

# To Give Positive Environmental Impact

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT **2024**

Incorporated in the Cayman Islands with limited liability  
Stock Code: 8391



2	ABOUT CORNERSTONE TECHNOLOGIES
6	BOARD STATEMENT ON SUSTAINABILITY MANAGEMENT
8	FEATURE STORY 1 - GLOBAL EXPANSION OF SUSTAINABLE TRANSPORTATION SOLUTIONS
10	FEATURE STORY 2 - REVOLUTIONIZING GREEN MOBILITY: A STRATEGIC ESG PARTNERSHIP FOR HONG KONG'S SUSTAINABLE FUTURE
12	OUR SUSTAINABILITY APPROACH
16	OUR PRODUCT RESPONSIBILITIES
19	OUR BUSINESS PRACTICES
21	OUR ENVIRONMENT
25	OUR PEOPLE
28	OUR PERFORMANCE
31	OUR REPORTING APPROACH
32	CONTENT INDEX

# Contents



A young girl with long, light brown hair is looking out of a window, her hands clasped together. The background is blurred, showing other people and what appears to be a train or bus. A large yellow arc graphic is in the top left corner, and a smaller orange circle is to the left of the text.

# About Cornerstone Technologies





Cornerstone Technologies Holdings Limited (the “Company”), together with its subsidiaries (collectively referred to as the “Group” or “Cornerstone Technologies”), is a pioneering force in sustainable environmental technology solutions since its establishment in 2016. As a Hong Kong-headquartered enterprise, the Group has positioned itself as a leading provider of comprehensive electric vehicle (“EV”) charging infrastructure, delivering innovative and accessible solutions tailored to meet diverse customer requirements.

**Business Overview**

The Group posted solid results for the year ended 31 December 2024 (“reporting year”).

**KEY  
FINANCIAL  
INFORMATION**

Revenue

HK\$153,126,000

Gross Profit

HK\$27,280,000

Basic Loss  
Per Share

HK15.77 Cents









The Group has established itself as a preeminent provider of EV charging solutions, distinguished by its advanced infrastructure technologies and strategic market positioning. Our extensive portfolio of solutions exemplifies our dedication to meeting the sophisticated requirements of the rapidly expanding EV sector.

The Hong Kong Government's progressive 2024-25 Budget initiatives have fostered an exceptionally conducive market environment through comprehensive supportive measures. These include pioneering pilot programs for new energy public transportation vehicles and strategic tax incentives, which are projected to catalyze significant growth in EV adoption across diverse vehicle categories. This policy framework presents substantial commercial opportunities for the Group's expansion.

The recent enhancement of the First Registration Tax (FRT) concession scheme for electric vehicles further amplifies market potential. The scheme's extension through March 31, 2026, incorporating revised concession rates and maintaining full FRT waivers for commercial electric vehicles, electric motorcycles, and electric motor tricycles, is anticipated to sustain robust market momentum. Effective April 1, 2024, the updated scheme offers private car owners FRT concessions up to HK\$58,500, with enhanced benefits reaching HK\$172,500 through the "One-for-One Replacement" Scheme. These strategic policy initiatives, particularly the sustained support for the commercial sector, align seamlessly with the Group's strategic objectives and market development plans.

In response to these emerging opportunities, the Group has strategically invested in strengthening its research and development capabilities, further consolidating its technological leadership position. Through strategic alliances with industry leaders and sustained innovation, we have developed an advanced suite of charging solutions that comprehensively addresses diverse market requirements, positioning the Group advantageously to capitalize on emerging opportunities.

The Group's market leadership is evidenced by its successful procurement of operational rights for strategic projects in 2024. As the pioneering private sector operator in the government's charging station commercialization initiative, this achievement underscores the Group's instrumental role in advancing Hong Kong's sustainable transportation infrastructure.





# **Board Statement on Sustainability Management**



## Dear stakeholders,

On behalf of the Board of Directors, I am honored to present Cornerstone Technologies' Environmental, Social, and Governance (ESG) Report for 2024. As a market leader in sustainable environmental technology solutions, we remain steadfast in our commitment to driving innovation and excellence in the electric vehicle (EV) charging infrastructure sector.

The landscape of Hong Kong's EV market presents both challenges and opportunities. The Hong Kong Government's ambitious carbon neutrality target for 2050, supported by the "Hong Kong EV Popularisation Roadmap" and "Hong Kong Clean Air Plan 2035," sets clear directives for the cessation of new fossil fuel vehicle registrations by 2035 and achieving zero vehicular emissions by 2050. These initiatives, complemented by tax incentives and the "One-for-One Replacement" scheme, create a robust framework for EV adoption.

We recognize the current market challenges, including charging infrastructure limitations and evolving regulatory requirements. However, these challenges present strategic opportunities for market leadership. Our Group is proactively addressing these challenges through continuous innovation and infrastructure expansion, positioning ourselves at the forefront of Hong Kong's sustainable transportation revolution.

To address market dynamics and climate-related risks, we have implemented a comprehensive strategy that focuses on several key areas. We are actively accelerating the deployment of charging facilities to support the government's ambitious target of 15,000 charging points by 2025, while simultaneously developing advanced charging solutions that set new industry benchmarks. Through strategic partnerships across the value chain, we are strengthening our market presence and maintaining robust systems to effectively address climate-related challenges and regulatory requirements. This multi-faceted approach ensures our continued leadership in sustainable transportation infrastructure.

Our market leadership is reinforced by our sophisticated stakeholder engagement framework and sustained investment in research and development. These initiatives enable us to develop cutting-edge charging solutions that not only meet current market demands but anticipate future requirements.

Looking ahead, Cornerstone Technologies is exceptionally positioned to capitalize on the evolving EV infrastructure market. Our strategic focus remains on network expansion, technological advancement, and market leadership consolidation. We are confident that our initiatives will contribute significantly to Hong Kong's sustainable development while generating substantial long-term value for our stakeholders.

