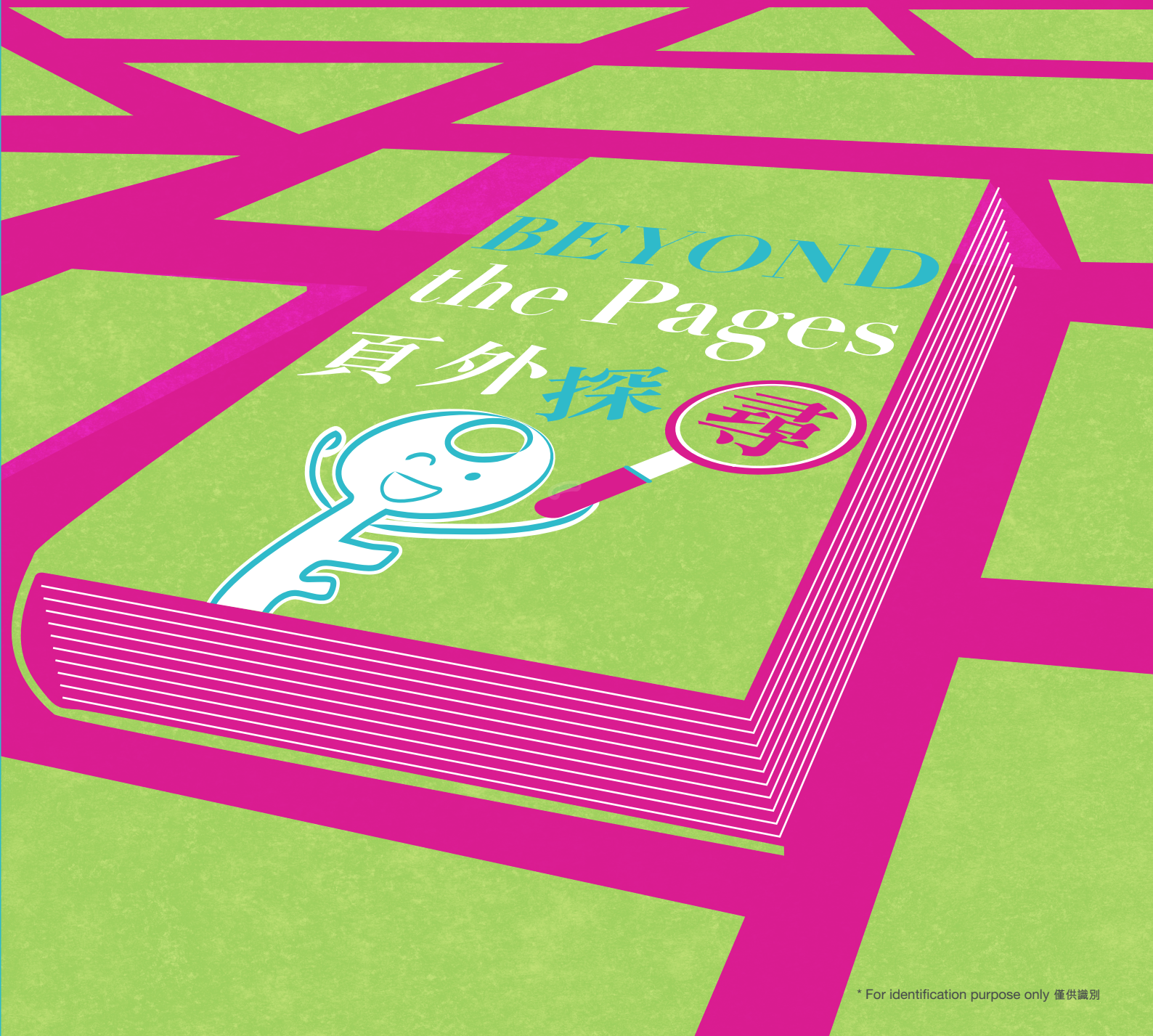
EDICO Holdings Limited
鉅京控股有限公司*
(Incorporated in the Cayman Islands with limited liability
於開曼群島註冊成立之有限公司)
Stock code 股份代號：8450

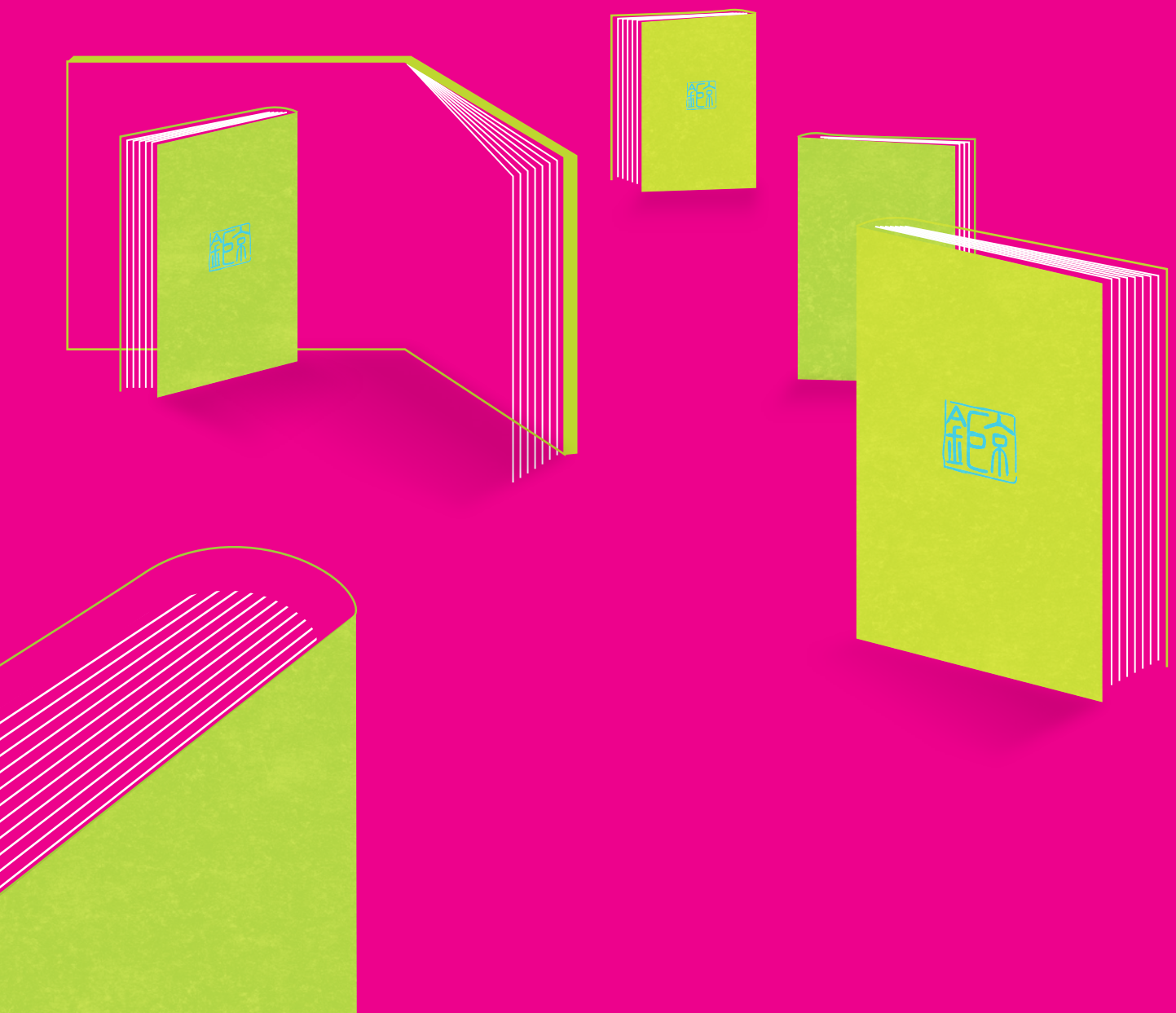
Environmental, Social and Governance Report
環境、社會及管治報告 2024-2025



* For identification purpose only 僅供識別

BEYOND the Pages

We emphasize our role as an integrated financial printer. Our work goes beyond mere pages; we are dedicated to supporting our clients in their most critical endeavors. We are not only committed to providing exceptional page-word, but also to guiding our clients through the complexities of preparing their document, especially applications for listing on the Stock Exchange. We create documents and beyond; we are crafting pathways to success to our clients.



CONTENTS

02 About EDICO

03 About This Report

04 Board Inclusiveness and Board Statement

06 CEO's Message

08 Stakeholders' Engagement

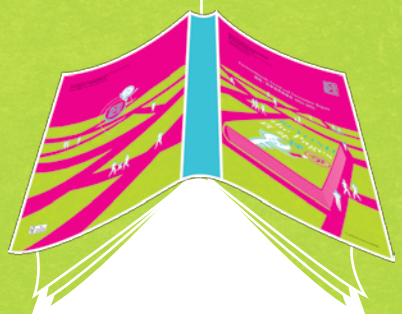
14 Environmental Sustainability

22 Social Sustainability

36 Sustainable Development Goals

40 Report Disclosure Index

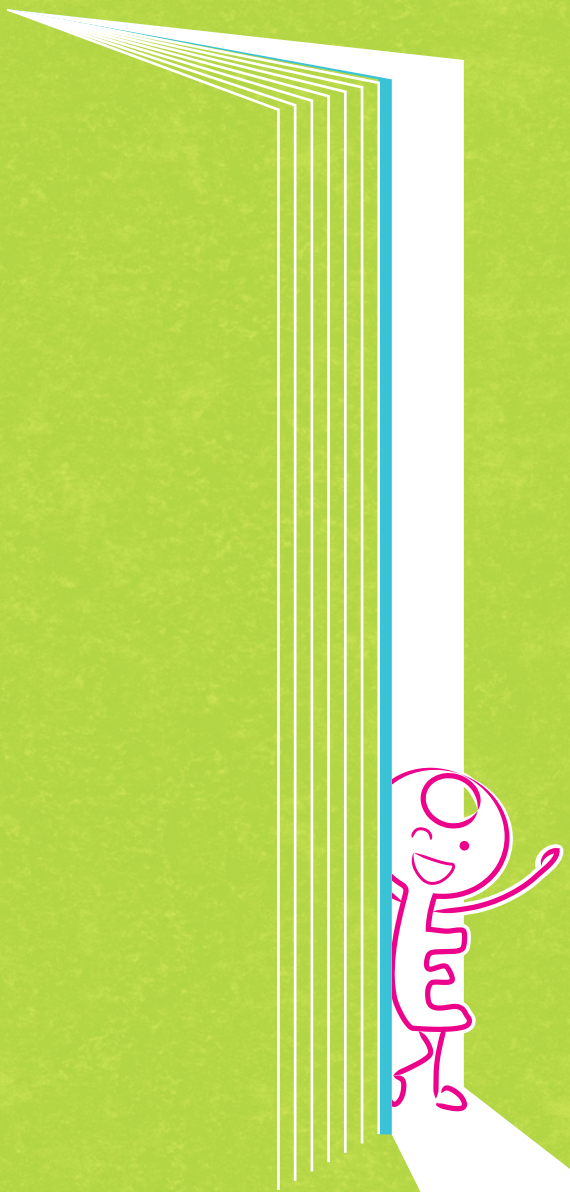




ABOUT EDICO

Listed on the Growth Enterprise Market ("GEM") of the Stock Exchange of Hong Kong Limited ("Stock Exchange") since 2018, EDICO Holdings Limited and its subsidiaries (collectively the "Group", "EDICO" or "we") is a leading premium financial printing services provider in Hong Kong. We offer a diverse range of high-quality services including typesetting, proof-reading, translation, design, printing, binding, distribution and media placement. In 2025, the Group expanded its businesses into event management and insurance.

