	8,074	7,537	+7%	27,357	26,821	+2%
Singapore	3,737	1,624	+130%	6,035	6,290	-4%	9,772	7,914	+24%
Australia	16,554	11,812	+40%	10,560	12,385	-15%	27,114	24,197	+12%
Total	91,856	94,102	-2%	65,230	72,919	-11%	157,086	167,021	-6%
Energy Consumption Intensity (kWh / employee)							3,831	3,884	-1%

<sup>#</sup> The comparative figures have been adjusted and reclassified to align with current year's presentation as information of last year has been ratified and additional information has been obtained.

To promote environmental protection and reduce energy consumption, we have established the following energy-saving measures:

- LED lighting is widely used in our offices and warehouses.
- Environmentally friendly electronic appliances are purchased.
- Lighting should be switched off when employees are off duty or when spaces are not in use.
- Employees are encouraged to switch off all non-essential items (such as photocopiers) during non-office hours.
- Air-conditioning is set to an environmentally friendly level of around 25 degrees Celsius.

We always remind our employees to save energy whenever possible and will continuously assess the efficiency of using resources. We will continuously evaluate the energy-saving initiatives to uphold the objective of environmental protection.

## Water Usage

Our business activities do not consume much water. Water is mainly used by offices for drinking water and office cleaning. Water is supplied by municipal water department and we do not have any issue on sourcing water.

Though our water usage is insignificant, we encourage our employees to save water by turning off taps when not in use, and use automatic water dispensers and water efficient devices. We have also devised a set of measures to minimise water consumption as follows:

- maintain water taps and pipes regularly to prevent leakage
- Advise employees on methods to conserve water in office
- Put up posters in our offices to remind employees not to waste water

In the Reporting Year, the Group used 15% less water than the previous year.

Key Performance Indicator – Water Consumption			
Region	2024 (m <sup>3</sup> )	2023 (m <sup>3</sup> )	Change
Hong Kong	97	142	-32%
The PRC	77	63	+22%
Singapore	27	35	-23%
Australia	13	13	0%
Total	214	253	-15%
Water Consumption Intensity (m <sup>3</sup> / employee)	5.22	5.88	-11%

## Packaging Materials

Our business primarily engages in trading of specialised cutting tools, and the products are delivered directly from suppliers to our customers' worksites. We usually do not require to use packaging materials. Thus, our operations do not cause significant impact on the environment from usage of packaging materials.

### A3. Environmental Protection and Natural Resources

Given that the Group's business activities mainly focus on trading and ancillary services, no significant environmental issue is noted during the Reporting Year. We also do not produce notable amount of air or water pollutants. Non-hazardous waste is mainly attributable to our daily activities such as paper waste, office waste and packaging waste.

The Group is committed to reducing negative impact on the environment by implementing control measures for energy consumption and use of resources, and also promoting waste reduction at source. Therefore, we strive to reduce the waste and manage it appropriately. Our non-hazardous waste is disposed of properly by qualified waste disposal companies in each business region.

#### Our 2030 Environmental Targets

To pursuit our environmental excellence, we continuously explore opportunities to improve our environmental performance. We have set a six year plan on improving the following environmental performances based on the 2024 baseline.

Category	2024 Baseline	2030 Target
Energy consumption intensity	3,831 kWh	Reduce 10% to 3,448 kWh
GHG emissions intensity	1,340 kg CO <sub>2-e</sub>	Reduce 10% to 1,206 kg CO <sub>2-e</sub>
Water consumption intensity	5.2 m <sup>3</sup>	Reduce 5% to 4.9 m <sup>3</sup>
Non-hazardous waste intensity	7.2 kg	Reduce 10% to 6.5 kg

Our Plans
<ul style="list-style-type: none"> <li>• Gradually replace gasoline motor vehicles with electric</li> <li>• Use public mass transportation for business travelling</li> <li>• Replace more energy-efficient lightings and appliances</li> <li>• Use more paperless communication and electronic files               <ul style="list-style-type: none"> <li>• More awareness on water conservation in the office</li> </ul> </li> <li>• Greener habits in the office – use fewer disposable items and recycle waste products where possible</li> </ul>



## A4. Climate Change

Climate change has the potential of affecting our business in many ways. It may have significant financial impact to our business operations resulting from business disruption, direct damage to assets, and indirect disruption to our supply chain. We are committed to managing the climate-related risks and opportunities posed to our business operations. We identify and assess climate-related risks using our enterprise risk management framework. Our operational departments identify and evaluate the climate-related risks and recommend appropriate internal control measures and risk mitigation actions. Our corporate governance committee and senior management oversee the materiality and impacts of the risks related to our business. Our Board is ultimately responsible for the management of the climate-related risks and sets strategic actions to minimise their impact.