Board of Directors  
March 2025





# **Feature Story 1 - Global Expansion of Sustainable Transportation Solutions**





We continue to advance its strategic global expansion initiatives in sustainable transportation infrastructure, marking a significant milestone in the Group's commitment to environmental stewardship and technological innovation across international markets.

### Strategic Market Entry: Thailand

The Group has executed a strategic investment of HK\$180 million to acquire a 35.6% equity stake in Spark EV, representing a significant advancement in our Southeast Asian market penetration strategy. This joint venture enables the Group to implement comprehensive EV charging infrastructure solutions, encompassing design, procurement, construction, and commissioning services across Thailand.

Through our strategic partnership with Bangchak Corporation Public Company Limited (BCP), a leading Thai energy corporation, the Group has established an ambitious five-year implementation plan targeting the deployment of over 1,000 EV charging facilities. This extensive infrastructure network development aims to accelerate Thailand's transition toward sustainable transportation while enhancing accessibility for electric vehicle users throughout the region.

### Market Expansion: New Zealand

Concurrent with our Southeast Asian developments, the Group has established a strategic alliance with RCR Green EV in New Zealand, marking our entry into the Oceania market. This collaboration, scheduled to commence operations in the first half of 2025, demonstrates our commitment to developing market-specific sustainable transportation solutions.

The New Zealand initiative incorporates state-of-the-art 60kW DC fast-charging technology, strategically deployed across carefully selected locations nationwide. This implementation integrates advanced data analytics and market intelligence capabilities, enabling the Group to optimize infrastructure deployment while gathering valuable insights for future market development.

These strategic international expansions reflect the Group's evolution into a global leader in sustainable transportation solutions. By leveraging our expertise developed in Hong Kong across diverse international markets, we continue to advance our mission of facilitating the global transition toward environmentally conscious mobility. These initiatives exemplify our dedication to creating long-term value while contributing to a more sustainable future for transportation worldwide.





# **Feature Story 2 – Revolutionizing Green Mobility: A Strategic ESG Partnership for Hong Kong's Sustainable Future**





Cornerstone Technologies has established itself as a pioneering force in the advancement of sustainable transportation infrastructure through strategic cross-sector partnerships. A groundbreaking collaboration with Zurich Insurance and Kuwa serves as a compelling testament to the Group's unwavering commitment to fostering a comprehensive sustainable ecosystem within the community. This partnership, with its primary focus on revolutionizing green transportation initiatives, represents a significant milestone in Hong Kong's journey toward environmental sustainability.

The cornerstone of this strategic alliance lies in its seamless integration with ZERO2, an innovative digital platform that masterfully harnesses gamification principles to promote sustainable behaviors. This cutting-edge platform, widely recognized as Hong Kong's premier ESG rewards program, has implemented a sophisticated and multi-layered incentive structure through its extensive green merchant network. The platform's comprehensive approach effectively encourages widespread adoption of environmentally conscious practices, facilitating measurable and significant carbon reduction activities across various sectors of society.

The tripartite collaboration stands as a shining example of a truly holistic approach to sustainability, meticulously encompassing environmental (E), social (S), and governance (G) dimensions. Through this carefully crafted integrated framework, users engage with Cornerstone's state-of-the-art EV charging infrastructure to accumulate ZERO2 points, making direct and meaningful contributions to environmental conservation efforts. Zurich Insurance enhances this initiative by providing strategically designed insurance benefits, significantly strengthening the social impact component. The ZERO2 platform's sophisticated data tracking and verification capabilities establish and maintain rigorous governance standards, enabling precise impact measurement and facilitating the strategic optimization of carbon reduction outcomes through advanced analytics and reporting mechanisms.

As eloquently articulated by our Chief Executive Officer, Mr. Yip Siu Hong, this strategic partnership represents far more than a conventional business alliance – it embodies a comprehensive and deeply rooted commitment to environmental stewardship and social responsibility. The Group's forward-thinking strategic vision encompasses the innovative utilization of this collaborative framework to catalyze unprecedented levels of community engagement in carbon reduction initiatives. This approach not only accelerates the transition toward sustainable transportation modalities but also sets new benchmarks for corporate environmental responsibility in Hong Kong's rapidly evolving green technology landscape.



A photograph of a man and a young boy planting a small tree in a grassy field. The man, wearing a blue denim shirt, is kneeling and holding the sapling. The boy, wearing a plaid shirt and blue jeans, is also kneeling and holding the sapling. They are both looking at the tree with interest. The background is a lush green field with trees in the distance. A large yellow curved shape is in the top left corner. The text "Our Sustainability Approach" is overlaid on the image in white and yellow.

# Our Sustainability Approach



The Group maintains an unwavering commitment to generating sustainable value for its stakeholders while fostering positive impact within the communities we serve. Environmental and social sustainability considerations are systematically integrated into our strategic decision-making processes and operational practices.

Sustainability Governance

The Group's sustainability agenda is overseen by the Sustainable Committee, comprising Board members and supported by the Sustainability Taskforce. This committee draws expertise from diverse business units across the organization, ensuring comprehensive oversight and implementation of sustainability initiatives. The Board maintains strategic supervision of the Group's sustainable development trajectory, ensuring thorough integration of key sustainability considerations into our long-term development strategy.

Sustainability Strategy

In alignment with the United Nations Sustainable Development Goals (UN SDGs) 2030 agenda, the Group has formulated a comprehensive strategic sustainability framework. This framework systematically addresses critical environmental and social challenges through carefully designed strategic initiatives, thereby ensuring the Group's long-term sustainable growth and stakeholder value creation.

