FAMOUS TECH
INTERNATIONAL HOLDINGS LIMITED
名科國際控股有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)
(於開曼群島註冊成立及於百慕達存續之有限公司)

Stock code 股份代號：8100

# 2025

# Environmental, Social and Governance Report
# 環境、社會及管治報告

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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
# 環境、社會及管治報告

## ABOUT THE GROUP

Famous Tech International Holdings Limited ("Company" or "We") has been listed on GEM of The Stock Exchange of Hong Kong Limited ("Stock Exchange") with stock code 8100.HK since 2001. The Company's main operation is investment holding. The Group is principally engaged in:

- research, development, and distribution of personal computer performance software, anti-virus software, mobile phone applications and toolbar advertisement;
- operation of the business-to-customer online sales platform and the business-to-business product trading;
- securities investment; and
- provision of corporate management solutions and information technology ("I.T.") contract services,

which are collectively known as the "Core Business".

## ABOUT THIS ESG REPORT

We hereby present our ninth Environmental, Social, and Governance ("ESG") Report (the "ESG Report" or "Report"), covering the financial year ended 31 December 2025 ("Reporting Period"). The sustainable development of the Company and its subsidiaries (collectively referred to as the "Group"), as well as its environmental and social policies and activities for the Reporting Period, are detailed in the ESG Report.

To gain insights into our corporate governance framework and practices, please refer to the "Corporate Governance Report" section within our annual report 2025.

### Reporting Scope

The ESG Report encompasses the environmental and social performance aspects of the Core Business located in Hong Kong and Shenzhen in the People's Republic of China ("PRC") for the Reporting Period.

## 關於本集團

名科國際控股有限公司(「本公司」或「我們」)自二零零一年於香港聯合交易所有限公司(「聯交所」)GEM上市(股份代號:8100.HK)。本公司的主要業務為投資控股。本集團主要從事:

- 研究、開發及分銷個人電腦性能軟件、防毒軟件、流動電話應用程式及工具欄廣告;
- 經營企業對消費者網上銷售平台以及企業對企業產品貿易;
- 投資證券;及
- 提供企業管理解決方案及資訊科技(「資訊科技」)合約服務,

以上統稱為「核心業務」。

## 關於本環境、社會及管治報告

我們謹此呈列截至二零二五年十二月三十一日止財政年度(「報告期」)的第九份環境、社會及管治(「環境、社會及管治」)報告(「環境、社會及管治報告」或「本報告」)。本公司及其附屬公司(統稱「本集團」)的可持續發展以及於報告期關於環境及社會的政策及活動詳列於環境、社會及管治報告。

為了解我們的企業管治架構及常規,請參閱二零二五年年報的「企業管治報告」一節。

### 報告範疇

環境、社會及管治報告涵蓋於報告期在中華人民共和國(「中國」)香港及深圳的核心業務的環境及社會表現方面。

## Reporting Standard

The ESG Report complies with the requirements set forth in the "Environmental, Social and Governance Reporting Code" ("ESG Reporting Code") as stipulated in Appendix C2 to the Rules Governing the Listing of Securities on GEM of the Stock Exchange ("GEM Listing Rules") and Rule 17.103 under Chapter 17 of the GEM Listing Rules.

## 報告標準

環境、社會及管治報告遵循聯交所GEM證券上市規則(「GEM上市規則」)附錄C2中「環境、社會及管治報告守則」(「環境、社會及管治報告守則」)所載的規定及GEM上市規則第十七章第17.103條編製。

## Reporting Principles

The Group adheres to the four principles underlined in the ESG Reporting Code during the preparation of the report:

## 報告原則

本集團編製本報告時遵循環境、社會及管治報告守則中的四項原則:

| Principles<br>原則 | The Group's response<br>本集團的回應 |
|---|---|
| **Materiality**<br>**重要性** | The topics covered in the Report have reflected the considerable effects of the Group on the economy, environment and society, or the scopes of assessments and decisions of stakeholders being affected. To determine material issues, the Group conducted an internal materiality assessment.<br>本報告所涵蓋的議題已反映本集團對經濟、環境及社會的重大影響,或影響持份者評估及決定的範疇。為釐定重大議題,本集團已進行內部重要性評估。 |
| **Quantitative**<br>**量化** | The Report disclosed the quantifiable key performance indicators ("KPIs") for performance comparison. The KPIs were calculated in accordance with "Appendix 2: Reporting Guidance on Environmental KPIs" and "Appendix 3: Reporting Guidance on Social KPIs" to "How to prepare an ESG Report", which was released by the Stock Exchange in March 2020.<br>本報告披露可量化的關鍵績效指標(「關鍵績效指標」)以進行績效對照。關鍵績效指標按聯交所於二零二零年三月刊發的「如何編備環境、社會及管治報告」「附錄二:環境關鍵績效指標匯報指引」及「附錄三:社會關鍵績效指標匯報指引」計算。 |
| **Balance**<br>**平衡** | The Report accurately reflected and disclosed the overall sustainability performance in terms of environmental, social, and governance areas of the Group.<br>本報告已準確反映及披露本集團環境、社會及管治範疇整體的可持續發展表現。 |
| **Consistency**<br>**一致性** | The Group adopts consistent methodologies to allow for meaningful comparisons of ESG data over the years. Any changes in the methodologies and reporting scopes are explained in notes for stakeholders' reference.<br>本集團使用一致的統計方法,務求使環境、社會及管治數據可按年作有意義的比較。若任何的統計方法及報告範圍有變,應在附註中解釋以供持份者參考。 |

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
# 環境、社會及管治報告

## Information and Feedback

This Report has been published in both Chinese and English versions in electronic format. The electronic version of the Report can be downloaded from the Stock Exchange's website or the Company's website. In case of any conflicts and discrepancies, the English version shall prevail.