ABOUT THIS REPORT



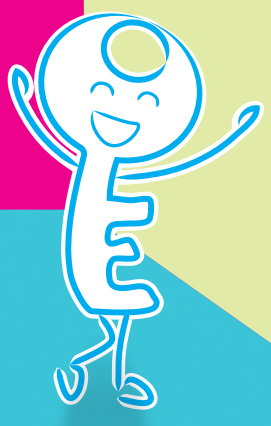
This Environmental, Social and Governance ("ESG") Report covers the Group's financial printing office in Hong Kong for the period from 1st October 2024 to 30th September 2025 ("Reporting Period"). It has been prepared in strict compliance with the requirement under Appendix C2 — Environmental, Social and Governance Reporting Guide ("ESG Reporting Guide") of the GEM Listing Rules of the Stock Exchange. Alongside with the reporting principles of the ESG Reporting Guide, general disclosures of the Group's ESG procedures are illustrated through the compliance with relevant laws and regulations. Key Performance Indicators ("KPIs") that need to be revealed compulsorily as required by the ESG Reporting Guide are all addressed in the Environmental Sustainability and Social Sustainability sections. We also adopt and align our operations with multiple sections of the international well-recognized Sustainable Development Goals ("SDGs").

The reporting boundary of this ESG Report covers the Group's core financial printing business, which is fully consolidated within the Group and represents the major source of revenue contribution for the Reporting Period. As event management and insurance businesses were newly added to the Group during the Reporting Period, they did not provide full-year financial contributions and therefore are excluded from the scope of this ESG Report. This boundary ensures that the ESG disclosures remain consistent, reliable, and reflective of the Group's principal operations and material impacts.

EDICO adheres to the following reporting principles in defining the reporting content:

- **Materiality**
  We focus on issues that have significant impact on our business and are important to the stakeholders. Material issues are identified through stakeholder engagement activities and are validated.
- **Quantitative**
  KPIs are presented in quantitative terms with methodology explained whenever feasible to illustrate our sustainability performance.
- **Consistency**
  We utilize a consistent measurement methodology to allow for meaningful comparison of ESG data over time. There is no significant change in the methodology in the preparation of the ESG Report during the Reporting Period.
- **Balance**
  This ESG Report provides stakeholders with an unbiased picture of our achievements and the risks we face.

Board Inclusiveness and Board Statement



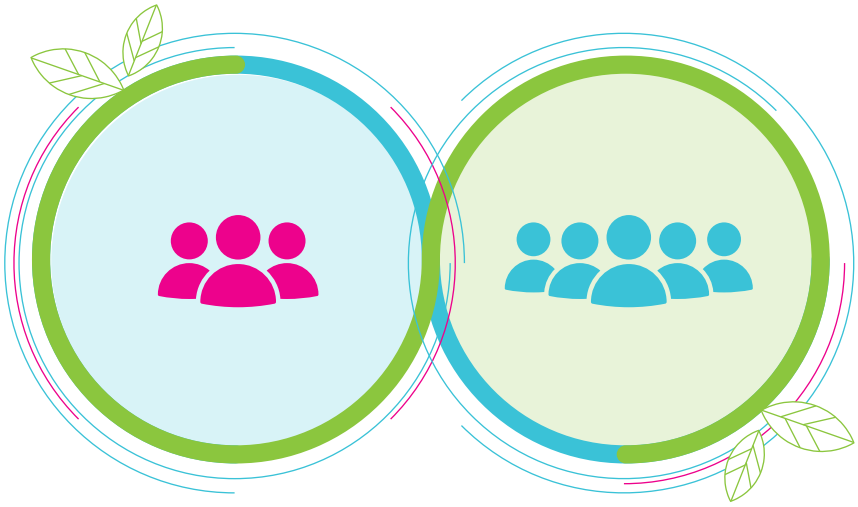
Board Inclusiveness and Statement

The Board of Directors ("Board") assumes ultimate responsibility for the Group's ESG strategy and reporting. It integrates ESG objectives into the Group's business operations, identifies and manages ESG-related risks, and provides oversight on the management and monitoring of material ESG issues.

To support the execution of the ESG strategy, the Board has established a Sustainability Committee. Chaired by the Chief Executive Officer and comprising the Chief Operating Officer, Chief Financial Officer, and senior representatives of the Group, the Sustainability Committee is tasked with evaluating and implementing timely strategies to enhance ESG performance. The Sustainability Committee collaborates closely with the Group's Corporate Social Responsibility ("CSR") Team to drive community investment and engagement initiatives. To further strengthen ESG data collection, analysis, and disclosure, the Group has engaged an independent ESG consultant to provide strategic advice and enhance the robustness of our ESG reporting framework.

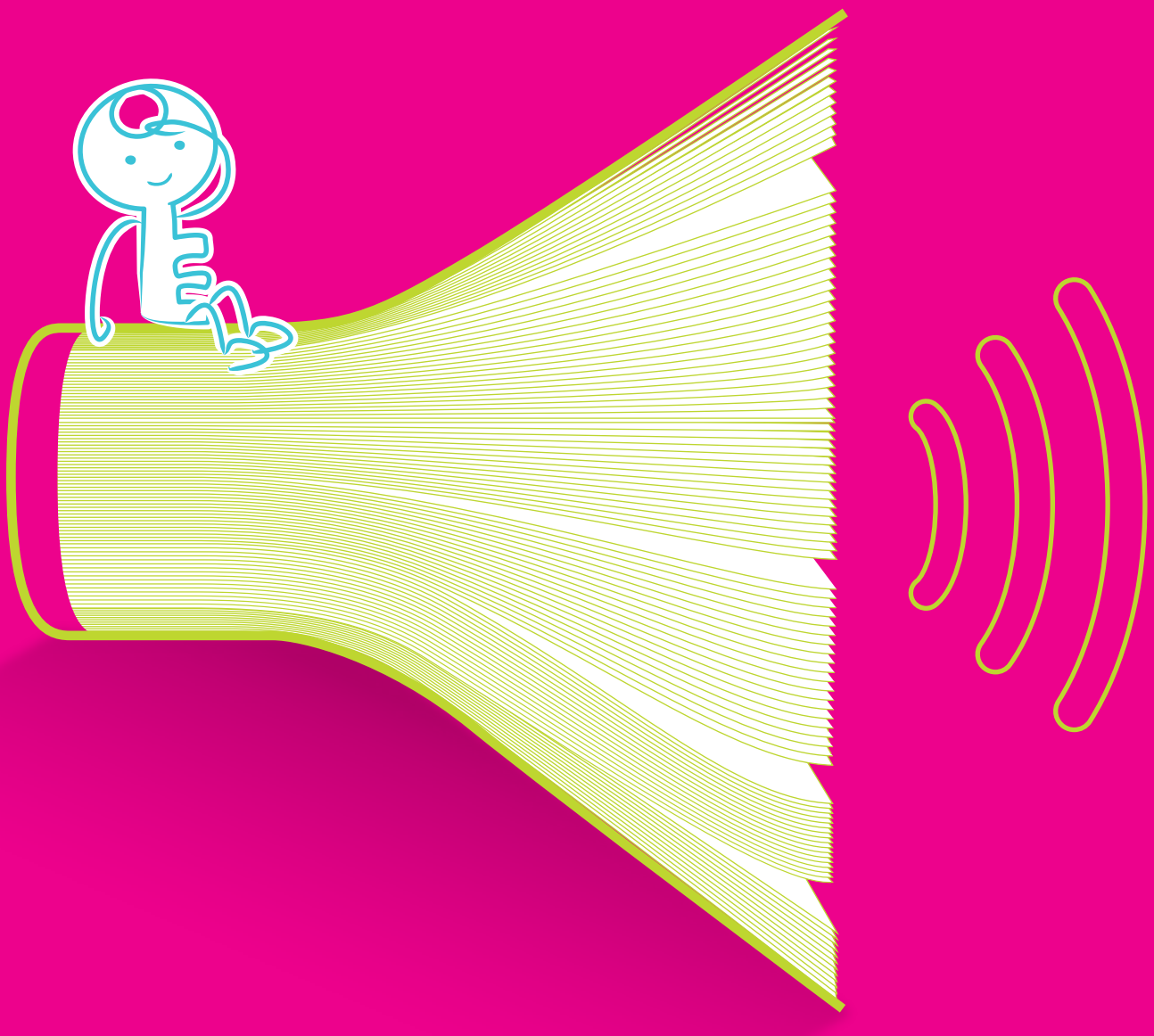
To ensure the effective implementation of the Group's ESG initiatives, the Board mandates the Sustainability Committee to provide regular reports on ESG performance. The Board reviews the material ESG issues and risks identified by the Sustainability Committee and ensures that appropriate risk mitigation measures are in place. All sustainability disclosures, measures, and targets are subject to thorough review, assessment, and formal endorsement by the Board.

Looking ahead, the Board remains committed to advancing the Group's sustainability agenda, with the objective of achieving excellence in ESG performance and maximizing long-term value creation for all stakeholders.



BOARD OF DIRECTORS ▶ **SUSTAINABILITY COMMITTEE**
(Chaired by the Chief Executive Officer, a member of the Board)

CEO's Message



CEO's Message

This financial year, the Group continued to uphold its strong commitment to sustainability, embedding responsible practices across our operations and decision-making. Despite ongoing recovery for our core financial printing business activities, we are pleased to report promising results on sustainability, with our emissions remaining relatively stable. This reflects the effectiveness of our resource-efficiency measures and our disciplined approach to environmental management.

Our people remain at the heart of our sustainability journey. Throughout the year, employees actively participated in a wide range of community and social service initiatives, demonstrating our shared belief that corporate success must go hand in hand with positive social impact.