The Group's sustainable development strategy is executed through five strategic pillars. Based on a comprehensive materiality assessment conducted in 2024, the Group has identified decarbonization and supply chain responsibility as key priority areas, which are complemented by other strategic pillars essential to our sustainability agenda.





## Sustainability Risk Management

In alignment with our commitment to sustainable business practices, Cornerstone Technologies has established a comprehensive ESG risk management framework that complements our innovative EV charging solutions. The Group's sustainable development strategy is fortified by the systematic integration of ESG risk management protocols into our operational framework.

Through rigorous assessment, the Group has identified and prioritized key ESG risks inherent to our operations. These encompass cybersecurity considerations related to customer data protection and charging system infrastructure, operational resilience in power supply management, environmental compliance in electronic waste disposal, and human capital retention strategies.

Cybersecurity represents a critical component of our risk management strategy. The Group maintains sophisticated security protocols to protect customer data integrity and charging system operations. Our comprehensive cybersecurity framework incorporates advanced protective measures to prevent unauthorized access and ensure operational continuity.

To maintain service excellence, the Group has implemented robust power supply management protocols. Through strategic partnerships with leading energy providers and comprehensive contingency planning, we ensure consistent service delivery across our charging network infrastructure.

Environmental compliance remains fundamental to our operational philosophy. The Group adheres to stringent electronic waste management protocols, ensuring responsible disposal practices that minimize environmental impact and promote circular economy principles.

Our human capital strategy emphasizes the retention of key technical personnel through comprehensive talent management programs. The Group maintains competitive compensation structures and professional development opportunities to ensure workforce stability and technological expertise retention.

The Group has identified significant market opportunities aligned with global sustainability trends. Increasing consumer adoption of low-carbon transportation solutions, coupled with supportive government policies in the EV sector, presents favorable conditions for continued business growth and market expansion.

Through the implementation of this comprehensive ESG risk management framework, Cornerstone Technologies continues to demonstrate industry leadership in both technological innovation and sustainable business practices within the EV charging infrastructure sector.

## Stakeholder Engagement

The Group's sustainable development strategy is informed by comprehensive stakeholder engagement processes. Through established communication channels, we systematically gather stakeholder insights to inform strategic decision-making and identify emerging risks and opportunities within our operational landscape.

Following the successful integration of strategic acquisitions in 2020, the Group has implemented robust internal communication frameworks to facilitate ongoing dialogue with employees. To advance our sustainable development agenda, we have initiated comprehensive internal engagement programs designed to enhance awareness and ensure strategic alignment across the organization. These structured engagement initiatives serve dual purposes: disseminating strategic objectives while providing formal channels for employee feedback regarding operational and organizational matters.

All stakeholder feedback is processed through independent external consultation and submitted directly to the Sustainability Committee for evaluation and action. The Group maintains a strong emphasis on transparent communication channels and active stakeholder participation to advance sustainable development objectives and cultivate an inclusive organizational culture aligned with our strategic vision.

# CASE SHARING –

## REVOLUTIONIZING SUSTAINABLE URBAN DELIVERY THROUGH GREEN MOBILITY INNOVATION

In a transformative strategic partnership, Cornerstone Technologies has joined forces with Foodpanda to launch the groundbreaking “Green Mobility Network” – a comprehensive electric motorcycle ecosystem featuring cutting-edge rapid battery swap technology. This pioneering collaboration represents a significant milestone in sustainable urban mobility, seamlessly integrating environmental consciousness with the evolving demands of modern delivery services.

The success of this collaboration underscores Cornerstone Technologies' commitment to fostering meaningful partnerships across diverse sectors. By actively engaging with stakeholders from both public and private sectors, including delivery platforms, energy providers, and local communities, the Group continues to build a robust ecosystem that supports sustainable urban development. These strategic alliances not only enhance our service offerings but also contribute to the broader vision of creating environmentally conscious and socially responsible transportation solutions for future generations.

The initiative emerges as a response to the growing challenges faced by delivery partners in an increasingly sustainability-focused market landscape. By combining Cornerstone's expertise in electric vehicle infrastructure with Foodpanda's extensive delivery network, the partnership creates a scalable solution that addresses both environmental concerns and operational efficiency.

### Key Features:

1. State-of-the-art “ZEEGO by Mile Green” electric motorcycles, engineered to deliver exceptional performance matching traditional fuel motorcycles in speed, range, and reliability, ensuring seamless integration into existing delivery operations while maintaining optimal service standards
2. Revolutionary environmental impact achievements, with comprehensive lifecycle analysis demonstrating a remarkable 75% reduction in carbon emissions compared to conventional fuel motorcycles, contributing significantly to urban air quality improvement and climate change mitigation efforts
3. Innovative financial model featuring an accessible monthly subscription package that includes unlimited access to strategically located battery swap stations, supported by real-time monitoring and predictive maintenance systems

### Social Impact and Economic Benefits:

The initiative fundamentally transforms the delivery partner ecosystem by eliminating traditional financial barriers to entry. By replacing substantial upfront vehicle investments with an affordable subscription model, the program democratizes access to sustainable mobility solutions while providing significant operational cost savings for delivery partners.

This groundbreaking approach exemplifies how innovative sustainable solutions can simultaneously address environmental challenges, enhance social mobility, and support the growing gig economy workforce. The program's success demonstrates the viability of large-scale green mobility transitions in urban environments, setting a new standard for sustainable transportation initiatives across the region.





## OUR POLICY STATEMENT

The Group is committed to cultivating enduring customer relationships through the delivery of exceptional service quality, premium product offerings, and continuous innovation in our solutions portfolio. Our strategic focus encompasses maintaining superior product delivery standards while ensuring comprehensive protection of customer interests across all business operations.