The Group actively values and addresses stakeholder expectations and requirements regarding our ESG approach and performance. We welcome your feedback and inquiries about our ESG practices through the following channels:

Email: info@famoustech.com.hk
電郵： info@famoustech.com.hk

Address: Room 1501-3, 15/F, Centre Point, 181-185 Gloucester Road, Wanchai, Hong Kong
地址： 香港灣仔告士打道181-185號中怡大廈15樓1501-3室

## SUSTAINABILITY GOVERNANCE

The Company's board of directors (the "Board") holds primary responsibility for guiding, supervising, and evaluating the implementation of the Group's comprehensive ESG strategy and reporting. The Board integrates ESG-related risk considerations into its decision-making process while maintaining robust risk management and internal control systems. An ESG Committee (the "Committee") was established in August 2018 with management from different business units, aiming to ensure that the Group's operations adhere to the principle of sustainability, the Group's ESG-related goals and to oversee the Group's daily operations and risk management matters in relation to our ESG-related risks. The Committee addresses sustainability-related issues by maintaining regular contact with top management from crucial business divisions, examining the Group's daily operations and stakeholder comments, and revising internal policies if necessary. The identification and oversight of material ESG-related risks fall under the purview of both the Committee and the Board. To strengthen our sustainability governance framework, we have appointed an independent ESG consultancy firm to provide expert guidance and support in developing and implementing our ESG strategies.

## 報告發佈及反饋

本報告以電子形式刊發中英文版本。本報告的電子版本可於聯交所網站或本公司網站下載。雙語版本之間如有衝突及歧異，概以英文版本為準。

本集團積極重視並回應持份者對我們的環境、社會及管治方針及表現的期望與訴求。 我們歡迎　閣下透過下列渠道就我們的環境、社會及管治常規提出意見與查詢：

## 可持續管治

本公司董事會(「董事會」)主要負責指示、監察及評估本集團的環境、社會及管治策略及報告的整體實施情況。在維持健全的風險管理及內部監控系統的過程中，董事會將環境、社會及管治相關的風險考慮因素整合至其決策過程中。環境、社會及管治委員會(「委員會」)於二零一八年八月成立，由各業務單位的管理層組成，旨在確保本集團的運作恪守可持續發展的原則以及本集團與環境、社會及管治相關的目標，並監察本集團的日常運作及環境、社會及管治相關風險的風險管理事宜。委員會透過與主要業務分部的高級管理層定期溝通、審視本集團的日常運作及持份者的意見以及在必要時更新內部政策，處理可持續發展相關的事務。識別及監察重大環境、社會及管治相關風險屬於委員會及董事會的職權範圍。為強化我們的可持續管治架構，我們委聘獨立環境、社會及管治顧問公司，為我們在制定及實施環境、社會及管治策略時提供專業指導及協助。

## OUR SUSTAINABILITY VALUE

As a socially responsible corporation, the Group has implemented a comprehensive ESG Policy across all organizational levels to drive sustainable business growth, operational excellence, and corporate accountability. Recognizing the interdependence between our core operations and stakeholder relationships, we are committed to fostering sustainable development through strategic engagement with shareholders, employees, customers, suppliers, government entities, and local communities. By systematically integrating contemporary environmental, social, and governance principles into our business operations, we aim to generate long-term value for all stakeholders while making positive contributions to our environment and community. For a detailed exposition of our management strategies addressing environmental and social dimensions in relation to our Core Business, please refer to various sections of the ESG Report.

## 可持續發展價值

身為一家對社會負責任的企業，本集團已在集團各個層級實施全面的環境、社會及管治政策，以推動業務的可持續發展、卓越營運及企業責任。我們了解核心營運與持份者關係之間相互依存，因此致力於透過與股東、僱員、客戶、供應商、政府機構及當地社區展開策略性合作，推動可持續發展。透過有系統地將當代環境、社會及管治理念融入我們的業務運作，我們矢志為所有持份者締造長期價值，同時為我們的環境及社區作出正面貢獻。有關我們處理與核心業務有關的環境及社會方面的管理策略詳情，請參閱環境、社會及管治報告的各個章節。

## STAKEHOLDER ENGAGEMENT

The Group highly regards stakeholder feedback, recognizing its crucial role in establishing a solid foundation for the Group's sustainable growth and long-term success. We actively engage with our key stakeholder groups – employees, customers, investors and shareholders, suppliers and business partners, government and regulators, and community – through various established communication channels in our daily operations:

## 持份者參與

本集團高度重視持份者的意見，深信其意見可為本集團的可持續發展及長遠成功奠定穩固基礎，作用舉足輕重。在日常營運中，我們透過各種常設的溝通渠道，積極與主要持份者群組溝通，當中包括僱員、客戶、投資者及股東、供應商及業務夥伴、政府及監管機構以及社區：

| Stakeholders<br>持份者 | Communication Channels<br>溝通渠道 | Objectives and Initiatives<br>目標及舉措 |
|---|---|---|
| **Employees**<br>**僱員**<br> | – E-mails<br>電郵<br>– Staff performance evaluation<br>員工表現評估<br>– Staff training<br>員工培訓<br>– Employee handbook<br>僱員手冊<br>– Staff recreational activities<br>員工康樂活動 | – Providing a safe and healthy working environment for our staff<br>為員工提供安全及健康的工作環境<br>– Career development<br>事業發展<br>– Democratic communication<br>民主溝通<br>– Rights, remuneration and welfare of employees<br>僱員的權利、薪酬及福利 |
| **Customers**<br>**客戶**<br> | – E-mails<br>電郵<br>– Customer service hotline<br>客戶服務熱線<br>– Company website<br>公司網站<br>– Social media platform<br>社交媒體平台 | – Product and service quality<br>產品及服務質素<br>– Technological innovation<br>技術創新<br>– Respecting customer privacy and information security<br>尊重客戶私隱及保障資料安全 |
| **Investors and Shareholders**<br>**投資者及股東**<br> | – E-mails<br>電郵<br>– Annual general meetings<br>股東週年大會<br>– Company website<br>公司網站<br>– Reports, announcements and other publications<br>報告、公告及其他刊物 | – Corporate governance<br>企業管治<br>– Financial performance<br>財務表現<br>– Information disclosure<br>資料披露<br>– Protection of investors and shareholders' interest<br>保障投資者及股東權益<br>– Improving operational efficiency to generate stable returns in the long run<br>提升經營效率，長遠創造穩健回報 |