The following is a summary of climate related physical and transition risks identified and our mitigation measures implemented:

Physical Risks	Impact	Mitigation Measures
Increase in temperature and hot days	<ul style="list-style-type: none"> <li>Employees working outdoor may suffer from heat stress illness.</li> <li>Reduce outdoor working productivity.</li> <li>Loss in working days due to illness.</li> </ul>	<ul style="list-style-type: none"> <li>Guidelines are given to strengthen workers' awareness on heat stress related illnesses</li> <li>Closely monitor work schedules and properly arrange workers' rest schedule.</li> </ul>
Suspension of operations caused by typhoon and heavy rainfall	<ul style="list-style-type: none"> <li>Disruption of services resulting in increase of labour cost and loss of revenue.</li> <li>Rescheduling recovery plan increases operating cost.</li> </ul>	<ul style="list-style-type: none"> <li>Better human resource planning in advance of the typhoon peril.</li> <li>Emergency arrangements in place for typhoon and black rain.</li> </ul>
Disruption of supply chain due to inclement weather events	<ul style="list-style-type: none"> <li>Unable to fulfil orders from customers resulting in claims.</li> <li>Higher alternative materials replacement costs.</li> </ul>	<ul style="list-style-type: none"> <li>Implementing emergency management procedures.</li> <li>Stronger tie with suppliers to ensure timely delivery, and availability of replacement materials.</li> </ul>

Transition Risks	Impact	Mitigation Measures
Emerging government policies on net-zero or low carbon economy	<ul style="list-style-type: none"> <li>Higher operational costs due to more stringent energy management initiatives and replacement of low carbon equipment.</li> <li>Implementation costs on adaptation of new business practices.</li> </ul>	<ul style="list-style-type: none"> <li>Set carbon reduction target and plan.</li> <li>Ongoing training and education provided to employees on energy saving business culture.</li> </ul>
Introduction of green construction regulations and practices	<ul style="list-style-type: none"> <li>Additional regulatory compliance requirements for safety, environmentally friendly materials, and structural design.</li> </ul>	<ul style="list-style-type: none"> <li>Training of new requirements on regulations are provided regularly to our employees to ensure they can meet the new standards.</li> <li>Explore new environmentally friendly materials.</li> </ul>
Customers demand more climate friendly products	<ul style="list-style-type: none"> <li>May lose business to competitors when unable to meet customer preference.</li> </ul>	<ul style="list-style-type: none"> <li>Engage suppliers for developing more climate friendly products.</li> </ul>
Investors awareness on climate-risk considerations in investment decision	<ul style="list-style-type: none"> <li>Bad climate-risk management affects corporate reputation resulting in higher cost of capital.</li> </ul>	<ul style="list-style-type: none"> <li>Engage investors to understand their concerns and incorporate climate-risk management in the Group's enterprise risk management system.</li> </ul>

We are monitoring and addressing the climate-related risks to reduce the adverse impacts to our business. We will continue to strengthen our climate resilience by enhancing our efforts in climate change strategies.

# Social

## B1. Employment

We believe our people are the most valuable asset in our business. We recognise their unsurpassed role and contributions in achieving our objectives as a highly reputable supplier of construction machinery and spare parts for the construction and tunnelling sectors.

We are committed to providing a healthy work-life balance and a comfortable working environment for our employees and maintaining a working environment that is free of discrimination and all employees are treated equally regardless of age, marital status, pregnancy, race, and religion. To maintain a happy, healthy, safe, and productive working environment, we implement procedures and policies in all aspects of the Group's business operations, integrating them into our employee handbook and human resources policies. In the employee handbook, we outline general procedures and practices related to employment, compensation and benefits. Terms including compensation and dismissal, working hours, rest periods and other benefits and welfare are specified in the employment contracts and the employee handbook.