# Our Product Responsibilities

## Our Achievements

> Cross-industry collaborations launched to boost the adaptation of electrical vehicles in Hong Kong

> Cooperated with external stakeholders to promote the use of commercial electrical vehicles

> Upgraded customer app introducing new features



## Customer Services

The Group maintains rigorous standards in project delivery and customer welfare protection throughout all operational touchpoints. This commitment is underpinned by comprehensive quality assurance protocols that govern our service delivery framework. We have established sophisticated systems to ensure the dissemination of precise and detailed product and service information to our clientele. These systems incorporate structured protocols for timely and equitable resolution of customer inquiries.

Our quality management framework provides comprehensive guidelines for personnel regarding the management of non-conforming products and customer feedback mechanisms. During the fiscal year 2024, the Group recorded 6 complaints relevant to advertising/sales description and terms of reference, with all operational matters being addressed efficiently through established resolution protocols.

## Information Management

The Group upholds the highest standards of integrity, transparency, and accountability in all marketing communications. All promotional materials undergo comprehensive management review prior to dissemination to ensure strict adherence to applicable advertising regulations and intellectual property guidelines. The Group maintains rigorous compliance with patent and licensing regulations to safeguard against infringement. Comprehensive intellectual property protection measures have been implemented, including strategic registrations and robust confidentiality agreements. All personnel are required to maintain strict compliance with established protocols governing the handling and storage of proprietary information.

Recognizing cybersecurity as a critical business imperative, the Group has implemented comprehensive security protocols across all operational platforms and project implementations to ensure the protection of corporate assets and customer data integrity.

# CASE SHARING –

## UPGRADE OF CUSTOMER APP

Cornerstone Technologies remains at the forefront of innovation, redefining convenience and efficiency for EV owners and businesses. The 2025 enhancements to the Cornerstone GO app introduce features that streamline charging operations, reduce friction, and empower fleet operators, further solidifying its position as a leader in smart charging solutions.

### 1. AutoCharge: Seamless Authentication via Vehicle Identification (VIN)

With AutoCharge, Cornerstone GO now integrates advanced vehicle recognition technology to automatically identify a user's EV through its unique VIN. When drivers connect their vehicles at Cornerstone charging stations, the system securely verifies and authenticates charging without requiring app interaction. This hands-free experience streamlines the fleet operation, while maintaining paramount security through end-to-end encryption for data privacy.

### 2. Fleet Management Suite: Unified Control & Corporate Discounts

Tailored for businesses and organisations managing EV fleets, the new Fleet Management Suite helps corporate clients optimise charging operations. Fleet administrators can now centralise billing and usage tracking across all corporate vehicles, apply automated fleet-specific discounts and monitor real-time charging status and energy consumption through an intuitive.

This feature empowers corporations to meet sustainability goals while reducing costs, all within a single, scalable platform.

By combining cutting-edge technology with enterprise-grade tools, Cornerstone Technologies enhances the EV charging experience for both individual and businesses. The 2025 upgrades focus on convenience and affordability while building toward smarter, more connected urban mobility ecosystems. As EV adoption grows, Cornerstone remains committed to delivering solutions that anticipate and exceed the evolving demands of a greener future.



Product Health and Safety

The Group has implemented a comprehensive quality management system that encompasses rigorous product quality plans and standardized testing procedures. This robust framework enables systematic evaluation of potential safety hazards and demonstrates the Group's steadfast commitment to maintaining the highest standards of product quality assurance.

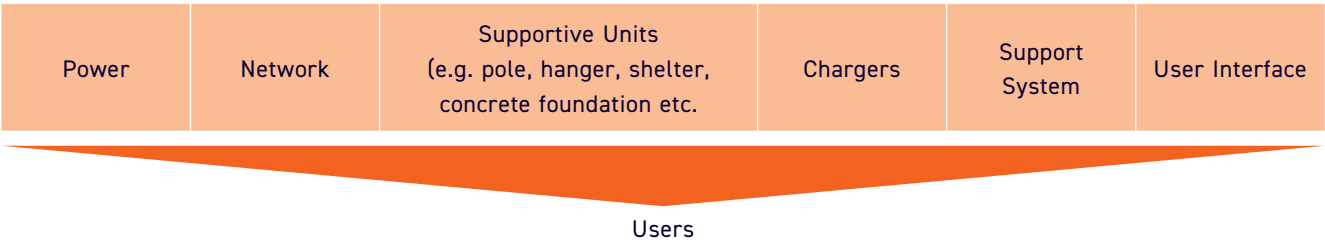
CASE SHARING -  
HIGH STANDARD OF QUALITY CHECK

As a market leader in sustainable environmental technology solutions, the Group maintains rigorous quality control standards through its comprehensive Testing and Commissioning Procedure. This systematic protocol ensures all charging systems meet stringent performance requirements and industry benchmarks.

The Testing and Commissioning Procedure has been implemented across all charging system installations, establishing a uniform standard of operational excellence throughout the Group's service portfolio. This standardization represents a cornerstone of our commitment to continuous quality improvement and customer satisfaction excellence.

Prior to deployment, each charging system undergoes an extensive verification process encompassing six critical operational domains. This meticulous assessment methodology ensures optimal system performance and reliability. Through this comprehensive quality assurance framework, the Group maintains the highest standards of operational integrity while fostering sustained customer confidence in our infrastructure solutions.

The Six Key Areas:



The comprehensive Testing and Commissioning Procedure demonstrates the Group's unwavering dedication to service excellence and customer satisfaction. This rigorous protocol exemplifies our systematic approach to quality assurance and continuous improvement, further solidifying our position as an industry leader in sustainable environmental technology solutions.



## OUR POLICY STATEMENT

The Group maintains an unwavering commitment to ethical and sustainable business practices, underpinned by a comprehensive supply chain management framework designed to effectively identify and mitigate environmental and social risks throughout our operations. In accordance with our corporate governance principles, we enforce a stringent zero-tolerance policy regarding corruption and bribery, thereby ensuring the highest standards of integrity and equitable business conduct across all operational activities.