| Stakeholders<br>持份者 | Communication Channels<br>溝通渠道 | Objectives and Initiatives<br>目標及舉措 |
|---|---|---|
| **Suppliers and Business Partners**<br>**供應商及業務夥伴**<br> | – E-mails<br>電郵<br>– Business negotiations<br>業務磋商<br>– Contracts and agreements<br>合約及協議<br>– Company website<br>公司網站<br>– Social media platforms<br>社交媒體平台<br>– Site-visits<br>現場考察 | – Complying with relevant laws and regulations<br>遵守相關法律及規例<br>– Maintaining sound cooperation relationships for mutual growth<br>保持良好合作關係，共同成長<br>– Formulating a stringent procurement system and controlling risks<br>制定嚴謹的採購制度，控制風險 |
| **Government and Regulators**<br>**政府及監管機構**<br> | – Official and verbal correspondence<br>公文及口頭通訊<br>– Publications on the websites of the Stock Exchange and the Company<br>於聯交所及本公司網站刊載<br>– Company website<br>公司網站 | – Complying with relevant laws and regulations<br>遵守相關法律及規例<br>– Eradicating corrupt behaviour<br>杜絕腐敗行為 |
| **Community**<br>**社區**<br> | – E-mails<br>電郵<br>– Social media platforms<br>社交媒體平台<br>– Company website<br>公司網站<br>– Community activities and/or charitable donations<br>社區活動及／或慈善捐贈 | – Community development<br>社區發展<br>– Encouraging employees to commit to society relating to ESG matters<br>鼓勵僱員就有關環境、社會及管治事宜履行社會責任<br>– Enhancing the environmental protection consciousness of staff<br>提高員工的環保意識<br>– Developing innovative products to bring convenience to the society<br>開發創新產品，為社會帶來便利 |

## MATERIALITY ASSESSMENT

As the concerns and expectations of stakeholders may change over time, the Group has gone through a materiality assessment process to prioritise the material themes to stay current with the sustainability trends that impact our business. Drawing on material ESG-related issues from peer companies, international ESG reporting standards, and our previous ESG Report, we have identified 23 material ESG issues to effectively demonstrate our ESG-related risks and opportunities. The ESG issues have been categorised by priority and materiality levels as follows:

## 重要性評估

由於持份者的關注事項及期望可能會隨時間而改變，本集團通過重要性評估程序以確定重要議題的優先次序，以緊貼影響我們業務的可持續發展趨勢。參考同業公司的重大環境、社會及管治相關議題、國際環境、社會及管治報告準則，以及我們往年的環境、社會及管治報告，我們已識別23項重大環境、社會及管治議題，有效地展現與環境、社會及管治相關的風險及機會。環境、社會及管治議題的優先次序及重要性程度分類如下：

| Category<br>類別 | Name of issue<br>議題名稱 | Materiality level<br>重要性程度 |
|---|---|---|
| Environmental Protection and Green Operation<br>環境保護及綠色營運 | 1. Waste Management<br>廢物管理 | Medium<br>中 |
| | 2. Efficient use of resources<br>有效使用資源 | Medium<br>中 |
| | 3. Climate Change<br>氣候變化 | Medium<br>中 |
| | 4. Enhancing the environmental protection consciousness of staff<br>增強員工的環保意識 | Medium<br>中 |
| | 5. Water management<br>水資源管理 | Relevant<br>相關 |
| Operating Practices<br>營運常規 | 6. Corporate Governance<br>企業管治 | Highest<br>高 |
| | 7. Complying with relevant laws and regulations<br>遵守相關法律及規例 | Highest<br>高 |
| | 8. Eradicating corruption behaviour<br>杜絕腐敗行為 | Highest<br>高 |
| | 9. Formulating stringent procurement system and controlling risks<br>制定嚴謹的採購制度，控制風險 | Relevant<br>相關 |
| | 10. Maintaining sound cooperation relationships for mutual growth<br>保持良好合作關係，共同成長 | Relevant<br>相關 |
| | 11. Intellectual property rights protections<br>知識產權保護 | Medium<br>中 |
| | 12. Sustainable supply chain<br>可持續供應鏈 | Medium<br>中 |

| Category<br>類別 | Name of issue<br>議題名稱 | Materiality level<br>重要性程度 |
|---|---|---|
| **Product and Service Responsibility**<br>**產品及服務責任** | 13. Product and service quality<br>產品及服務質素 | Highest<br>高 |
| | 14. Respecting customer privacy and information security<br>尊重客戶私隱及保障資料安全 | Highest<br>高 |
| | 15. Technological innovation<br>技術創新 | Highest<br>高 |
| **Employment and Labour Practices**<br>**僱傭及勞工常規** | 16. Providing a safe and healthy working environment for our staff<br>為員工提供安全及健康的工作環境 | Highest<br>高 |
| | 17. Rights, remuneration, and welfare of employees<br>僱員的權利、薪酬及福利 | Medium<br>中 |
| | 18. Democratic communication<br>民主溝通 | Medium<br>中 |
| | 19. Career development<br>事業發展 | Medium<br>中 |
| | 20. Employee engagement, diversity and inclusion<br>僱員參與、多元化及包容性 | Medium<br>中 |
| **Community Investment**<br>**社區投資** | 21. Community development<br>社區發展 | Medium<br>中 |
| | 22. Encouraging employees to commit to society relating to ESG matters<br>鼓勵僱員就有關環境、社會及管治事宜履行社會責任 | Relevant<br>相關 |
| | 23. Developing innovative products to bring convenience to the society<br>開發創新產品，為社會帶來便利 | Medium<br>中 |

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
# 環境、社會及管治報告

## ENVIRONMENT

As part of our dedication to sustainable development, the Group strives to reduce environmental impacts in our business activities and implement eco-friendly office practices throughout our operations. As a service-oriented enterprise mainly with office operations, we do not generate material direct emissions, industrial pollutants, sewage, and hazardous waste. The Group maintains strict adherence to all environmental protection and pollution control regulations, including but not limited to:

- Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong);
- Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong);
- Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong); and
- Environmental Protection Law of the PRC.