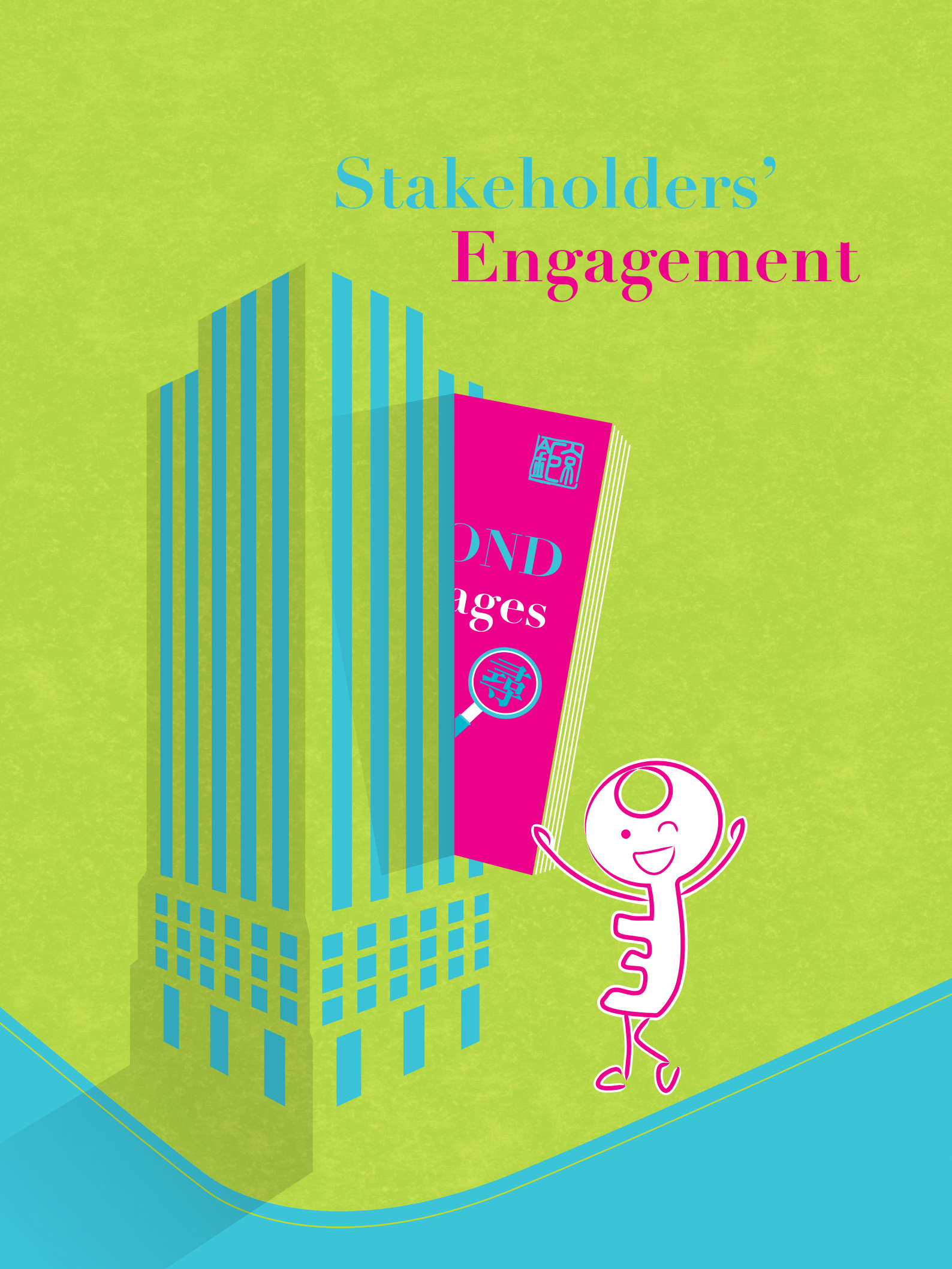
The theme of this year's Annual Report, "Beyond the Pages," signifies our determination to move forward with confidence, building on the solid foundations we have established. This spirit equally defines our ESG efforts — progress that extends beyond disclosures and translates into meaningful action, long-term value creation, and continuous improvement.

As we advance on our sustainability roadmap, I would like to express my sincere appreciation to all our stakeholders for their trust, collaboration, and unwavering support. Together, we will continue to drive sustainable growth and contribute to a more resilient and responsible future.

DONATI CHAN YI MEI AMY
Chief Executive Officer and Executive Director
Hong Kong, 6th January 2026



Stakeholders' Engagement



Stakeholders' Engagement

Stakeholders refer to the groups and individuals materially influencing or being influenced by the Group's business. Our stakeholders include government and regulatory authorities, shareholders, directors, employees, customers, suppliers and general public. Regular effective communication and engagement with stakeholders is essential for enhancing our sustainability strategy and better understand the ESG issues which are material to them. Here is our four-step approach for communicating with stakeholders regarding sustainability issues.

1. Identifying ESG issues that are relevant to our operations and stakeholders

2. Collecting stakeholders' feedback through various communication channels on our ESG performance

3. Reviewing, assessing and addressing feedback from stakeholders

4. Responding to stakeholders' ESG concerns

Stakeholders' Engagement

TABLE 1: STAKEHOLDERS' EXPECTATIONS AND COMMUNICATION CHANNELS

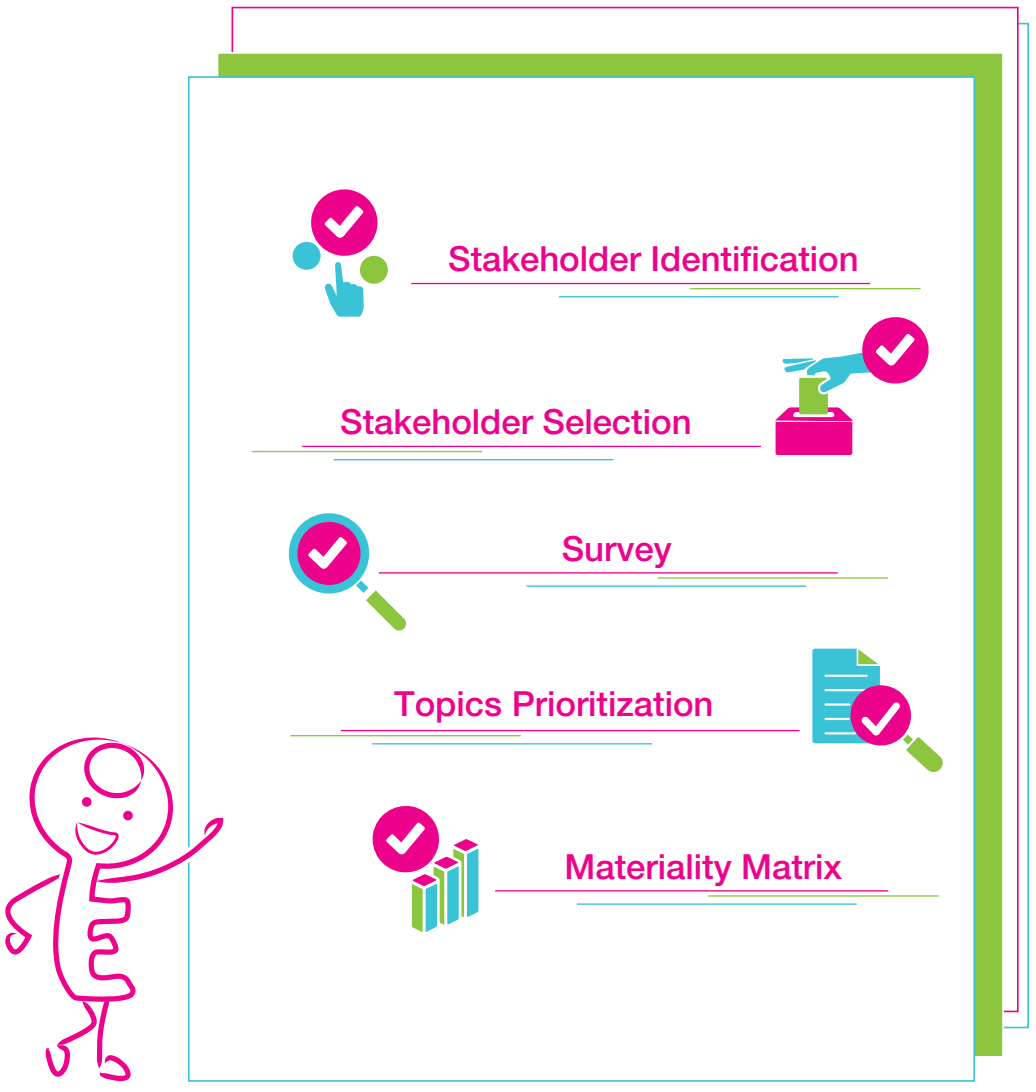
Stakeholders	Expectations and Concerns	Communication Channels
Government and Regulatory Authorities	✓ Compliance with laws and regulations ✓ Business sustainability	✓ Supervision on complying with local laws and regulations ✓ Submission of listing related documents
Shareholders and Investors	✓ Return on investments ✓ Corporate governance ✓ Compliance with local customs and business practices	✓ Listing publications and announcements ✓ Shareholder general meetings ✓ Investor meetings and conference calls ✓ Company website
Employees	✓ Compensation and benefit ✓ Career development ✓ Healthy and safe workplace	✓ Performance appraisals ✓ Regular meetings and trainings ✓ Staff activities ✓ Email, notice board and staff hotline
Customers	✓ Products and services quality ✓ Customers' rights protection	✓ Meetings and on-site visits ✓ Customer services email and hotline
Suppliers	✓ Fair and open procurement ✓ Win-Win cooperation	✓ Open tendering ✓ Purchase reviews ✓ Meetings and on-site visits
Media and General Public	✓ Community involvement ✓ Compliance with local customs and business practices ✓ Environmental protection awareness	✓ Media conferences and responses to enquiry ✓ Public welfare activities ✓ Press releases ✓ Listing publications and announcements ✓ Company website