# Our Business Practices

## Our Achievements

- > Evaluated suppliers based on sustainability criteria and monitor their environmental and social performance
- > Enforced anti-corruption through internal controls, annual training, and secure whistleblowing channels
- > The ethics committee oversees compliance with our code of conduct through regular training and transparent communication



## Supply Chain Management

The Group maintains an unwavering commitment to responsible business practices that prioritize environmental stewardship and social responsibility. This commitment extends to our business partners, who are expected to uphold these same high standards. Our global supply chain network encompasses approximately 120 suppliers and contractors, with no material changes reported during the fiscal year 2024.

To ensure comprehensive compliance with our environmental, labor rights, and health and safety standards, the Group has implemented a robust supply chain management framework. This includes regular on-site compliance audits and performance evaluations of our suppliers. Furthermore, we have established comprehensive guidelines and protocols throughout our supply chain ecosystem, from procurement through to customer distribution, enabling us to effectively navigate and adapt to dynamic social, economic, and political landscapes.

## CASE SHARING – CAREFUL SELECTION OF SUPPLIERS

The Group is currently undertaking a comprehensive revision of its business partner guidelines to strengthen environmental and social governance requirements within our supply chain. This strategic initiative aims to elevate our suppliers' and contractors' commitment to environmental stewardship and social responsibility, integrating these principles into their operational frameworks and organizational cultures.



As part of our enhanced supplier management strategy, the Group is implementing more stringent environmental, social, and governance (ESG) criteria in our procurement evaluation processes. All new suppliers are required to formally acknowledge and demonstrate compliance with these standards during the registration process.

Furthermore, the Group remains steadfast in its commitment to embedding sustainable development principles throughout our value chain. We recognize that fostering strategic partnerships with our business associates is fundamental to maintaining superior project quality, effectively managing supply chain risks, and optimizing operational efficiency across our portfolio.

## Anti-Corruption

The Group maintains a zero-tolerance policy regarding bribery and corruption in all its forms. All employees are required to strictly adhere to the anti-corruption guidelines delineated in the Group's employee handbook, which comprehensively outlines prohibited activities and employee responsibilities in corruption prevention.

During the reporting period, the Group intensified its anti-corruption initiatives through enhanced training programs focusing on anti-corruption and fair competition practices. Anti-corruption training remains a mandatory component of the onboarding process for all new employees and directors. While these training sessions are integrated into standard operational procedures, the Group recognizes the opportunity to implement more robust tracking mechanisms for training hours in future reporting periods.

The Group has established a comprehensive whistleblowing mechanism to maintain operational integrity. This procedure enables employees to report concerns directly to the Audit Committee, which conducts thorough investigations with strict confidentiality protocols. The Group maintains robust protections for whistleblowers and explicitly prohibits any form of retaliation against individuals who report concerns in good faith.

Throughout the fiscal year 2024, the Group maintained full compliance with all applicable anti-corruption laws and regulations, with no legal proceedings initiated against the Group regarding corruption-related matters.



## OUR POLICY STATEMENT

The Group maintains an unwavering commitment to environmental stewardship through the implementation of comprehensive energy efficiency measures and sustainable resource management protocols. In accordance with established environmental policies and waste management guidelines, we systematically minimize our ecological footprint while optimizing resource utilization across all operational domains. This commitment to environmental excellence is systematically integrated throughout our organizational framework, ensuring consistent adherence to sustainable practices across all business activities.

# Our Environment

## Our Achievements

- > Took actions to work together with different industry players to improve the low-carbon economy transformation in Hong Kong
- > Continued to maintain high energy efficiency in office
- > Continued to make progress on the carbon credit project to explore the potential brought by carbon economy



## Resources

The Group maintains a steadfast commitment to environmental sustainability through the implementation of comprehensive waste management protocols and resource optimization initiatives. Our rigorous waste handling guidelines exemplify our dedication to minimizing environmental impact across all operational domains. Furthermore, the Group acknowledges the critical nature of climate change as a global imperative and recognizes its strategic position to effect meaningful change. As a leading provider of electric vehicle solutions, the Group actively facilitates the community's transition towards low-carbon technologies while simultaneously pursuing ambitious internal decarbonization objectives across our operational framework. Regarding the setting of environmental targets, the Group is actively analyzing various operational data and future business development plans to ensure that the established targets are both ambitious and feasible, which will be announced at an appropriate time in the future.

## CASE STUDY: OFFICE RESOURCE REDUCTION INITIATIVES

At Cornerstone Technologies, the commitment to sustainability extends beyond our core business of environmental technology solutions to our daily office operations. The Group has implemented several key initiatives to minimize resource consumption in our headquarters:



**Energy Conservation:**

- Implementation of office-wide lighting policies requiring employees to turn off lights when not in use
- Standardization of office temperature settings to optimize energy consumption while maintaining workplace comfort

**Paper Reduction:**

- Promotion of mindful printing practices
- Adoption of digital platforms for document management and sharing
- Transition towards digital workspace solutions

**Waste Management:**

- Installation of waste segregation bins throughout office premises
- Specialized collection systems for recyclable materials, including toner cartridges
- Enhanced recycling programs to reduce overall waste generation

These initiatives demonstrate Cornerstone Technologies' holistic approach to sustainability, integrating environmental consciousness into both their business operations and corporate culture. The success of these programs reinforces their position as a leader in sustainable practices within the corporate environment.

## Climate Change

The Group maintains a proactive and comprehensive approach to addressing climate change, acknowledging both its inherent challenges and associated responsibilities. As a leading provider of electric vehicle solutions, the Group occupies a strategic position in facilitating the community's transition towards low-carbon technologies. Furthermore, the Group demonstrates its environmental stewardship through rigorous internal decarbonization initiatives and the implementation of sustainable practices across all operational domains. This integrated approach underscores the Group's commitment to addressing climate change challenges while leveraging its industry position to catalyze sustainable transformation across both corporate and societal spheres.