During the Reporting Period, we were not aware of any material non-compliance with applicable environmental laws and regulations in Hong Kong and the PRC in relation to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

### Greenhouse Gas ("GHG") Emissions

As a service-based business, the Group's GHG emissions primarily consist of indirect emissions from electricity consumption (Scope 2), with negligible direct air pollutant emissions due to the absence of vehicle usage. The calculation standards and methodologies for GHG emissions are based on "Appendix 2: Reporting Guidance on Environmental KPIs" of "How to Prepare an ESG Report" by HKEX and the Greenhouse Gas Protocol. The emission factor of purchased electricity for Hong Kong-based operations referenced the latest emission intensity published by HK Electric Company Limited. Yet, we are committed to reducing GHG and actively consider measures to lower emissions in the future. Our comprehensive energy efficiency initiatives and their impact on GHG emissions reduction are detailed in the Energy Consumption section.

## 環境

作為我們專注可持續發展的一部分，本集團致力降低我們的業務活動對環境的影響，並於整個營運過程中實施環保辦公室常規。作為一家以服務為主、主要從事辦公室營運的企業，我們不會產生重大直接排放物、工業污染物、污水及有害廢棄物。本集團嚴格遵守所有環境保護及污染管治法規，包括但不限於：

- 香港法例第358章《水污染管制條例》；
- 香港法例第311章《空氣污染管制條例》；
- 香港法例第354章《廢物處置條例》；及
- 《中華人民共和國環境保護法》。

於報告期內，我們並不知悉有任何嚴重違反香港及中國內地適用的環境法律及規例，內容有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生。

### 溫室氣體排放

作為服務型企業，本集團溫室氣體排放主要包括電力消耗產生的間接排放（範圍2），由於不使用車輛，直接空氣污染物排放可忽略不計。溫室氣體排放的計算標準及方法乃根據香港聯交所發佈的《如何編製環境、社會及管治報告》之「附錄二：環境關鍵績效指標匯報指引」及《溫室氣體盤查議定書》計算。在香港進行業務而購入的電力排放因子參考香港電燈有限公司發佈的最新排放強度。然而，我們致力減少溫室氣體，積極考慮措施以減少未來排放。我們的綜合能源效率措施及其對減少溫室氣體排放的影響於能源消耗一節詳述。

| | | Unit<br>單位 | | **2025<br>二零二五年** | 2024<br>二零二四年 |
|---|---|---|---|---|---|
| Scope 2 GHG Emission (location-based) | 範圍2溫室氣體排放（地域基準） | Tonnes $CO_2e$ | 噸二氧化碳當量 | **6.51** | 8.79 |
| Intensity[1] | 密度[1] | Tonnes $CO_2e$/square feet of gross floor area | 噸二氧化碳當量／平方呎建築面積 | **0.002** | 0.004 |

Note 1: As of 31 December 2025, the Group had a total operation area of 3,252 sq ft. The data is also used for calculating other intensity data.

附註1： 截至二零二五年十二月三十一日，本集團總營運面積為3,252平方呎。該數據亦用於計算其他密度數據。

## Energy Consumption

The Group acknowledges that the electricity purchased and consumed across our workplaces represents our primary source of indirect greenhouse gas emissions. Our two leased offices in Wan Chai in Hong Kong and Shenzhen in the PRC are included in the calculation of total electricity consumption for the Reporting Period.

## 能源消耗

本集團確認，工作場所購買及消耗的電力為我們間接溫室氣體排放的主要來源。報告期的總耗電量計算包括我們於香港灣仔及中國深圳的兩間租賃辦公室。

| | | Unit 單位 | | 2025 二零二五年 | 2024 二零二四年 |
|---|---|---|---|---|---|
| Indirect – Electricity | 間接－電力 | kWh | 千瓦時 | **10,842** | 13,482 |
| Intensity | 密度 | kWh/square feet of gross floor area | 千瓦時／平方呎建築面積 | **3.33** | 5.75 |

We expect that our carbon emissions could be effectively reduced through the implementation of various energy-saving measures. We maintain air-conditioner temperatures at an energy-efficient level of 24-26°C. Within our offices, we actively encourage employees to adopt energy-saving practices, such as setting computers to automatic standby or sleep mode and switching off all idle electrical devices and lights before leaving. These initiatives, coupled with the effective implementation of corresponding policies and measures by our staff, have significantly enhanced energy conservation awareness across the organization.

我們預期透過實行多項節能舉措，有效減少我們的碳排放量。我們將空調溫度維持在24-26度的節能水平。於辦公室內，我們積極鼓勵僱員踐行節能，例如將電腦設定成自動待機或睡眠模式，並於離開前關閉所有閒置電器設備及電燈。該等舉措，加上員工有效落實相應政策及措施，大幅提高整個集團的節能意識。

## Non-hazardous Waste

Through the Reporting Period, non-hazardous waste from daily office operations primarily included paper and municipal waste. All non-hazardous waste produced is disposed of properly by the property management company. Our core business is focused on the provision of software products, I.T.-related services, the operation of online sales platforms and product trading, therefore, we do not generate any material waste, hazardous waste, or packaging materials.

## 無害廢棄物

於報告期，辦公室日常經營活動中產生的無害廢棄物主要包括廢紙及一般廢棄物。產生的所有無害廢棄物均由物業管理公司妥為處置。我們的核心業務集中於提供軟件產品、資訊科技相關服務、經營網上銷售平台及產品貿易，故我們並沒有產生任何重大廢棄物、有害廢棄物或包裝材料。

| | | Unit 單位 | | 2025 二零二五年 | 2024 二零二四年 |
|---|---|---|---|---|---|
| Non-hazardous waste | 無害廢棄物 | Tonnes | 噸 | **0.13** | 0.58 |
| Intensity | 密度 | Tonnes/employee[1] | 噸／僱員[1] | **<0.01** | 0.03 |

Note 1: As at 31 December 2025, there were 21 employees (2024: 23 employees).