Stakeholders' Engagement

• MATERIALITY ASSESSMENT

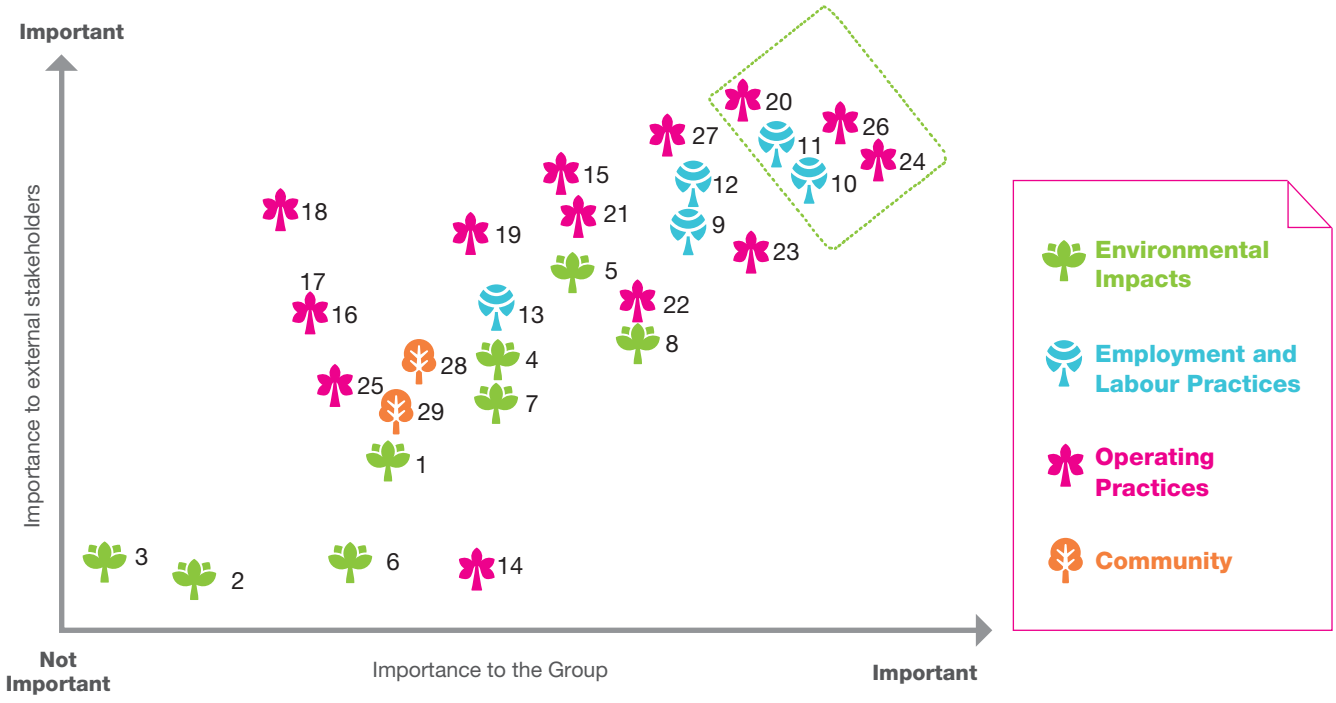
Recognizing that ESG risks vary across industries and are closely tied to each company's business model, the Group engaged an independent ESG consultant to conduct a comprehensive materiality assessment. As part of this process, both internal and external stakeholders were invited to participate in a structured survey to identify the ESG topics they consider most significant for disclosure.

Using this evidence-based approach, the Group developed a materiality assessment matrix that reflects stakeholders' priorities and the ESG issues that may influence our operations. This matrix enables the Group to allocate resources effectively to the most material ESG topics while ensuring that our ESG disclosures remain aligned with stakeholder expectations and reporting best practices.



Stakeholders' Engagement

STAKEHOLDERS' ENGAGEMENT MATERIALITY MATRIX



Environmental Impacts

1 Air and greenhouse gas emissions
2 Sewage treatment
3 Land use, pollution and restoration
4 Solid waste treatment
5 Energy use
6 Water use
7 Use of raw/packaging materials
8 Mitigation measures to protect natural resources

Employment and Labour Practices

9 Composition of employees
10 **Employee remuneration and benefits**
11 **Occupational health and safety**
12 Employee development and training
13 Prevention of child and forced labour

Operating Practices

14 Suppliers by geographical region
15 Selection of suppliers and assessment of their products/services
16 Environmental assessment of the suppliers
17 Social risks assessment of the suppliers
18 Procurement practices
19 Health and safety relating to products/services
20 **Customers satisfaction**
21 Marketing and promotion
22 Protection of intellectual property rights
23 Product quality assurance and recall percentage
24 **Protection of customer information and privacy**
25 Labelling relating to products/services
26 **Preventing bribery, extortion, fraud and money laundering**
27 Anti-corruption policies and whistle-blowing procedure

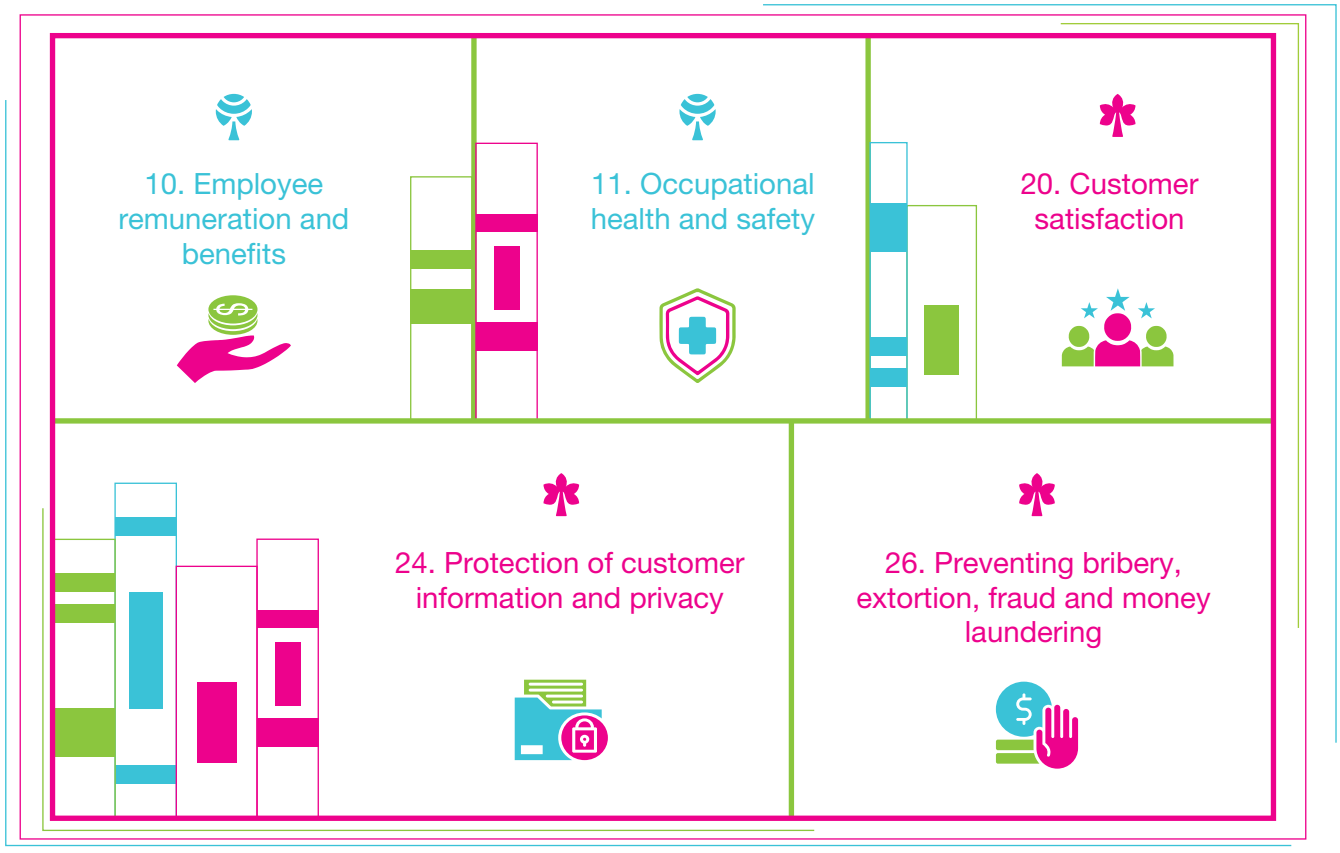
Community

28 Understanding local communities' needs
29 Public welfare and charity

Source: the 29 topics mentioned above were derived and summarised from the environmental and social aspects required by the ESG Reporting Guide to be disclosed.

Stakeholders' Engagement

The top five ESG topics that are significant to both the Group and its stakeholders are:

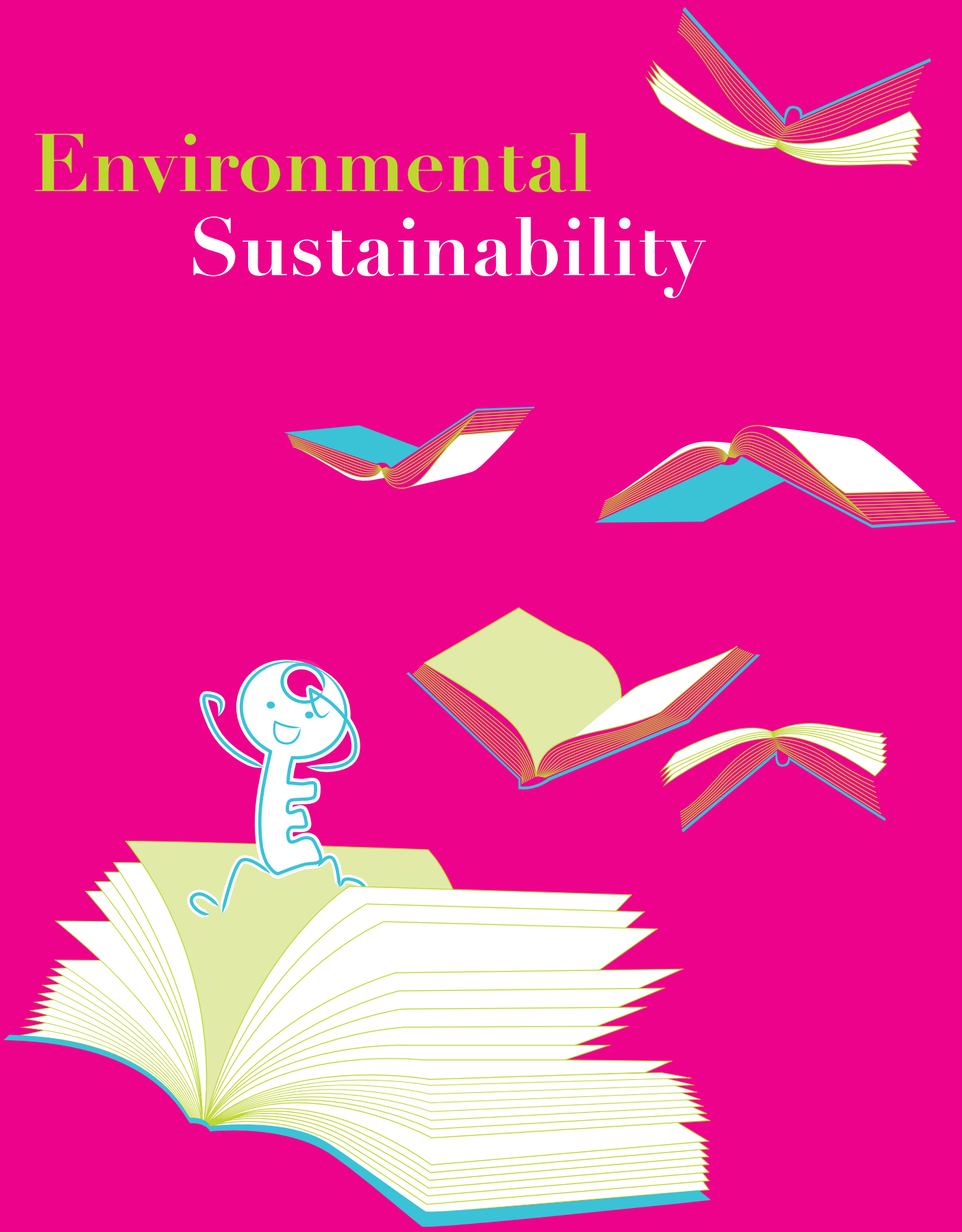


• STAKEHOLDERS' FEEDBACK

This ESG Report is available on EDICO's website at www.edicoholdings.com.hk. Further information in relation to corporate governance of the Group can be found in the Group's 2024/2025 Annual Report on pages 35–51 therein.