### CASE STUDY: SEIZING OPPORTUNITIES IN LOW-CARBON ECONOMY TRANSFORMATION

Cornerstone Technologies has positioned itself at the forefront of the low-carbon economy transition through strategic partnerships and innovative solutions. The company's proactive approach to environmental leadership is demonstrated through its comprehensive network of partnerships, enabling it to capitalize on emerging opportunities in the green technology sector.

The Group has strategically aligned with influential organizations to accelerate the transition to a low-carbon future. Key partnerships include Negawatt (innovative energy management solutions), Zurich Insurance (risk management and sustainable business practices), and Spark (energy sector). These collaborations represent more than business relationships—they are strategic initiatives to capture opportunities in the evolving sustainable economy.

By leveraging these partnerships, the Group has developed a robust framework for electric vehicle adoption. Their market-leading approach includes implementing urban-integrated infrastructure, developing user-friendly charging solutions, and creating comprehensive support systems. This positions the Group advantageously in the growing low-carbon transportation sector.

The Group's strategic initiatives have yielded significant market advantages. Their early entry into electric vehicle infrastructure has established them as a key player in urban carbon reduction efforts. This first-mover advantage has not only generated environmental benefits but also created substantial business opportunities in the expanding green economy.



These efforts align perfectly with Cornerstone's vision to capitalize on low-carbon transformation opportunities. The Group's innovative approach and strategic partnerships have established a strong foundation for capturing emerging opportunities in environmental technology markets.

Looking ahead, these initiatives position the Group favorably for continued growth in the low-carbon economy. Cornerstone Technologies actively pursues new partnerships and market opportunities, focusing on areas where environmental solutions intersect with business growth. Through this strategic approach, they are well-positioned to benefit from the ongoing transition to a low-carbon future while contributing to environmental sustainability.



## OUR POLICY STATEMENT

The Group regards its human capital as a cornerstone of operational excellence. Through our robust employment framework, we maintain stringent adherence to industry-leading practices in workforce management, professional development, and occupational health and safety (OHS) standards. The Group's comprehensive OHS management system encompasses proactive risk mitigation strategies, including systematic risk assessments, mandatory safety training programs, and sophisticated emergency response protocols, ensuring the highest standards of workplace safety and employee well-being across all operational domains.

# Our People

## Our Achievements

- > Hold a staff activity day to boost morale and sense of belonging
- > Provided regular mandatory training on key business areas
- > Continued to encourage employees to participate in engagement and community activities



## Employment System

The Group's Human Resources department, in collaboration with our business and corporate units, has established a comprehensive employment system. Included in this system is an employee handbook that provides guidelines on remuneration, recruitment, promotion, working hours, holidays, equal opportunities, anti-discrimination, and other benefits.

Cornerstone Technologies is committed to upholding human rights and adhering to fair labour standards. We strictly prohibit any form of child labour or forced labour. To ensure this, we have measures in place, such as verifying the identity and employment eligibility of all applicants.

## CASE SHARING - OUR DIVERSITY APPROACH

The Group upholds diversity and inclusion as fundamental pillars of its corporate culture. We maintain a steadfast commitment to fostering an environment that embraces diverse perspectives, ensures equal opportunities, and cultivates an inclusive workplace atmosphere. The Group implements comprehensive policies to guarantee equitable treatment for all employees, regardless of race, ethnicity, nationality, gender, age, marital status, sexual orientation, religious beliefs, or political affiliations.

The Group recognizes and values the substantial contributions of its female employees to organizational success and remains dedicated to supporting their professional advancement and personal development. As of December 31, 2024, female employees constitute approximately 34.18% of the Group's total workforce. In alignment with Hong Kong's updated corporate governance requirements regarding board gender diversity, the Group maintains an active commitment to fostering board-level diversity. This strategic approach ensures optimal board functionality and effectiveness, consistent with the Group's established board diversity policy.



## Employee Well-being

The Group maintains a comprehensive Occupational Health and Safety (OHS) Management System aligned with international standards. Health and safety training constitutes a fundamental component of our employee induction program, with guidelines systematically disseminated through established knowledge-sharing platforms and comprehensive employee handbooks. The Group has enhanced its induction training curriculum to incorporate advanced occupational health and safety protocols.

The Group implements rigorous preventive measures, including systematic safety reviews encompassing critical management domains: safety policies, organizational framework, training protocols, internal regulatory compliance, inspection protocols, risk assessment mechanisms, incident investigation procedures, and emergency response capabilities.

Upon risk identification, designated personnel execute corrective measures in accordance with established policies and procedures. The Group maintains uniform safety standards across its workforce, encompassing both employees and contractors.

Regarding the Group's electric vehicle charging operations, manufacturing and on-site activities are predominantly executed by third-party contractors. The Group's contractor selection process prioritizes entities maintaining internationally recognized health and safety management certifications, specifically ISO 45001 and OHSAS 18001, ensuring alignment with global safety standards.

## CASE SHARING - FOSTERING EMPLOYEE ENGAGEMENT THROUGH SUSTAINABILITY AND CULTURAL CELEBRATION

The Group is always dedicated to fostering a happy and fruitful working environment for its employees, as exemplified through its diverse and inclusive activities and initiatives. One such activity is the recycled soap-making workshop, held during the Christmas season. Employees actively participate in creating soaps from recycled materials, which are then donated to disadvantaged communities and remote areas in the Philippines. This initiative not only promotes sustainability but also instills a sense of purpose and community among employees.