In recruiting staff, our candidate selection process is non-discriminatory to ensure diversity and equality and is based on the candidate's performance, experience, and skills. We have established whistle-blowing policy that allows employees to raise any irregularities properly and securely without any fear of reprisal or negative consequences. Additionally, we also encourage staff to discuss their targets and expectations regarding job advancement and career development with the senior management.

The Group has strictly complied with the relevant labour laws and regulations on employment as set out in Hong Kong, the PRC, Singapore and Australia. We are not aware of any non-compliance with relevant laws and regulations that has a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

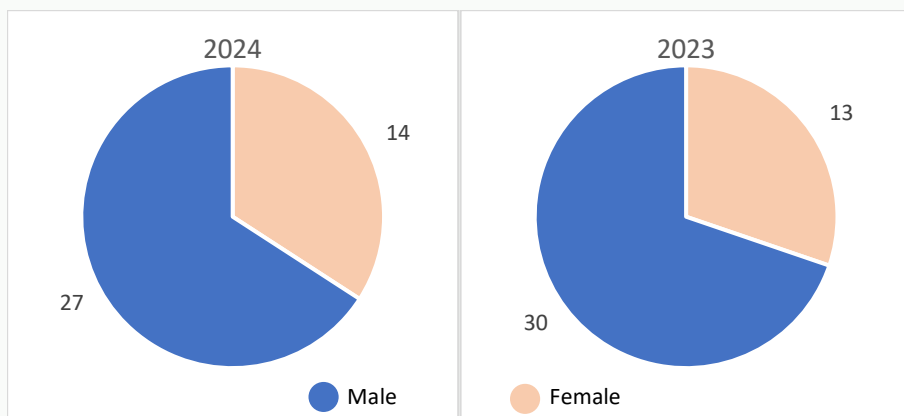
We have complied with, but are not limited to, the following laws and regulations during the Reporting Year:

Hong Kong	<ul style="list-style-type: none"> <li>• Employment Ordinance</li> <li>• Employees' Compensation Ordinance</li> <li>• Minimum Wage Ordinance</li> <li>• Mandatory Provident Fund Schemes Ordinance</li> <li>• Sex Discrimination Ordinance</li> <li>• Disability Discrimination Ordinance</li> <li>• Family Status Discrimination Ordinance</li> <li>• Race Discrimination Ordinance</li> </ul>
The PRC	<ul style="list-style-type: none"> <li>• Labour Law of the PRC 《中華人民共和國勞動法》</li> <li>• Labour Contract Law of the PRC 《中華人民共和國勞動合同法》</li> <li>• Social Insurance Law of the PRC 《中國人民共和國社會保險法》</li> </ul>
Singapore	<ul style="list-style-type: none"> <li>• Employment Act</li> </ul>
Australia	<ul style="list-style-type: none"> <li>• Fair Work Act 2009</li> </ul>

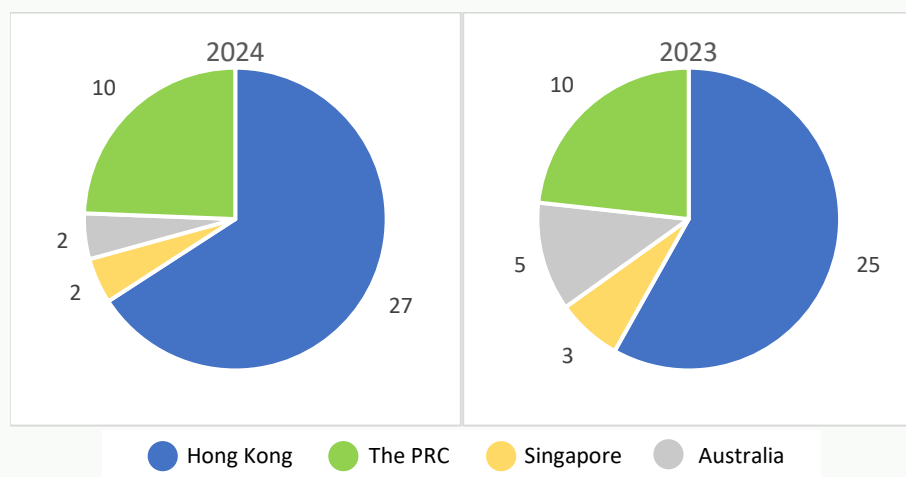
## Breakdown of Workforce

As at 31 December 2024, we had a total workforce of 41 employees (2023: 43 employees).