EDICO welcomes stakeholders' feedback on this ESG Report. Please share your thoughts with us at corporate@edico.com.hk.

Environmental Sustainability



A. Environmental Sustainability

A.1 EMISSIONS

Given the Group's service-oriented financial printing business model, direct consumption of natural resources is minimal. Accordingly, emissions of air pollutants, discharges into water and land, and the generation of hazardous waste are considered immaterial. In line with the ESG Reporting Guide, the Group's greenhouse gas ("GHG") emissions are primarily attributable to Scope 2 (Energy Indirect Emissions) and Scope 3 (Other Indirect Emissions).

During the Reporting Period, the Group maintained stringent controls on electricity and paper consumption amid business recovery, supporting the Paperless Listing Regime promoted by the Stock Exchange. As a result, the Group recorded a slight year-on-year increase of 1.7% in total GHG emissions, reaching 194.8 tonnes CO_2e. Emission intensity was at 0.21 tonnes CO_2e per square meter of office floor area.

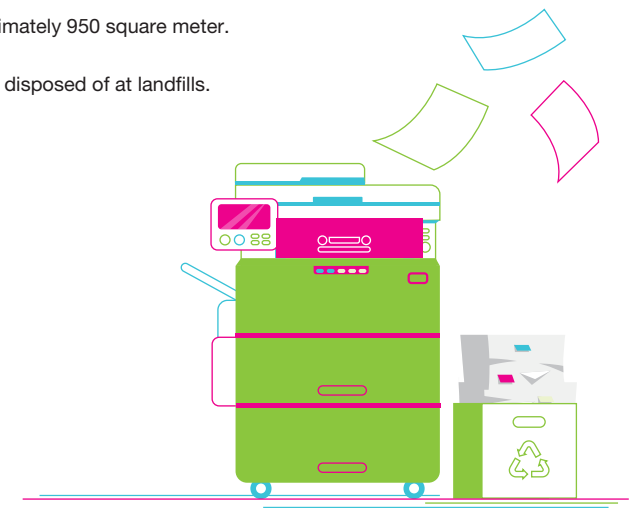
TABLE 2: EMISSIONS BY CATEGORY FOR THE REPORTING PERIOD

Emissions Category	KPI	Unit	Amount	% Change	Intensity (Unit/ Square Meter) *
GHG Emissions	Scope 1 Direct Emissions	Tonnes CO_2e	N/A	N/A	N/A
	Scope 2 Energy Indirect Emissions	Tonnes CO_2e	159.3	(0.3%)	0.17
	Scope 3 Other Direct Emissions**	Tonnes CO_2e	35.5	12.0%	0.04
	Total	Tonnes CO_2e	194.8	1.7%	0.21

Note:

* Intensity was calculated by dividing the office floor area of approximately 950 square meter.

** The Group's Scope 3 GHG Emissions included only paper wastes disposed of at landfills.

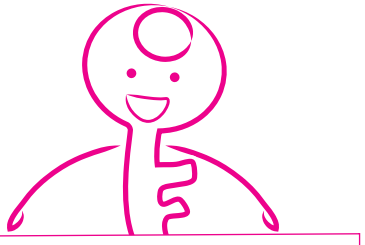


A. Environmental Sustainability

The Group's non-hazardous waste primarily comprises used toner cartridges and general commercial solid waste generated from office operations. Given the nature of our financial printing business, toner cartridges represent a significant portion of consumables used in copiers and printers. During the Reporting Period, toner cartridge consumption decreased by 13.0% year-on-year to 44.0 kg, reflecting the effectiveness of initiatives that encourage customers to proof-read digital versions of documents rather than relying on printed copies. All used toner cartridges are collected and transferred to a professional recycling company for reuse, ensuring responsible waste management and alignment with circular economy practices.

The Group's commercial solid waste includes plastic and paper waste from our offices. During the Reporting Period, commercial solid waste from our office increased by 34.8% year-on-year to 2,033.0kg amid business recovery. Our "Plastic NOT Fantastic" campaign continued to reinforce our commitment to sustainability across all operations. The initiative encouraged our staff to adopt permanent lifestyle changes by reducing daily plastic use, with recognitions awarded to those who achieved significant reductions in consumption and disposal. The campaign's long-term objective is to eliminate single-use plastics within our office, including cutlery, plates, cups, straws, bottles, food containers, and bags. Through consistent promotion over several years, the program has successfully achieved measurable and lasting impact.

Meanwhile, we actively advance the *"3R" principles — Reduce, Reuse, and Recycle — across our staff and customers. Our objective is to minimize commercial solid waste at its source, thereby enhancing operational sustainability. Within our office, waste is systematically segregated through designated recycling bins before being transported to local recycling and waste management centers for appropriate treatment. In addition, used spare parts and consumables are collected and returned to selected suppliers to facilitate recycling and reuse.



REDUCE

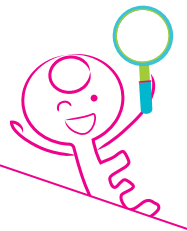
- Employees are encouraged to bring their own cups and lunch boxes, thereby minimizing reliance on disposable items.
- The use of electronic documents and digital files is promoted to significantly reduce paper consumption.

REUSE

- Existing office equipment, ranging from desks to whiteboards, is repurposed to extend its lifecycle.
- Regular maintenance and timely repair of appliances such as copiers and other office devices are carried out to avoid unnecessary replacements.

RECYCLE

- The "Waste Electrical and Electronic Equipment (WEEE) Recycling Programme" is actively disseminated to encourage the donation and recycling of outdated electronics.
- Clearly labeled recycling and compost bins, supported by educational signage, are placed throughout office premises to facilitate proper waste segregation.



A. Environmental Sustainability

TABLE 3: NON-HAZARDOUS WASTES BY CATEGORY FOR THE REPORTING PERIOD

KPI	Unit	Amount	% Change
Used toner cartridge	kg	44.0	(13.0%)
Commercial solid waste	kg	2,033.0	34.8%

During the Reporting Period, the Group complied with all relevant environmental laws and regulations in Hong Kong and found no non-compliance case relevant to GHG emissions, discharges into water and land, and generation of hazardous or non-hazardous wastes.

A.2 USE OF RESOURCES

The effective use of resources — particularly electricity and paper — remains a key focus in our daily operations to mitigate indirect GHG emissions. EDICO has implemented a range of resource conservation practices, resulting in tangible reductions in consumption and delivering solid performance outcomes during the Reporting Period.

TABLE 4: USE OF RESOURCES BY CATEGORY FOR THE REPORTING PERIOD

Resources	Unit	Amount	% Change	Intensity (Unit/Square Meter) *
Electricity	kWh '000	201.7	(0.3%)	0.21
Paper	Tonnes	7.4	12.1%	0.01
Paper (by outsourced printing suppliers)	Tonnes	37.2	(38.7%)	N/A
Recycled Paper (by outsourced printing suppliers)	Tonnes	6.4	9.5%	N/A

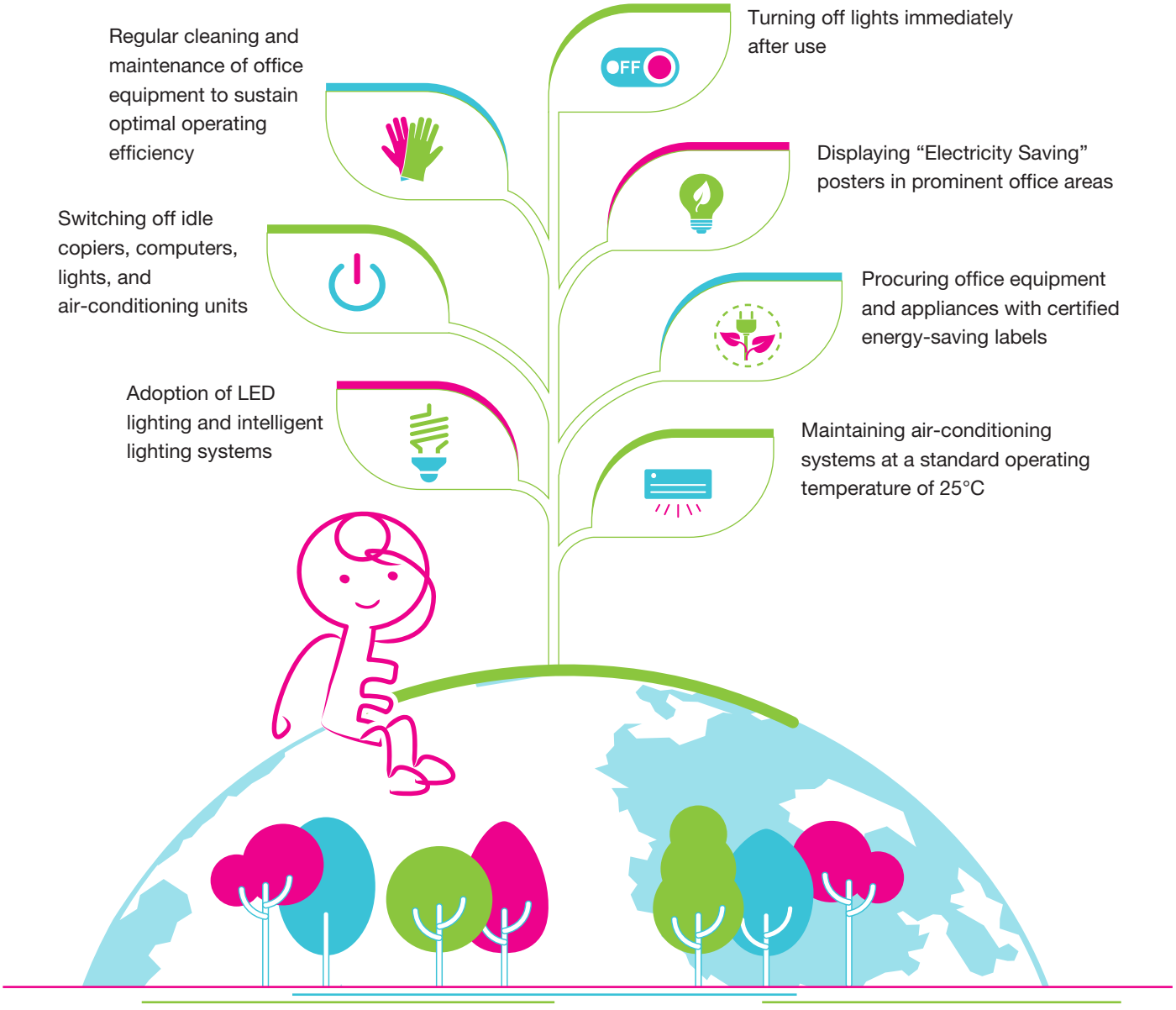
Note:

* Intensity was calculated by dividing the office floor area of approximately 950 square meter.