附註1： 於二零二五年十二月三十一日，共有21名僱員（二零二四年：23名僱員）。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
# 環境、社會及管治報告

To minimize the production of non-hazardous waste, the following key procedures have been implemented:

為盡量減少無害廢棄物的產生，我們已實施下列主要措施：

| | |
|---|---|
|  | Place boxes and trays beside photocopiers as containers to collect single-sided paper for reuse and used paper for recycling.<br>放置紙箱及紙盒於影印機旁，以便收集單面紙作循環再用及回收廢紙。 |
|  | Encourage the use of digital documents and double-sided printing and copying.<br>鼓勵使用數碼文件及雙面打印及複印。 |
|  | Recycling areas have been provided in offices to promote paper recycling.<br>於辦公室提供回收區以促進紙張回收。 |
|  | Encourage employees to use e-mails or notice boards for internal communication.<br>鼓勵僱員使用電郵或告示板作內部通訊。 |
|  | Promote a “think before you copy” attitude: sharing documents with co-workers online and print only the number of copies required.<br>推廣「複印前要三思」心態：與同事共享線上文件，僅打印所需數量的文件。 |
|  | Avoid using single-use disposable items.<br>避免使用一次性即棄物品。 |

During the Reporting Period, the Company actively promotes reducing food waste by signing up the Food Wise Charter launched by the Hong Kong Environmental Protection Department. We hope to demonstrate our support for the resource-saving initiatives through this action to encourage more of our employees to adopt the reducing food waste practices together and to raise their awareness regarding responsible resource utilisation and waste reduction.

These proposed measures can help us reach our goals of energy conservation, waste reduction, and environmental protection.




於報告期，本公司積極推動減少食物浪費，並簽署香港環境保護署發起的《惜食約章》。我們希望透過是次行動表明對資源節約措施的支持，鼓勵更多僱員共同踐行減少食物浪費，並提高彼等負責任利用資源及減少浪費的意識。

該等建議措施有助我們實現節能、減少浪費及保護環境的目標。

## Water Consumption

As water is a precious resource, the Group values water resources and is committed to reducing unnecessary water consumption. Our water usage mainly comes from toilet flushing, water taps, and drinking water. Since water supply and discharge facilities are managed by the property management company, the property management company has considered that it is not feasible to provide water usage data to the individual occupant. To promote efficient water use and conservation, our staff were instructed to close water taps properly and we displayed water-saving awareness posters in visible locations. As our business does not involve manufacturing operations, the Group did not encounter any issue in sourcing water that is fit for purpose during the Reporting Period.

## 水資源消耗

由於水是珍貴資源，本集團珍惜水資源並致力減少不必要的水資源消耗。我們的用水主要來自沖廁、水龍頭及飲用水。供排水設施由物業管理公司管理，物業管理公司認為向個別用戶提供用水數據不可行。為推動高效利用水資源並節約用水，我們指示員工正確關閉水龍頭，並在顯眼位置張貼節約用水宣傳海報。於報告期，由於我們的業務並無涉及製造業務，故本集團在獲取適用水源方面並無遇到任何問題。

## Environment and Natural Resources

The Group's business nature primarily involves office operations, which do not have significant negative environmental impacts. The Group recognizes the value of the environment and natural resources to humankind. As a responsible corporation, we are committed to continuously improving environmental sustainability and we recognize our responsibility in reducing resources and materials in daily usage as well as lowering the impact of our operations.

## 環境及天然資源

本集團的業務性質主要涉及辦公室營運，不會對環境產生重大負面影響。本集團認識到環境及天然資源對人類尤為寶貴。作為一家負責任的企業，我們致力於不斷促進環境可持續發展，且我們深知我們有責任減少日常所用資源及材料，以及降低營運的影響。

## Climate Change

With the increasing occurrence of climate change-induced extreme weather events, such as typhoons, torrential rain, and flooding, the international society attaches more importance to climate change issues. We are dedicated to tackling climate challenges by conducting annual reviews of climate-related issues and taking appropriate mitigation actions when required. To manage the physical risks associated with climate change, we have adopted flexible work policies in line with the Code of Practice in Times of Typhoons and Rainstorms, prioritizing the safety of our employees. To address the transitional risk of climate change, we keep up and comply with the latest regulations and conduct internal reviews on ESG-related measures regularly by engaging independent consultants for consultancy services.

## 氣候變化

隨著氣候變化引發的極端天氣事件（如颱風、暴雨及洪水等）日益增加，國際社會對氣候變化問題越加重視。我們致力應對氣候挑戰，每年審查與氣候相關問題，並在必要時採取適當緩解行動。為管理與氣候變化相關的物理風險，我們根據《颱風及暴雨警告下的工作守則》採取靈活的工作政策，將僱員安全放在首位。為應對氣候變化帶來的過渡風險，我們緊跟並遵守最新法規，並委聘獨立顧問提供諮詢服務，定期對環境、社會及管治相關措施進行內部審查。

## EMPLOYMENT

The Group is dedicated to retaining talent by offering competitive remuneration packages, including salaries and benefits, providing continuous on-the-job training and development, and maintaining a work environment that upholds a work-life balance. During the Reporting Period, the Group complied with all applicable laws and regulations in a material respect, including but not limited to:

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong);
- Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong);
- Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong);
- Labour Law of the PRC;
- Labour Contract Law of the PRC;
- Social Insurance Law of the PRC; and
- Regulations on Management of Housing Provident Fund of the PRC.

The Group was not aware of any material non-compliance with any relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, that have a significant impact on the Group for the Reporting Period.

## 僱傭

本集團致力透過提供具競爭力的薪酬待遇(包括薪金及福利)、提供持續在職培訓及發展並營造一個支持工作與生活平衡的工作環境,挽留精英人才。於報告期,本集團遵守重大層面的所有適用法律法規,包括但不限於:

- 香港法例第57章《僱傭條例》;
- 香港法例第485章《強制性公積金計劃條例》;
- 香港法例第608章《最低工資條例》;
- 《中華人民共和國勞動法》;
- 《中華人民共和國勞動合同法》;
- 《中華人民共和國社會保險法》;及
- 中華人民共和國《住房公積金管理條例》。

於報告期,本集團並不知悉有任何嚴重違反涉及補償和解僱、招聘和晉升、工作時數、假期、平等機會、多元性、反歧視及其他待遇和福利方面的任何相關法律及規例而對本集團造成重大影響的情況。

## Total Workforce and Turnover Rate

As at 31 December 2025, the Group had a total of 20 full-time and 1 part-time employee (2024: 22 full-time and 1 part-time employee), the breakdown of which is as follows:

## 僱員總數及流失比率

於二零二五年十二月三十一日，本集團合共有20名全職僱員及1名兼職僱員（二零二四年：22名全職僱員及1名兼職僱員），其明細如下：

| | | Unit 單位 | | 2025 二零二五年 | 2024 二零二四年 |
|---|---|---|---|---|---|
| **By Gender** | **按性別劃分** | | | | |
| Male | 男性 | Person(s) | 人 | **12** | 13 |
| Female | 女性 | Person(s) | 人 | **9** | 10 |
| **By Age Group** | **按年齡組別劃分** | | | | |
| 18 – 30 | 18-30歲 | Person(s) | 人 | **0** | 1 |
| 31 – 40 | 31-40歲 | Person(s) | 人 | **3** | 9 |
| 41 – 50 | 41-50歲 | Person(s) | 人 | **12** | 8 |
| 51 or above | 51歲或以上 | Person(s) | 人 | **6** | 5 |
| **By Geographical Location** | **按地理位置劃分** | | | | |
| Hong Kong | 香港 | Person(s) | 人 | **21** | 22 |
| Chinese Mainland | 中國內地 | Person(s) | 人 | **0** | 1 |

The employee turnover rate classified by age, gender, and geographical location during the Reporting Period is set forth as follows:

於報告期，按年齡、性別及地理位置劃分的僱員流失率[1]如下：

| | | Unit 單位 | | 2025 二零二五年 | 2024 二零二四年 |
|---|---|---|---|---|---|
| **Total Turnover Rate** | **總流失率** | **Percentage** | **百分比** | **10** | 4 |
| **By Gender** | **按性別劃分** | **Percentage** | **百分比** | | |
| Male | 男性 | Percentage | 百分比 | **8** | 0 |
| Female | 女性 | Percentage | 百分比 | **11** | 10 |
| **By Age Group** | **按年齡組別劃分** | **Percentage** | **百分比** | | |
| 18 – 30 | 18-30歲 | Percentage | 百分比 | **N/A不適用[2]** | 0 |
| 31 – 40 | 31-40歲 | Percentage | 百分比 | **33** | 0 |
| 41 – 50 | 41-50歲 | Percentage | 百分比 | **0** | 13 |
| 51 or above | 51歲或以上 | Percentage | 百分比 | **0** | 0 |
| **By Geographical Location** | **按地理位置劃分** | | | | |
| Hong Kong | 香港 | Percentage | 百分比 | **5** | 5 |
| Chinese Mainland | 中國內地 | Percentage | 百分比 | **N/A不適用[2]** | 0 |

Note 1: According to "Appendix 3: Reporting Guidance on Social KPIs" of "How to prepare an ESG Report" published by the Stock Exchange, the calculation method is (the number of employees who left employment)/(the total number of employees as at 31 December 2025) x 100%.

附註1： 根據聯交所刊發的「如何編備環境、社會及管治報告」「附錄三：社會關鍵績效指標匯報指引」，計算方法為（離職僱員數量）／（於二零二五年十二月三十一日的僱員總數）x 100%。

Note 2: As there are no employees in the age group from 18 to 30 and Chinese Mainland as at 31 December 2025, the turnover rates for that age group and region are not applicable.

附註2： 於二零二五年十二月三十一日，由於並無年齡組別介乎18至30歲及中國內地的僱員，因此該年齡組別及地區的流失率不適用。

### Recruitment, Promotion, and Dismissal

The Group's recruitment and advancement decisions are based on objective criteria including qualifications, experience, capabilities, potential and work performance. We maintain a non-discriminatory hiring policy that ensures equal opportunities regardless of age, gender, ethnicity, marital status, family status or disability. Annual performance reviews are conducted with goals extending beyond evaluating an employee's ability to meet group objectives. More importantly, they serve as an ideal opportunity to reward those who exceed expectations while providing staff members with a chance to share their thoughts and concerns with management. The Group adheres to all employment termination requirements set forth in the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), the Labour Law of the PRC, and/or other relevant laws and regulations when processing voluntary resignations or dismissals.

### 招聘、晉升及解僱

本集團的招聘及晉升決定乃根據客觀標準作出，包括資歷、經驗、能力、潛力及工作表現。我們堅持不歧視的招募政策，確保機會平等，不論年齡、性別、種族、婚姻狀況、家庭狀況或殘障。每年進行表現評核的目的並非僅為評估員工的能力是否符合本集團的期望，更重要的是我們可藉此機會嘉許該等超越我們期望的員工，亦為僱員提供機會與管理層討論其意見及關注事項。本集團於處理自願離職或解僱時，遵循香港法例第57章《僱傭條例》、《中華人民共和國勞動法》及／或其他相關法律及規例所訂明之所有僱傭終止規定。

### Benefits and Remuneration

Remuneration packages are normally reviewed on an annual basis. Apart from salary payments, other staff benefits including provident fund contributions, medical insurance, and performance-related bonuses are provided to Hong Kong employees and social insurance and housing provident fund are provided to PRC employees. A share option scheme is also established to reward and motivate the employees of the Group. Employees are valuable assets of the Group, and we owe our success to their contribution. Our remuneration policy is based on the principle of equality, motivation, performance-oriented, and market competitiveness, and by the statutory requirements of the respective jurisdictions where the employees are engaged.

### 福利及薪酬

薪酬待遇通常每年檢討。除薪金付款外，我們亦向香港僱員提供其他員工福利，包括公積金供款、醫療保險及與表現掛鈎的花紅及向中國內地僱員提供社會保險及住房公積金。本集團亦設有購股權計劃以獎勵及激勵僱員。僱員是本集團寶貴的資產，而我們的成功乃源自他們的努力。本集團基於平等、激勵、以表現為導向及市場競爭力的原則，並根據聘用僱員所在相關司法權區的法例規定制定薪酬政策。

### Work-life Balance

The Group highly values the physical and mental health of its employees. Along with offering a five-day work week, different social events and staff development programs were held for employees during the Reporting Period to promote work-life balance and create a positive working environment. Through these activities, we fostered a stronger sense of belonging and enhanced team cohesion.