*Figure 1 All participated employees enjoyed the soap-making class.*

Another example is the “A Day with Food Angel” program, where 27 employees volunteered their time to engage with Food Angel, a food rescue and food assistance initiative. Through this event, employees gained a deeper understanding of food insecurity and directly contributed to supporting people in need. Such experiences foster a sense of empathy and teamwork, reinforcing the company's values of giving back to society.



*Figure 2: Through the event of “A Day with Food Angel”, employees gained a deeper understanding of food insecurity and directly contributed to supporting people in need.*

Additionally, the company celebrates cultural events like Chinese New Year with all colleagues, highlighted by the roasted pig cutting ceremony. This tradition brings employees together, strengthening bonds and creating a shared sense of festivity and belonging.

These initiatives reflect Cornerstone Technologies' holistic approach to employee well-being and engagement. By blending meaningful social contributions with cultural celebrations, the Group cultivates a workplace atmosphere that values collaboration, inclusivity, and joy, ensuring that employees feel motivated and united in their roles.

## Training and Development

The Group recognizes that cultivating a robust talent pool is essential for sustainable business growth and long-term success. As part of our comprehensive approach to professional development, all new employees are required to complete mandatory training modules covering business ethics, corporate policies, and regulatory compliance.

The Group has implemented a systematic performance evaluation framework designed to enhance career progression and personal development opportunities for all employees. Our structured training curriculum encompasses mandatory modules across critical business domains, with specialized programs focusing on project management methodologies, technical competencies, and contract administration protocols.

To ensure organizational resilience and leadership continuity, the Group maintains comprehensive succession planning mechanisms for key positions within the corporate structure. This strategic approach enables senior management to identify and develop high-potential individuals for future leadership roles. Through strategic partnerships with professional development institutions, the Group provides employees with access to advanced leadership development resources and industry-leading training methodologies.



# Our Performance

## Environmental Key Performance Indicators<sup>1</sup>

Environmental Key Performance Indicators	Amount	Unit
<b>Air emissions</b>		
Nitrogen oxides (NOx)	–	kg
Sulphur oxides (SOx)	–	kg
Respiratory suspended particles (RSP)	–	kg
<b>GHG emissions</b>		
Scope 1	–	tonnes of CO2-e
Scope 2	34.33	tonnes of CO2-e
Total GHG emissions (Scope 1 and 2)	34.33	tonnes of CO2-e
GHG intensity (Scope 1 and 2, by floor area)	0.002	tonnes of CO2-e/sq. ft
Scope 3 <sup>2</sup>	19.22	tonnes of CO2-e
Total GHG emissions (Scope 1, 2 and 3)	41.55	tonnes of CO2-e
Greenhouse gas intensity (Scope 1, 2 and 3, by floor area)	0.004	tonnes of CO2-e/sq. ft
<b>Waste produced</b>		
Total non-hazardous waste	26.56	Kg
Non-hazardous waste intensity (by floor area)	0.002	Kg/sq. ft
Total hazardous waste	–	Kg
Hazardous waste intensity (by floor area)	–	Kg/sq. ft
<b>Paper consumption</b>		
Total paper consumption	557.67	Kg
Total recycling amount of paper	14.70	Kg
<b>Energy consumption</b>		
Petrol	–	MWh
Isopropyl alcohol	–	MWh
Electricity	88.03	MWh
Total energy consumption	88.03	MWh
Energy intensity (by floor area)	0.01	MWh/sq. ft
<b>Water consumption</b>		
Total water consumption	25	Cubic meter
Water intensity (by floor area)	0.002	Cubic meter/sq. ft

<sup>1</sup> Due to the change in the Group's business restructure, the printing business is no longer part of our business and the relevant data are excluded.  
<sup>2</sup> Includes the carbon emissions generated by business travel in plane.

## Social Key Performance Indicators

	Number	Distribution/Rate (%)
<b>Workforce Profile</b>		
<b>By gender</b>		
Male	52	65.82%
Female	27	34.18%
<b>By employment type</b>		
Full-time	74	93.67%
Part-time	5	6.33%
<b>By age group</b>		
30 years old or below	20	25.32%
31-40 years old	27	34.18%
41-50 years old	23	29.11%
51 years old or above	9	11.39%
<b>By employment position</b>		
General	50	63.29%
Middle	16	20.25%
Senior	13	16.46%
<b>New Employees</b>		
<b>By gender</b>		
Male	35	67.31%
Female	13	48.15%
<b>By age group</b>		
30 years old or below	16	80.00%
31-40 years old	15	55.56%
41-50 years old	9	39.13%
51 years old or above	8	88.89%
<b>By employment position</b>		
General	42	84.00%
Middle	4	25.00%
Senior	2	15.38%
<b>Employee Turnover</b>		
<b>By gender</b>		
Male	37	71.15%
Female	15	55.56%
<b>By age group</b>		
30 years old or below	18	90.00%
31-40 years old	19	70.37%
41-50 years old	11	47.83%
51 years old or above	4	44.44%
<b>By employment position</b>		
General	46	92.00%
Middle	3	18.75%
Senior	3	23.08%



	Number		Distribution/Rate (%)	
<b>Health and Safety</b>				
Work-related fatality	0		0	
Work-related injury	0		0	
Lost days due to work-related injury	0		0	
<b>Training and Development</b>				
<b>Employees Trained</b>				
<b>By gender</b>				
Male	52		100%	
Female	27		100%	
<b>By employment position</b>				
General	50		100%	
Middle	16		100%	
Senior	13		100%	
<b>Average Training Hours</b>				
<b>By gender</b>				
Male	3.00		–	
Female	3.00		–	
<b>By employment position</b>				
General	3.00		–	
Middle	3.00		–	
Senior	3.00		–	

# Our Reporting Approach

This report encompasses the environmental, social, and governance performance of Cornerstone Technologies Holdings Limited's electric vehicle charging equipment operations in Hong Kong for the financial year spanning January 1, 2024 to December 31, 2024 (the "Reporting Period"). Following a strategic business restructuring initiative completed in 2023, the Group divested its printing business operations. Consequently, this report exclusively focuses on the performance metrics of our continuing operations. For comprehensive performance data, please refer to the "Our Performance" section.