A. Environmental Sustainability

- *Electricity*

  The Group's electricity consumption is primarily derived from daily office operations. For the Reporting Period, overall electricity usage remained stable, recording a slight year-on-year decrease of 0.3% to 201,700 kWh. To further enhance energy efficiency and mitigate indirect greenhouse gas emissions, the Group actively promotes the following electricity-saving measures among staff and customers:



A. Environmental Sustainability

- *Paper*

The Group's paper usage primarily arises from printing activities undertaken by staff, in-house visiting customers, and outsourced suppliers. As a responsible financial printer, reducing paper consumption remains a core priority within our sustainability agenda. To minimize reliance on hard-copy documents, the Group actively promotes electronic proof-reading and digital file corrections.

In daily operations, staff are encouraged to adopt the following paper-saving practices:

- Utilize double-sided printing to reduce paper volume
- Rely on electronic mail, intranet, and scanners to transmit or store documents digitally
- Source paper exclusively from environmentally responsible suppliers
- Employ electronic devices for business promotion in place of printed marketing materials



Supported by the Stock Exchange's expanded Paperless Listing Regime, the Group and its outsourced printing suppliers achieved a 33.5% year-on-year reduction in paper consumption, totaling 44.6 tonnes during the Reporting Period. Notably, the Group recorded zero consumption of packaging materials during the same period.

A. Environmental Sustainability

- *Water*

  The Group's water consumption is primarily associated with daily office operations. As water charges are incorporated into monthly property management fees, specific consumption data was not available for the Reporting Period. Nevertheless, recognizing that water is a vital and limited resource, the Group remains committed to responsible water management and conservation.

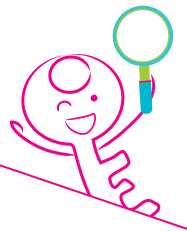
  To promote efficient use of water, the following measures have been implemented across office premises:

- Ensuring water taps are turned off immediately after use
- Promptly repairing dripping taps and leakages to prevent wastage
- Displaying "Saving Water" posters in prominent areas to raise staff awareness



A.3 ENVIRONMENT AND NATURAL RESOURCES

Save for the electricity, paper and water consumptions discussed above, the Group's operations did not have other material impact on the environment and natural resources. We will continue to adopt "Going Green and Low Carbon" principle in our daily operations.



A. Environmental Sustainability

A.4 CLIMATE CHANGE

The Group recognizes climate change as a critical global risk with significant implications for businesses and communities. EDICO is committed to strengthening resilience by adopting environmentally responsible operating measures aimed at reducing GHG emissions and minimizing the environmental footprint of our operations.

We proactively assess climate-related risks that may affect our business and implement mitigation measures in advance to safeguard operational continuity and long-term sustainability.

During the Reporting Period, the Sustainability Committee continued to evaluate and identify climate-related risks with the potential to cause financial or operational disruptions to the Group. Corresponding mitigation actions were formulated and integrated into our risk management framework, reinforcing our commitment to responsible governance and sustainable development.

Climate Risks		Mitigation Actions
Physical Risk	Extreme weather events, including wildfires and flooding, have the potential to disrupt the supply chain and influence the cost and availability of paper. Such disruptions may interrupt normal business operations and, in turn, adversely affect the Group's financial performance.	✓ Increased the usage of recycled-paper and reduce the reliance of single paper source. ✓ Developed contingency plans to ensure operational continuity during extreme weather events for both staff and customers. ✓ Committed to implementing environmental protection measures aimed at reducing GHG emissions and alleviating pressure on global climate change.
Transition Risk	Increasingly stringent sustainability policies and enhanced reporting requirements imposed by governments and regulatory authorities.	✓ Conducted regular reviews and analyses of both domestic and international sustainability reporting requirements to maintain compliance and best practices. ✓ Appointed an independent sustainability consultant to strengthen ESG reporting processes and enhance data collection procedures.

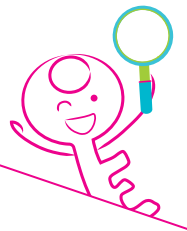
A.5 EMISSION TARGETS

The Group previously established targets to maintain stability in total GHG emissions, non-hazardous waste generation, and resource consumption over the next three to five financial years. During the Reporting Period, all our emission indicators maintained relatively stable amid business expansions. This outcome reflects the effectiveness of our resource management and waste reduction measures.

Looking ahead, the Group will continue to regularly review ESG performance against these established targets. Measures outlined in this ESG Report will be adopted and refined to ensure sustained compliance, operational efficiency, and alignment with long-term environmental objectives.

Social Sustainability





B. Social Sustainability

B.1 EMPLOYMENT

Human capital is the cornerstone of the Group's success and a key driver of our competitiveness. Employee welfare remains a top priority, and we are committed to providing a fair, inclusive, and harmonious working environment. The Group has established a comprehensive set of employment policies covering recruitment, promotion, dismissal, working hours, rest days, holidays, compensation, and benefits, all of which are documented in the "Internal Control Policy Handbook and Procedure Manual". These policies are fully aligned with the employment laws and regulations of Hong Kong, including the "Employment Ordinance", "Employees' Compensation Ordinance", "Mandatory Provident Fund Schemes Ordinance", "Sex Discrimination Ordinance", "Disability Discrimination Ordinance", "Family Status Discrimination Ordinance", and "Race Discrimination Ordinance". To ensure ongoing compliance and best practices, the Human Resources Department conducts regular reviews and refinements of the Group's human resources policies, keeping them up to date with the latest legislative and regulatory requirements.

The Group recognizes that workforce diversity in background and experience is a key driver of value creation for both customers and shareholders. We respect and appreciate employee differences and are committed to fostering an inclusive workplace that provides equal opportunities for all. Employment policies governing staff assessment, promotion, dismissal, and retirement are applied consistently, irrespective of gender, race, age, disability, family status, marital status, sexual orientation, religious beliefs, nationality, or any other non-job-related factors. The Group enforces a strict zero-tolerance policy against workplace discrimination, harassment, or victimization, with disciplinary actions taken in cases of non-compliance.

To sustain competitiveness, the Group offers competitive compensation packages designed to attract and retain talent. Recruitment is conducted based on merit, including performance, personal attributes, job experience, and career aspirations. A variety of channels are utilized for talent acquisition, such as job advertisements in newspapers, magazines, and online platforms, as well as participation in recruitment fairs. Remuneration packages are benchmarked against prevailing market and industry conditions, supplemented by staff performance considerations.

An annual performance appraisal system is in place to evaluate employee contributions, facilitate two-way feedback, and identify training and development needs. Salary adjustments and discretionary performance bonuses are provided to retain and motivate high-performing staff. The Group strictly prohibits unlawful or unreasonable dismissals. Any termination of employment contracts must be supported by lawful grounds and formally approved by both the Chief Executive Officer and Chief Financial Officer, with termination letters and final payment statements duly documented.

Team cohesiveness is fundamental to enhancing employee performance and fostering a strong sense of belonging. The Group has cultivated an inclusive and open work environment that encourages the exchange of ideas, feedback, and knowledge among staff. During the Reporting Period, a variety of initiatives were introduced to strengthen interpersonal bonds, including Green Monday fruit distribution, festive celebrations such as Chinese New Year and Christmas lunch parties with gifts, Mid-Autumn Festival mooncakes, Tuen Ng Festival rice dumplings, Easter eggs, team bonding baking day and monthly birthday gatherings.

B. Social Sustainability

Team Bonding Baking Day







Green Monday



Xmas Gifts to Staff



Staff Birthday



Chinese New Year Lunch Party





Easter Egg



Tuen Ng Festival



Mid-Autumn Gifts to Staff



B. Social Sustainability

In addition to cultural and wellness activities, the Group provides comprehensive employee benefits, including meal allowances, birthday welfare, medical insurance, and retirement schemes. Flexible working arrangements, such as adaptable hours and work-from-home options, are also offered to support staff in balancing professional responsibilities with family care. Beyond statutory entitlements of annual leave and public holidays, employees are granted additional leave benefits, including marriage leave, birthday leave, and compassionate leave, reflecting the Group's commitment to employee well-being and work-life balance.

During the Reporting Period, the Group was in full compliance with relevant laws and regulations related to employment.

As at 30th September 2025, the Group's total headcount within the reporting boundary of this ESG Report was 58. During the Reporting Period, 9 employees tendered their resignations. This equates to an annual staff turnover rate of 16%.

TABLE 5: EMPLOYEES BY CATEGORY AS AT 30TH SEPTEMBER 2025

Male	29
Female	29
Full-time	48
Part-time	10
Hong Kong	56
People's Republic of China ("PRC")	2
30 or below	5
31–40	16
41–50	14
51 or above	23
Senior Management	11
Middle Management	10
General Staff	37

TABLE 6: EMPLOYEES TURNOVER BY CATEGORY DURING THE REPORTING PERIOD

Male	7
Female	2
30 or below	3
31–40	1
41–50	3
51 or above	2
Hong Kong	8
PRC	1

B. Social Sustainability

B.2 HEALTH AND SAFETY

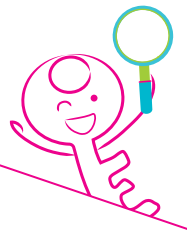
The Group is committed to maintaining a safe and healthy workplace environment for all employees. Protecting staff from occupational injuries is a priority, and a comprehensive "Health and Safety Guideline" has been established in alignment with the "Occupational Safety and Health Ordinance" and other applicable labour laws and regulations in Hong Kong. This framework enables the identification, assessment, and management of workplace health and safety risks.