### 工作與生活平衡

本集團非常重視員工的身心健康。於報告期，為鼓勵僱員的工作與生活取得平衡及營造積極的工作環境，除五天工作週的安排外，我們亦為僱員組織各類社交活動及員工發展課程。我們透過該等活動加強歸屬感及團隊凝聚力。

## HEALTH AND SAFETY

As a people-oriented organization, the Group prioritizes our employees' health and safety to sustain our operations and growth. We strive to provide them with a safe, healthy, and well-protected work environment by complying with relevant laws and regulations, including but not limited to:

- Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong);
- Work Safety Law of the PRC; and
- Regulations on Work-Related Injury Insurance of the PRC.

To ensure the health and safety of employees, we implemented the following key measures:

- Ensuring all workplaces under the Group's control are safe and pose no threat to health;
- Encouraging the staff to attend fire drills;
- Providing sufficient first-aid kits at workplaces;
- Carrying out inspection for any unsafe condition and fixing it immediately; and
- Prohibition on smoking in all enclosed areas within the offices.

Through these workplace safety initiatives, the Group recorded zero work-related injuries, fatalities, or lost workdays due to work-related injuries reported for the years ended 31 December 2025, 2024, and 2023. During the Reporting Period, the Group was not aware of any material non-compliance with the relevant laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

## 健康及安全

作為一家以人為本的機構，本集團將僱員的健康及安全視為重中之重，以維持營運及增長。我們致力於為僱員提供一個安全、健康及受到良好保護的工作環境，遵守相關法律及規例，包括但不限於：

- 香港法例第509章《職業安全及健康條例》；
- 《中華人民共和國安全生產法》；及
- 中華人民共和國《工傷保險條例》。

為確保僱員的健康及安全，我們已實行下列主要措施：

- 確保在本集團控制下的所有工作場所均為安全及不存在健康威脅；
- 鼓勵員工參與消防演習；
- 於工作場所提供足夠的急救箱；
- 檢查是否有任何不安全狀況並立即修正；及
- 嚴禁在辦公室所有室內地方吸煙。

通過該等工作場所安全措施，截至二零二五年、二零二四年及二零二三年十二月三十一日止年度，本集團概無任何因工受傷或亡故事故，亦無因工傷而損失的工作日數。本集團於報告期亦不知悉有任何嚴重違反涉及提供安全工作環境及保護僱員免受職業性危害方面的相關法律及規例而對本集團造成重大影響的情況。

## TRAINING AND DEVELOPMENT

By investing in employee development and training initiatives, the Group cultivates professional growth while simultaneously driving organizational success. The training data for the Reporting Period is shown in the following table:

## 培訓及發展

本集團透過投資僱員發展及培訓計劃，助力僱員專業發展，同時推動組織成功。下表展示於報告期的培訓數據：

| | **2025 二零二五年** | | 2024 二零二四年 | |
|---|---|---|---|---|
| | **Percentage of employees trained (%) 受培訓僱員百分比 (%)** | **Average training hours completed per employee (hours) 每名僱員完成的平均培訓時數 (小時)** | Percentage of employees trained (%) 受培訓僱員百分比 (%) | Average training hours completed per employee (hours) 每名僱員完成的平均培訓時數 (小時) |
| **By Gender 按性別劃分** | | | | |
| Male 男性 | **58.3** | **1.2** | 53.9 | 1.1 |
| Female 女性 | **44.4** | **0.9** | 40.0 | 0.8 |
| **By Employment Category 按僱員類別劃分** | | | | |
| General Staff 一般員工 | **62.5** | **1.3** | 60.0 | 1.2 |
| Middle Management 中級管理層 | **14.3** | **0.3** | 14.3 | 0.3 |
| Senior Management 高級管理層 | **83.3** | **1.7** | 66.7 | 1.3 |

Internal training has been provided for employees to ensure that they are equipped with relevant skills for their work. During the Reporting Period, employees of the Group attended various training sessions in relation to updates of IT solutions and systems, and corporate regulatory requirements in Hong Kong. In addition, we encourage our staff to participate in external corporate governance and regulatory compliance seminars and workshops to broaden their knowledge of how to perform their job duties.

我們已向僱員提供內部培訓，確保彼等具備相關工作技能。於報告期，本集團僱員已參與多個有關資訊科技解決方案與系統及香港公司監管規定最新發展的培訓課程。此外，我們鼓勵僱員參加外部的企業管治及監管合規講座及工作坊，豐富其知識，幫助彼等履行工作職責。

## LABOUR STANDARDS

The Group strictly prohibits child and forced labour in any form. We recognize these practices are fundamentally unethical and universally condemned by international standards and regulations. We maintain a zero-tolerance policy toward these practices throughout our operations and supply chain network. The Group complies with applicable laws and regulations regarding child and forced labour, including:

- Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong);
- Labour Law of the PRC;
- Labour Contract Law of the PRC; and
- Provisions on the Prohibition of Using Child Labour of the PRC.

The Group's human resources department oversees and maintains compliance with regulations prohibiting child and forced labour. To combat illegal employment of child labour, underage workers, and forced labour, prior to confirmation of employment, the human resources department of the Group requires job applicants to provide valid identity documents to ensure that the applicants are lawfully employable. If the Group discovers such a case, the employment will be immediately terminated. We do not work with suppliers who employ individuals below the legal working age or compulsory education requirements in their respective countries.

Throughout the Reporting Period, the Group was not aware of any non-compliance with the relevant laws and regulations relating to the prevention of the use of child or forced labour, that have a significant impact on the Group.