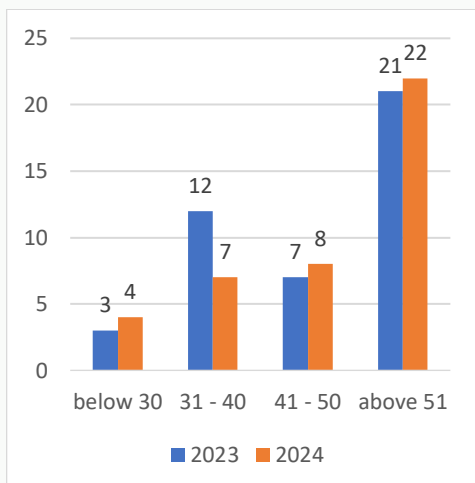
### Number of Employees by Gender



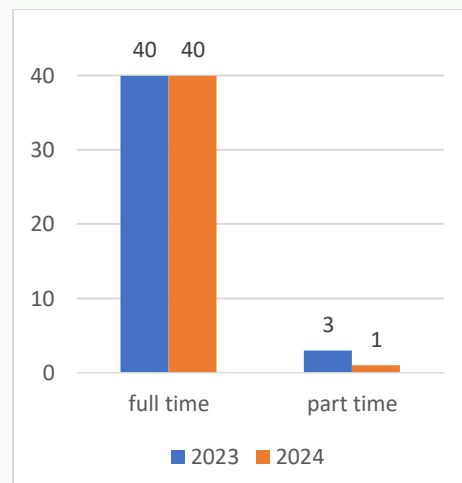
### Number of Employees by Geographical Regions



### Number of Employees by Age Group



### Number of Employees by Employment Type



Key Performance Indicator – Breakdown of Workforce			
		Number of Employees	
Category		2024	2023
Gender	Male	27	30
	Female	14	13
Employment Type	Full time	40	40
	Part time	1	3
Age Group	Below 30	4	3
	31 – 40	7	12
	41 – 50	8	7
	Above 51	22	21
Geographical Region	Hong Kong	27	25
	The PRC	10	10
	Singapore	2	3
	Australia	2	5

## Employee Turnover

During the Reporting Year, the Group's overall employee turnover rate was approximately 19% (2023: 9%).

Key Performance Indicator – Turnover Rate of Workforce			
		Employee Turnover Rate	
Category		2024	2023
Gender	Male	28%	13%
	Female	-	-
Geographical Region	Hong Kong	12%	11%
	The PRC	10%	-
	Singapore	40%	-
	Australia	86%	29%
Age Group	Below 30	-	29%
	31 – 40	42%	-
	41 – 50	13%	14%
	Above 51	14%	9%

\* The employee turnover rate is the number of employees in the specified category who left during the year divided by the average total number of employees in the specified category.

## B2. Health and Safety

Ensuring the health and safety of our employees is an integral part of our business core values. The Group is dedicated to maintaining a safe, hygienic, and productive workplace by minimizing risks of accidents, injuries, and health issues.

Employees are required to maintain the cleanliness and tidiness of the workplace so as to minimise the risk of contracting virus and accidental incident. We have established policies to comply with the relevant health and safety laws and regulations and to ensure a healthy and safe working environment to protect employees from occupational hazards.

For the past three years, the Group has recorded no work-related fatal incident on our employees. In the Reporting Year, there was no injury incident on our employees resulting in loss of working days (2023: 45 lost days).

We have strictly complied with the following relevant laws and regulations for providing a safe working environment and protecting our employees from occupational hazards.

Hong Kong	<ul style="list-style-type: none"> <li>Occupational Safety and Health Ordinance</li> <li>Factories and Industrial Undertaking Ordinance</li> <li>Occupiers Liability Ordinance</li> </ul>
The PRC	<ul style="list-style-type: none"> <li>Prevention and Control of Occupational Diseases Law of the PRC 《中華人民共和國職業病防治法》</li> </ul>
Singapore	<ul style="list-style-type: none"> <li>Workplace Safety and Health Act</li> <li>Work Injury Compensation Act</li> </ul>
Australia	<ul style="list-style-type: none"> <li>Work Health and Safety Act</li> </ul>

During the Reporting Year, we are not aware of any non-compliance with relevant laws and regulations that has significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

## B3. Development and Training

We endeavour to foster a harmonious and people-oriented working environment. We considerably care about our staff's career development and recognise that staff training is of vital importance to enhance their comprehensive development and to improve the overall competence and quality of our workforce.