The "Health and Safety Guideline" standardizes operational procedures and sets out in-house safety rules to ensure consistent implementation across the organization. To safeguard effectiveness, the Group conducts regular safety inspections and spot checks in all departments, thereby reinforcing precautionary measures and compliance with statutory requirements.

In addition, training programmes are regularly delivered to enhance employees' awareness of occupational health and safety, equipping them with the knowledge necessary to uphold safe practices and contribute to a culture of workplace safety.

During the Reporting Period, the Group did not violate any laws and regulations in relation to occupational health and safety. There was no work-related fatalities and loss of working days due to work injury in the previous three financial years.





B. Social Sustainability

B.3 DEVELOPMENT AND TRAINING

EDICO is committed to fostering employee growth and ensuring that our workforce is equipped with the skills and knowledge necessary to succeed. The Group consistently engages with staff to identify individual development needs and formulates tailored learning and development plans to address these requirements.

To strengthen work-related competencies, both standardized and customized on-the-job training programmes are implemented. For new employees, induction training is provided covering the Group's corporate culture, operational procedures, health and safety measures, management systems, and strategic priorities.

During the Reporting Period, employees within the reporting boundary received a total of 125 training hours, equivalent to an average of 2.2 hours per employee. In addition to internal programmes, EDICO actively encourages staff to pursue external professional training opportunities, including certifications and chartered qualifications, thereby supporting continuous professional development and enhancing organizational capability.

TABLE 7: TRAINING HOURS COMPLETED OF EMPLOYEES BY CATEGORY DURING THE REPORTING PERIOD

	Senior Management	Middle Management	General Staff	Total
Number of Training Hours	34	33	58	125
Average Training Hours Per Employee	3.1	3.3	1.6	2.2

	Male	Female	Total
Number of Training Hours	59	66	125
Average Training Hours Per Employee	2.0	2.3	2.2

B. Social Sustainability

B.4 LABOUR STANDARDS

The Group maintains a zero-tolerance stance towards child labour and forced labour. While the risks associated with such practices are considered low given our office-based operations, we remain vigilant in upholding the highest labour standards.

We strictly comply with the "Employment Ordinance" and all relevant labour laws and regulations in Hong Kong to ensure that every employee is lawfully employable. In alignment with our "Internal Control Policy Handbook and Procedure Manual", the Human Resources Department is required to verify applicants' personal identification documents, academic qualifications, and employment records during the recruitment process.

Furthermore, the Human Resources Department bears responsibility for ongoing monitoring and ensuring compliance with the latest applicable laws and regulations designed to prevent child and forced labour. Through these measures, the Group safeguards ethical employment practices and reinforces its commitment to responsible business conduct.

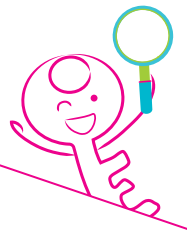
During the Reporting Period, the Group did not violate any laws and regulations related to the prevention of child and forced labour.

B.5 SUPPLY CHAIN MANAGEMENT

EDICO considers the environmental and social impacts in its selection of suppliers. The Group's 'Internal Control Policy Handbook and Procedure Manual' includes sustainability and social responsibility elements, and environmental-friendly requirements are set for the suppliers. Approved supplier lists are reviewed regularly and ESG-specific requirements are included in the supplier tender process to manage sustainability risks in the supply chain.

Meanwhile, our employees must evaluate the performance of suppliers with fair and most importantly, firmly refuse the bribe and commission on sales. Suppliers are selected based on their service quality, price, reputation, financial background, track record and delivery time. Our Procurement Department is required to contact at least three potential suppliers for comparison before making a final decision. The Group keeps close monitoring its suppliers to ensure them complying with their local laws and regulations.

During the Reporting Period, the Group engaged a total of 18 suppliers within the reporting boundary, of which 14 were based in Hong Kong and four were located in the PRC.



B. Social Sustainability

B.6 PRODUCT RESPONSIBILITY

EDICO remains committed to delivering high-quality financial printing services to its customers. Robust standard operating procedures are in place to ensure the consistency and reliability of our services and products. Our 24-hour customer service team provides continuous support, handling client instructions and service enquiries promptly and professionally. Senior management, including the Chief Executive Officer and Chief Operating Officer, conduct regular reviews of service quality to uphold operational excellence. Multiple communication channels — such as the customer service hotline, email, and facsimile — are available for customers to submit feedback or lodge complaints. All complaints are investigated in a timely manner, with findings reported to senior management. Where necessary, corrective actions are implemented to enhance operating procedures and further improve service quality.

Given the nature of our core financial printing business, the Group frequently handles highly confidential customer information. We therefore place strong emphasis on data privacy and strictly comply with the "Personal Data (Privacy) Ordinance" and all other applicable laws in Hong Kong. Comprehensive measures are implemented across our operations to safeguard the confidentiality, integrity, and security of customer data. Internal guidelines and regular staff training ensure that employees understand the proper procedures for collecting, processing, and using personal and confidential information. All data is used solely for the purposes for which it was collected, and customers are informed of how their information will be applied in the course of business. No customer data is disclosed to third parties without explicit authorization. Customers also retain full rights to access, review, and amend their personal information, including opting out of direct marketing activities. To further strengthen data protection, the Information Technology Department enforces strict controls on software installation and network access, preventing unauthorized use, retrieval, or export of customer data. These measures collectively support a robust information security framework aligned with stakeholder expectations and regulatory requirements.

The Group places strong emphasis on the protection of intellectual property ("IP") rights and requires all employees to handle IP assets with care and respect. Procedures and standards relating to IP protection are clearly outlined in the "Internal Control Policy Handbook and Procedure Manual", ensuring consistent compliance across operations. The Group adheres strictly to the formal intellectual property application processes in Hong Kong for all new trademarks, labels, and product designs. All software and digital resources used in our operations are properly licensed, and the Group procures only genuine and legally compliant products. In addition, the Group is committed to responsible and ethical communication. Only truthful and accurate information is published, and all marketing materials undergo management review and approval prior to release to ensure integrity and compliance with relevant regulations.

During the Reporting Period, the Group did not violate any laws and regulations regarding product responsibility, data privacy and IP rights. No products sold or services provided were being recalled or complained.

B. Social Sustainability

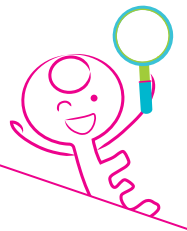
B.7 ANTI-CORRUPTION

EDICO upholds integrity and ethical conduct as fundamental pillars of its operations and maintains a strict zero-tolerance policy toward corruption, bribery, and related misconduct. The Group fully complies with all applicable anti-corruption and anti-money-laundering laws and regulations in Hong Kong, including the "Prevention of Bribery Ordinance" and the "Anti-Money Laundering and Counter-Terrorist Financing Ordinance". To safeguard a fair and corruption-free business environment, the Board has established a robust internal control and risk management framework.

Comprehensive internal policies and guidelines outline clear standards on corruption, bribery, fraud, and conflicts of interest in daily operations. Employees found to have engaged in any form of corrupt or money-laundering activities are subject to disciplinary action, including potential termination. To reinforce ethical awareness, the Group provides anti-corruption training to both new and existing staff, delivering a total of 10 training hours during the Reporting Period.

The Group also encourages employees and business partners to report suspected misconduct through established whistle-blowing channels. The whistle-blowing policy ensures confidentiality and protection for all whistle-blowers. Reported cases are escalated directly to the Audit Committee, which is responsible for investigating suspected or illegal activities and reporting findings to the Board. Management is required to implement corrective actions for any substantiated cases of fraud or malpractice, and matters involving legal violations are referred to the appropriate enforcement authorities.

During the Reporting Period, the Group did not receive any corruption lawsuits against the Group or our employees. Meanwhile, the Group and our employees did not violate any laws and regulations in relation to bribery, extortion, fraud and money laundering.



B. Social Sustainability

B.8 COMMUNITY INVESTMENT

The Group's long-term business development is closely connected to the well-being of the communities we serve. We are therefore committed to fostering a caring, inclusive, and cohesive community. During the Reporting Period, our CSR Team organized and participated in a range of community engagement initiatives, with employees contributing a total of 70 volunteer service hours. These activities not only strengthened our staff's sense of social responsibility, but also enhanced their interpersonal skills and collaboration with colleagues.

During the Reporting Period, the Group's community caring activities included:

— Heep Hong Society Charity Raffle 2025

— Heep Hong Society Flag Day 2025

— Dignity Kitchen 2025

— Judging Panel for The WorldSkills Hong Kong Competition 2025

— Medecins San Frontieres Donation Box

— Lai See Packets Reuse and Recycle Programme

— Recycling of Mooncake Boxes

During the Reporting Period, EDICO was honoured to receive the following awards in recognition of our social contributions. We remain committed to advancing sustainable development and supporting the well-being of our community.

— 10 Years Plus Caring Company — The Hong Kong Council of Social Service

— ESG One Green Member, HKPC

— Silver Award — Digital Accessibility Recognition Scheme 2024/2025

— Caring Employer Medal Level 1 Disability Inclusive Supporter — Caring Employer Scheme

— Caring Employer Medal Design Competition — The Championship in the Tertiary Institute and Open Group Category

— Food Wise Hong Kong Charter — Food Wise Hong Kong Campaign

— Corporate Group Awards — PLK Flag Day

— Diamond Sponsor and Publication Support — The HKIRA 11th Investor Relations Awards by Hong Kong Investor Relations Association

B. Social Sustainability

Po Leung Kuk Fundraising Gala Awards Ceremony 2024-25



- *Top Participation Award (Corporate/Group Category) Champion*
- *Outstanding Corporate Participation Award*
- *Meritorious Fundraising Award*

Silver Award – Digital Accessibility Recognition Scheme 2024–2025





B. Social Sustainability



ESG One Green Member, HKPC

ESG One 一站通 Green Member

Diverse Abilities · Inclusive Workplace Recognition Scheme

i) "Caring Employer" Medal – Level 1 Disability Inclusive Supporter



ii) "Caring Employer" Medal Design Competition

愛心僱主 Caring Employer

Our design team received the championship in the Tertiary Institute and Open Group category, and the winning design was adopted as the official logo for the "Caring Employer" Medal.