This report has been prepared in strict accordance with the "comply or explain" provisions set forth in the "Environmental, Social and Governance Reporting Guide" ("ESG Reporting Guide") of the Appendix C2 of the Listing Rules issued by The Stock Exchange of Hong Kong Limited. In its preparation, the Group has rigorously adhered to the following fundamental reporting principles:

- **Materiality:** The Group conducts comprehensive stakeholder engagement activities to identify material sustainability topics. This identification process incorporates multiple factors, including the Group's strategic objectives and stakeholder priorities. All identified material issues undergo thorough validation by senior management and receive Board approval. Detailed information regarding this process is available in the Stakeholder Engagement section.
- **Quantitative:** The Board has established and approved specific environmental targets, with regular progress evaluations conducted by senior management. The Group prioritizes quantitative measurement wherever practicable, enabling meaningful year-on-year performance analysis and trend evaluation.
- **Balance:** The Group maintains transparency in its reporting approach by providing a balanced disclosure of both achievements and areas requiring enhancement, ensuring an objective representation of performance.
- **Consistency:** To facilitate meaningful temporal comparison of environmental and social performance indicators, the Group employs consistent methodological frameworks. A rigorous due diligence process ensures the integrity and accuracy of all disclosed information.

Our GHG emissions inventory is prepared in accordance with the Greenhouse Gas Protocol, a corporate accounting and reporting standard developed by World Business Council for Sustainable Development ("WBCSD"). More details are available in the Performance Data Summary section.



# Content Index

Aspects	Content	Chapter/Remarks
<b>A Environmental</b>		
<b>A1 Emissions</b>		
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p>	<ul style="list-style-type: none"> <li>• Board Statement on Sustainability Management</li> <li>• Our Environment</li> <li>• Our Performance</li> </ul>
A1.1	The types of emissions and respective emissions data.	
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity.	
A1.3	Total hazardous waste produced and intensity.	
A1.4	Total non-hazardous waste produced and intensity.	
A1.5	Description of emission target(s) set and steps taken to achieve them.	
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.	

Aspects	Content	Chapter/Remarks
<b>A2 Use of Resources</b>		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	<ul style="list-style-type: none"> <li>Our Environment</li> <li>Our Performance</li> </ul>
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	
A2.2	Water consumption in total and intensity.	
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	
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.	
A2.5	Total packaging material used for finished products and per unit produced.	<i>Given its business nature, daily operations of the Group do not have significant relevance to packaging materials.</i>
<b>A3 The Environment and Natural Resources</b>		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	<i>The Group is not aware of any significant impact on the environment and natural resources.</i>
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	
<b>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.	<ul style="list-style-type: none"> <li>Our Environment</li> </ul>
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.	

Aspects	Content	Chapter/Remarks
<b>B Social</b>		
<b>B1 Employment</b>		
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p>	<ul style="list-style-type: none"> <li>• Our People</li> <li>• Our Performance</li> </ul>
B1.1	Total workforce by gender, employment type, age group and geographical region.	
B1.2	Employee turnover rate by gender, age group and geographical region.	
<b>B2 Health and Safety</b>		
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to providing a safe working environment and protecting employees from occupational hazards.</p>	<ul style="list-style-type: none"> <li>• Our People</li> <li>• Our Performance</li> </ul>
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	
B2.2	Lost days due to work injury.	
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	



Aspects	Content	Chapter/Remarks
<b>B3 Development and Training</b>		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	<ul style="list-style-type: none"> <li>Our People</li> <li>Our Performance</li> </ul>
B3.1	The percentage of employees trained by gender and employee category.	
B3.2	The average training hours completed per employee by gender and employee category.	
<b>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 relating to preventing child and forced labour.</li> </ul>	<ul style="list-style-type: none"> <li>Our People</li> <li>Our Performance</li> </ul>
B4.1	Description of measures to review employment practices to avoid child and forced labour.	
B4.2	Description of steps taken to eliminate such practices when discovered.	
<b>B5 Supply Chain Management</b>		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	<ul style="list-style-type: none"> <li>Our Business Practices</li> </ul>
B5.1	Number of suppliers by geographical region.	
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	

Aspects	Content	Chapter/Remarks
<b>B6 Product Responsibility</b>		
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p>	<ul style="list-style-type: none"> <li>Our Product Responsibilities</li> </ul>
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	<i>The Group recorded no products sold or shipped subject to recalls for safety and health reasons.</i>
B6.2	Number of products and service-related complaints received and how they are dealt with.	<ul style="list-style-type: none"> <li>Our Product Responsibilities</li> </ul>
B6.3	Description of practices relating to observing and protecting intellectual property rights.	
B6.4	Description of quality assurance process and recall procedures.	
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	
<b>B7 Anti-corruption</b>		
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to bribery, extortion, fraud and money laundering.</p>	<ul style="list-style-type: none"> <li>Our Business Practices</li> </ul>
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.	<i>We are not aware of concluded legal cases regarding corrupt practices brought against the Group or our employees</i>
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	<ul style="list-style-type: none"> <li>Our Business Practices</li> </ul>
B7.3	Description of anti-corruption training provided to directors and staff.	<i>The training hours have not been tracked. A procedure will be formulated to ensure data accuracy for disclosure.</i>
<b>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.	<ul style="list-style-type: none"> <li>Feature Story – From Personal To Commercial: Expanding The Green Transportation Ecosystem</li> </ul>
B8.1	Focus areas of contribution.	
B8.2	Resources contributed to the focus area.	