To maintain the competitive edge, we strive to provide adequate development and training opportunities to our staff and keep them abreast with current trends and techniques. Additionally, warehouse and workshop staff will also receive trainings to equip them with necessary skills and knowledge on health and safety procedures before they are assigned with duties.

We have established a series of induction trainings for all newly hired employees to familiarise them with the Group's working environment, policies and procedures, and safety standards. To encourage our staff to acquire necessary technical skills and pursue continuing education and training, we provide subsidy of tuition fee to employees attending external training courses with satisfactorily completion and approval from the management.

In this year, we had offered different external trainings to our employees for specific needs in their jobs and for their career development. The following is the summary of external training and development courses conducted:

- Work safety and site safety training courses
- Occupational health and safety regulations courses on manual handling operations and handling of dangerous substances and chemicals
- Courses on Hong Kong listing rules updates and compliance
- Courses on corporate governance
- Courses on new ESG and climate-related disclosures requirements and conference on climate change and sustainable financing
- Courses on updates of taxation and accounting

During the Reporting Year, the percentage of total employees who have taken part in training was 29% (2023: 16%). The average number of training hours per employee was 2.3 hours (2023: 0.6 hour).

Key Performance Indicator – Percentage of Employees Taken Part in Training			
Category		2024	2023
Gender	Male	83%	86%
	Female	17%	14%
Employment category	Senior management	58%	86%
	Middle management	25%	14%
	Frontline and other employees	17%	-

Key Performance Indicator – Average Training Hours Completed Per Employee			
Category		2024 (hours)	2023 (hours)
Overall average training hours completed per employee		2.3	0.6
Gender	Male	2.9	0.7
	Female	1.1	0.5
Employment category	Senior management	3.0	2.9
	Middle management	2.2	0.4
	Frontline and other employees	2.0	-



## B4. Labour Standards

The Group is committed to maintaining the highest labour standards across our business operations. We are fully aware that exploitation of child and forced labour are in violation of human rights and international labour conventions. As such we strictly prohibit any form of child labour or forced labour. We have implemented stringent recruitment procedures that our human resources staff are required to verify the age of applicants and to ensure that all new hirers meet the legal minimum age for employment.

Employees are well protected on their rights that major terms and conditions of employment are comprehensively stated in their employment contracts and in the employee handbook. All employees are working on a voluntary basis with agreed terms between employees and the Group. They will be protected under labour laws from various jurisdictions. Any labour-related issues would be handled diligently and appropriate actions would be taken seriously to ensure employees are protected and respected.

During the Reporting Year, we are not aware of non-compliance with relevant laws and regulations that has significant impact on the Group relating to preventing child labour and forced labour.

## B5. Supply Chain Management

We procure various cutting tools, parts and equipment from our suppliers based on the demand of our customers under our contracts and/or purchase orders. We also engage fabricated steel factories to produce custom-made fabricated construction steel products based on customer specifications.

To ensure our products meet the stringent quality and safety requirement from our customers, we have established policy and procedures on selecting suppliers and fabricated steel factories. On evaluating suppliers, a supplier evaluation form must be completed to assess the suppliers' background, quality of products, market reputation and historical working performance, etc. The evaluation form must be reviewed and approved by the director and/or the senior management before accepting the new supplier to our approved supplier list.

To monitor the performance of suppliers, we conduct regular visits to suppliers' factories to ensure the quality of products and their quality control procedures meet our requirements and the expectation of our customers. The suppliers are also required to provide document evidence on the compliance of the product quality and safety. The approved supplier list is maintained and reviewed regularly by the senior management to ensure that only qualified suppliers are selected.

We also incorporate sustainability considerations into our sourcing practices, including procurement of office equipment. We communicate with suppliers on their environmental and social responsibilities to seek ways to enhance their environmental and social practices so as to meet our customers' sustainability expectations. As at the end of 2024, we had a total of 38 suppliers (2023: 24 suppliers).