Judging Panel for The WorldSkills Hong Kong Competition 2025 – Graphic Design Technology



B. Social Sustainability



Dignity Kitchen 2025





10 Years Plus Caring Company By The Hong Kong Council of Social Service

Diamond Sponsor and Publication Support - The HKIRA 11th Investor Relations Awards By Hong Kong Investor Relations Association





B. Social Sustainability



Food Wise Hong Kong Charter

Médecins San Frontieres Donation box



Heep Hong Flag Day 2025



Heep Hong Society Charity Raffle 2025



Recycling of Mooncake boxes



Lai See Packets Reuse and Recycle Program



Sustainable Development Goals



Sustainable Development Goals

While we strictly comply with the ESG Reporting Guide of the Stock Exchange, we are also committed to integrating internationally recognised sustainability frameworks into our business development and strategic planning. The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, sets out a shared blueprint for global peace and prosperity for people and the planet. Central to this agenda are the 17 Sustainable Development Goals, supported by 169 well-defined targets. Each target is further measured through specific indicators that track progress over time.



Sustainable Development Goals

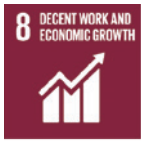
During the Reporting Period, the Group achieved the following SDGs in its corporate sustainability agenda.



Goal 3: Ensuring healthy lives and promoting well-being at all ages is essential to sustainable development. At EDICO, the health and safety of our staff, customers, business partners and the community in which we operate is our number one priority. We have a legacy of responsible business and we are committed to doing all we can to keep everyone safe.



Goal 5: Equality between men and women is an integral part of human rights. EDICO actively supports efforts to achieve gender equality and empower women rights. Staff benefits, promotion, dismissal, retirement and training policies are determined irrespective of employees' gender. We are zero tolerance to any gender discrimination.



Goal 8: EDICO's participation in various social community services promotes community engagement, supporting local schools, and fostering social responsibility, contributing to sustainable economic growth.



Goal 9: EDICO insists on technology innovation and adoption of more environmentally solutions in our financial printing services. We continuously refurnish and upgrade our office facilities to provide better experiences for our customers and working environment for our staff, which is key enhance our core competitiveness.



Sustainable Development Goals



Goal 12: Raising the awareness of environmental protection among employees has long been a key factor for EDICO's business development. Our "Plastic NOT Fantastic" campaign encourages all employees in the office to prevent, reduce, reuse and recycle the wasted items that may still be functional in other areas. We hope to disseminate the concept of sustainable consumption and production across the Group.

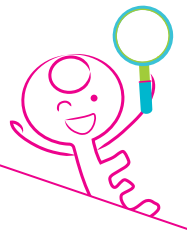


Goal 13: EDICO is a member of the global community and thus actively promotes the eco-friendly living style in where the Group operates. As the urgency of facing those climate-related challenges has intensified over the years, the Group has reduced carbon emission in joint effort with all stakeholder.



Report Disclosure Index



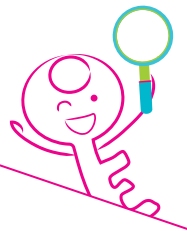


Report Disclosure Index

A. Environmental			Page
Aspect A1: Emissions	General Disclosure		
	Information on:		15–17
	(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.	
	KPI A1.1	The types of emissions and respective emissions data.	15
	KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	15
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	15
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	16-17
	KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	21
	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.	16-17

Report Disclosure Index

			Page
Aspect A2: Use of Resources	General Disclosure		
	Policies on the efficient use of resources, including energy, water and other raw materials.		17-20
	KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	17
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	20
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	21
	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.	20
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	19
Aspect A3: The Environment and Natural Resources	General Disclosure		
	Policies on minimising the issuer's significant impacts on the environment and natural resources.		20
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	20
Aspect A4: Climate Change	General Disclosure		
	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.		21
	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.	21

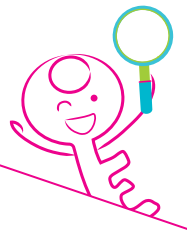


Report Disclosure Index

B. Social			Page
Employment and Labour Practices			
Aspect B1: Employment	General Disclosure		
	Information on:		23-25
	(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.	
	KPI B1.1	Total workforce by gender, employment type (for example, full-or part time), age group and geographical region.	25
	KPI B1.2	Employee turnover rate by gender, age group and geographical region	25
Aspect B2: Health and Safety	General Disclosure		
	Information on:		26
	(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.	
	KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	26
	KPI B2.2	Lost days due to work injury.	26
	KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	26

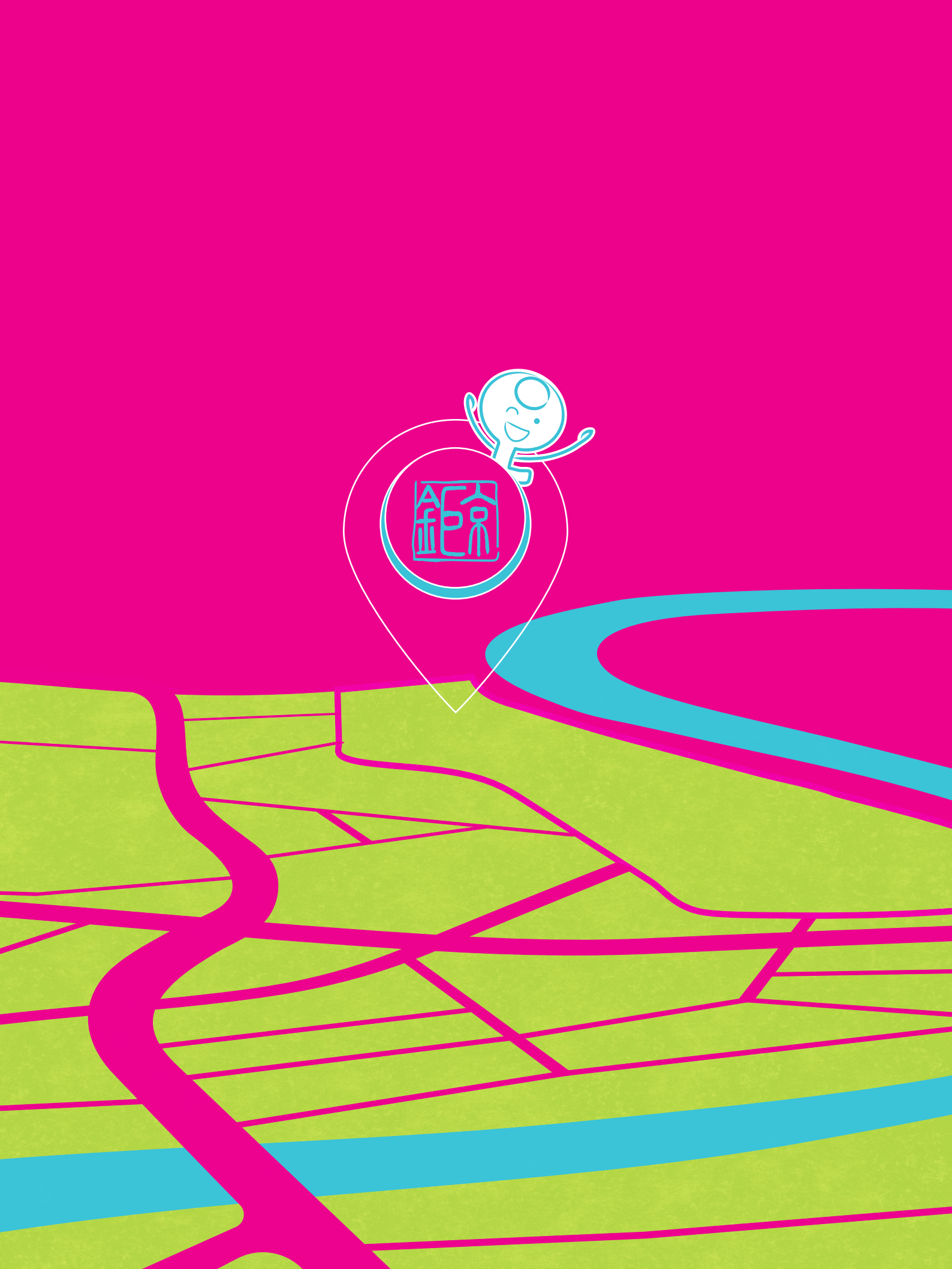
Report Disclosure Index

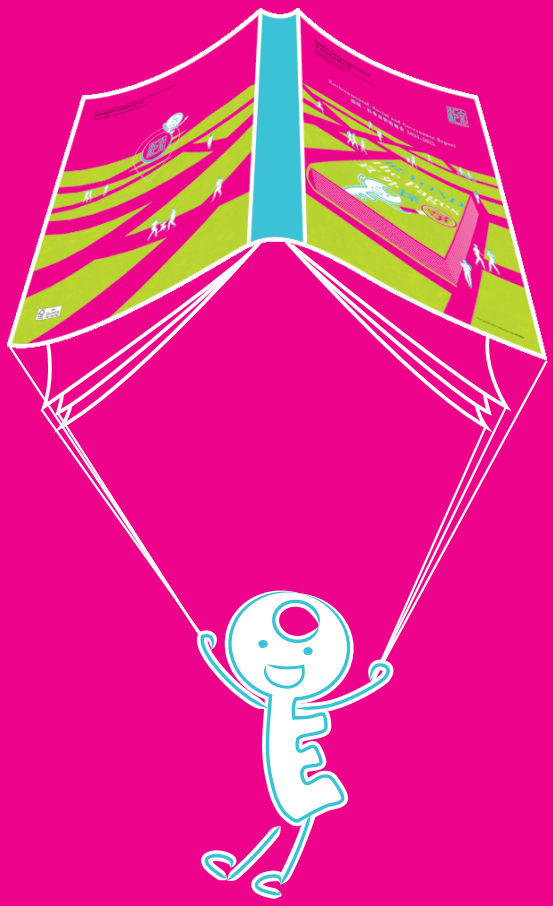
			Page
Aspect B3: Development and Training	General Disclosure		
	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.		27
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	27
	KPI B3.2	The average training hours completed per employee by gender and employee category.	27
Aspect B4: Labour Standards	General Disclosure		
	Information on:		28
	(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.	
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	28
	KPI B4.2	Description of steps taken to eliminate such practices when discovered.	28
Operating Practices			
Aspect B5: Supply Chain Management	General Disclosure		
	Policies on managing environmental and social risks of the supply chain.		28
	KPI B5.1	Number of suppliers by geographical region.	28
	KPI 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.	28
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	28
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	28



Report Disclosure Index

			Page
Aspect B6: Product Responsibility	General Disclosure		
	Information on:		29
	(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.		
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	29
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	29
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	29
	KPI B6.4	Description of quality assurance process and recall procedures.	29
	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	29
Aspect B7: Anticorruption	General Disclosure		
	Information on:		30
	(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.		
	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.	30
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	30
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	30
Community			
Aspect B8: Community Investment	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.		31-35
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	31
	KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	31





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