Key Performance Indicator – Geographical region of suppliers		
	2024	2023
Asia Pacific	10	3
Hong Kong	5	4
The PRC	15	10
Others overseas countries	8	7

## B6. Product Responsibility

The Group is committed to providing high quality cutting tools and other supplied products regarding foundation and tunnelling businesses. We provide integrated engineering solutions in connection with the supply of specialised cutting tools and parts for construction equipment and specialised construction equipment from renowned suppliers ("Branded Products"), supply of fabricated construction steel works and equipment based on customer specifications ("Custom-made Products"), and repair, maintenance and leasing of specialised construction equipment.

### Quality Assurance

High quality products supplied by us has been one of the key factors contributing to our success. To ensure all products we supplied can meet our customers' stringent product safety and quality standards, we have implemented quality control procedures in respect of Branded Products and Custom-made Products.

For our Branded Products, we would conduct inspections alongside with our customers upon delivery of specialised cutting tools and parts for construction equipment. For inspection of specialised construction equipment, we would assess the current condition, specifications, functionality, and performance of the equipment. This inspection will take place both before committing a purchase order and again upon delivery to ensure quality and compliance with the specifications. In addition, we would request our suppliers to provide quality certificates on the relevant products. We would also engage external consultant for testing the products at the request of our customers.

Our professional engineers would also provide the following services to our Branded Products customers to ensure meeting the customers' requirements on quality, safety and environmental compliance.

- We offer project analysis, including geological analysis, and recommendation on deployment of cutting tools and parts.
- We provide ongoing advice, monitoring and assessment on the deployment, usage and functionality of the products throughout the duration of projects to ensure we can provide advice to address technical issues arising in the projects promptly.
- We offer repair and maintenance services, which includes technical support, during the duration of the contract to our customers.

For our Custom-made Products, our professional engineers would conduct feasibility study on the product design provided by customers. We would then provide suggestions for improvements or develop a new product concept based on customers' requirements and specifications. After obtaining the customer's consent on the product design, we would work on prototypes of the product and arrange product fabrication.

To ensure the Custom-made Products are manufactured with consistency and reliability, and meet the specifications as set by our customers, we have implemented comprehensive quality control procedures throughout the production fabrication process. In addition, we conduct periodic site visit to the fabricated steel factories to monitor the production process from time to time. We also conduct final inspection at the factories to ensure the specifications of the products meet the requirements before delivering to our customers. An independent surveyor may be engaged to perform tests on the products at the request of our customers.

During the Reporting Year, none of our products was recalled due to safety and health reasons and we have not received any complaints related to our products and services.

## Intellectual Property (“IP”)

All employees are required to observe the IP policy as stated in the Group’s employee handbook to protect the Group’s IP rights. Our senior management is responsible for monitoring and safeguarding the IP of the Group. Contracts between the Group, employees and relevant parties would contain confidentiality and non-disclosure clauses related to IP of the Group to prevent disclosure of sensitive information.

We are also dedicated to protecting and respecting legal rights of IP owners. We strictly prohibit using any counterfeit materials and products that infringe the rights of the genuine IP owners. Furthermore, we ensure that proper licenses are obtained for software and computer hardware we use in our business operations.

## Consumer Data Protection

Given that our Group is not engaged in retail business, we would not obtain personal information of third-party individuals during our business operations. As such, we do not have any issue relating to consumer data protection and privacy. However, we strictly comply with the Personal Data (Privacy) Ordinance in Hong Kong and laws and regulations relating to personal data privacy in other jurisdictions where our business operates in handling personal information of our employees, job applicants, representatives of customers and suppliers, as well as other relevant parties.

During the Reporting Year, we are not aware of any non-compliance with the relevant laws and regulations that has significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services.

## B7. Anti-Corruption

A system with good moral integrity and an effective anti-corruption mechanism is the cornerstone for the sustainable and healthy development of the Group. Our management and employees are required to strictly comply with the following laws and regulations on anti-bribery and anti-corruption.

Hong Kong	<ul style="list-style-type: none"> <li>Prevention of Bribery Ordinance</li> <li>Anti-Money Laundering and Counter-Terrorist Financing Ordinance</li> </ul>
The PRC	<ul style="list-style-type: none"> <li>Anti-Corruption Law of the PRC 《中華人民共和國反腐敗法》</li> <li>Anti-Money Laundering Law of the PRC 《中華人民共和國反洗錢法》</li> </ul>
Singapore	<ul style="list-style-type: none"> <li>Prevention of Corruption Act</li> <li>Anti-Money Laundering and Countering the Financing of Terrorism Act</li> </ul>
Australia	<ul style="list-style-type: none"> <li>Criminal Code Act</li> <li>Anti-Money Laundering and Counter-Terrorism Financing Act</li> </ul>

To maintain a workplace free from corruption and bribery, the Group has established anti-corruption policy, and it is strictly enforced across our business operations. It guides our directors and employees for proper handling and reporting over conflict of interests, receiving and giving gifts and advantages among business partners and business referrals, etc.

We have also established a whistleblowing policy for reporting abnormal, misconduct, or corruption behaviour. There is a reporting mailbox as a channel for employees to report violations, corruption, bribery, and suspicious incidents.

The Group will fully support employees in raising their concerns in good faith. Any issues raised will be dealt with by the top management in confidential and appropriate manner. To enhance the awareness and knowledge of anti-corruption, we arrange regular anti-corruption training to our directors and staff. During the Reporting Year, the Hong Kong office had provided an anti-corruption seminar organised by ICAC to a director.

During the Reporting Year, there was no concluded legal case regarding corrupt practices brought against the Group or our employees. We are not aware of any non-compliance with the laws and regulations that has significant impact on the Group relating to bribery, extortion, fraud and money laundering.

## **B8. Community Investment**

The Group is committed to giving back to society and has been actively fulfilling its social responsibilities as a corporate citizen. To foster our relationship with the local communities, we focus our contributions on helping the under-privileged people in the society. We also encourage our employees to participate in charitable activities to support the communities and the needy.

We strive to be a socially responsible enterprise with customer satisfaction, social satisfaction, and employee satisfaction. We will continue to support those deserving charities and humanitarian causes by providing financial contributions or other forms of assistance to make a positive impact in our local communities.

## The HKEX ESG Reporting Guide Checklist

ASPECTS	DESCRIPTION	PAGE REF
<b>Mandatory Disclosure Requirements</b>		
Governance Structure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	3-4
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:  Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.  Quantitative: Information on the standards, methodologies, assumptions and/ or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.  Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.	2, 5-7
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	2

## The HKEX ESG Reporting Guide Checklist (cont'd)

ASPECTS	DESCRIPTION	PAGE REF
<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.	8-10
KPI A1.1	The types of emissions and respective emissions data.	8-10
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	9-10
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Not applicable for disclosure
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	10
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	13
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.	10, 13
<b>Aspect A2: Use of Resources</b>		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	11-12
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity.	11-12
KPI A2.2	Water consumption in total and intensity.	12
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	10
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.	10, 12
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	12
<b>Aspect A3: The Environment and Natural Resources</b>		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	13
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	13
<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.	14
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.	14



## The HKEX ESG Reporting Guide Checklist (cont'd)

ASPECTS	DESCRIPTION	PAGE REF
<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.	15-17
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	16-17
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	17
<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.	18
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	18
KPI B2.2	Lost days due to work injury.	18
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	18
<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.	18-19
KPI B3.1	The percentage of employees trained by gender and employee category.	19
KPI B3.2	The average training hours completed per employee by gender and employee category.	19
<b>Aspect B4: Labour Standards</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 preventing child and forced labour.	20
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	20
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	20

## The HKEX ESG Reporting Guide Checklist (cont'd)

ASPECTS	DESCRIPTION	PAGE REF
<b>Operating Practices</b>		
<b>Aspect B5: Supply Chain Management</b>		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	20
KPI B5.1	Number of suppliers by geographical region.	20
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.	20
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	20
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	20
<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.	21-22
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	21
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	21
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	22
KPI B6.4	Description of quality assurance process and recall procedures.	21
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	22
<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.	22-23
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.	23
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	23
KPI B7.3	Description of anti-corruption training provided to directors and staff.	23

## The HKEX ESG Reporting Guide Checklist (cont'd)

ASPECTS	DESCRIPTION	PAGE REF
Community		
<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 take into consideration the communities' interests.	23
KPI B8.1	Focus areas of contribution.	23
KPI B8.2	Resources contributed to the focus area.	23

## Contact Us

We welcome your comments and suggestions on our ESG initiatives and reporting for enhancing our sustainability values. Please share your views with us via email at [contact@mleng.com](mailto:contact@mleng.com).

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