## 勞工準則

本集團嚴禁任何形式的童工及強制勞工。我們認為該等行為本質上屬不道德行為並受國際準則及法規的普遍譴責。我們對業務和供應鏈網絡中的該等行為採取零容忍政策。本集團遵守有關童工及強制勞工的適用法律及法規，包括：

- 香港法例第57B章《僱用兒童規例》；
- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；及
- 中華人民共和國《禁止使用童工規定》。

本集團的人力資源部門監管和確保遵守禁止童工及強制勞工的法規。為打擊非法僱用童工、未成年工人及強制勞工現象，於確認僱傭關係前，本集團人力資源部要求應聘者提供有效身份證文件以確保申請人可合法受聘。倘本集團發現有關情況，則僱傭關係將立即終止。我們不會與僱用人員低於所在國家法定工作年齡或未達義務教育要求的供應商合作。

於報告期，本集團並不知悉有任何違反涉及防止使用童工或強制勞工的相關法律及規例而對本集團造成重大影響的情況。

## SUPPLY CHAIN MANAGEMENT

The Group's major business suppliers include providers of I.T. products, cloud services, legal, audit, and other business services. They are not considered to pose significant environmental and social risks to the Group's business operations. The Group engaged a total of 18 suppliers during 2025 (2024: 18 suppliers), as illustrated below:

## 供應鏈管理

本集團的主要業務供應商包括資訊科技產品、雲服務、法律、審計及其他業務服務供應商。此等供應商不被視為對本集團的業務營運構成重大環境及社會風險。於二零二五年，本集團合共聘用18間供應商（二零二四年：18間供應商），如下表所示：




Through rigorous evaluation and ongoing monitoring, the Group upholds strict ethical principles in its supplier selection process. We would consider whether the product consists of environmental-related certification, such as the presence of any sustainable sourcing-related certification on office paper. When evaluating potential suppliers, we employ the same assessment criteria, including but not limited to, the following requirements, and we have evaluated and assessed 9 of our main suppliers:

通過嚴格的評估及持續監控，本集團在甄選供應商時堅持嚴格的道德準則。我們會考慮產品是否包含環境相關認證，如辦公室用紙是否有任何可持續採購相關的認證。我們於評估潛在供應商時採用相同評價標準，包括但不限於以下要求，我們亦已對9間主要供應商進行評估及考核：



Our suppliers must demonstrate exceptional service quality standards, as well as abide by and have in place sufficient occupational health and safety and environmental protection procedures (if applicable) in accordance with all applicable laws and regulations.

我們的供應商必須展現出卓越的服務質素標準，並按照所有適用法律及規例遵守和設立足夠的職業健康及安全以及環境保護程序（如適用）。

## PRODUCT RESPONSIBILITY

## 產品責任

The Group is committed to abiding by all applicable laws and regulations, including but not limited to:

本集團承諾遵守所有適用法律及規例，包括但不限於：

- Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong); and
- 香港法例第486章《個人資料（私隱）條例》；及
- Law of the PRC on the Protection of Consumer Rights and Interests.
- 《中華人民共和國消費者權益保護法》。

During the Reporting Period, the Group was not aware of any material noncompliance with relevant laws and regulations relating to health and safety, advertising, labelling, and privacy matters relating to products and services provided and method of redress that have a significant impact on the Group.

於報告期，本集團並不知悉有任何嚴重違反涉及所提供的產品與服務及補救方法在健康和安全、廣告、標籤及私隱事宜方面的相關法律及規例而對本集團造成重大影響的情況。

During the Reporting Period, no products sold or shipped were subject to recalls for safety and health reasons.

於報告期，並無已售或已運送產品因安全與健康理由而須回收的情況。

### Privacy Protection

### 私隱保護

The Group emphasizes the importance of privacy and is committed to safeguarding customers' rights and interests in the collection, use, and handling of client information at all times. Due to our business nature, we have easier access to customers' personal or corporate sensitive information. We prohibit the disclosure of customer information to a third party without authorization from the customers.

本集團強調私隱的重要性，致力在收集、使用及處理客戶資料時始終保護客戶的權利及權益。由於我們的業務性質，我們可輕易查閱客戶個人或企業的敏感資料。我們嚴禁未經客戶授權向第三方披露客戶資料。

During the Reporting Period, the Group neither suffered any loss of customer arising from leakage of customer privacy or other service/product problems nor received any material complaints and claims from customers due to inferior product or service quality.

於報告期，本集團並無因洩露客戶私隱或其他服務／產品問題而流失任何客戶，亦無因產品或服務質素欠佳而收到客戶的任何重大投訴及索償。

### Customer Satisfaction

### 客戶滿意度

The Group is committed to delivering exceptional value to every customer by consistently striving to offer high-quality products and services. To ensure optimal personal computing experience through our software solutions, we implement continuous maintenance, regular updates, timely upgrades, and thorough debugging processes. Prior to launching any new product, our development team rigorously tests a demo version, conducts internal reviews, and refines the product to achieve the highest standards of performance and user satisfaction.

本集團始終致力於提供高質素產品及服務，力爭為每位客戶創造非凡價值。為確保透過我們的軟件解決方案可獲得最佳個人計算體驗，我們進行持續維護、定期更新、及時升級及全面除錯程序。於推出任何新產品前，我們的開發團隊嚴格測試演示版，進行內部檢討及產品優化，以達致最高性能及客戶滿意度標準。

We provide on-demand technical support to optimize our software products' performance. To provide good after-sales services to our customers of the software business, besides responding to customers' inquiries and requests via e-mails, technical support acquired from an external service provider is also available. If there are complaints from users, we will work out specific solutions and make prompt replies to the users. We consider customer feedback essential to improving our product and service quality, which helps maintain our competitive advantage in the market.

我們提供按需技術支援，以優化軟件產品性能。為向軟件業務的客戶提供優質的售後服務，除使用電子郵件回覆客戶查詢及請求外，我們亦提供從外部服務供應商購入的技術支援。倘用戶提出投訴，我們將制定具體解決方案，並盡快回覆用戶。我們認為客戶反饋對提高產品及服務質量而言至關重要，有助維持市場競爭優勢。

We maintain a comprehensive refund policy covering our major software products, including Advanced SystemCare, Advanced SystemCare Ultimate, IObit Malware Fighter, and Driver Booster. A 60-day money-back guarantee has been provided to ensure that all customers have enough time to evaluate whether the purchased software product and service meet their needs. For products sold online, customers may return items in compliance with the respective platform's policies, typically receiving a full refund prior to shipment of items.

我們為主要軟件產品（包括Advanced SystemCare、Advanced SystemCare Ultimate、IObit Malware Fighter和Driver Booster）設有全面退款政策。為確保所有客戶均有足夠時間評估所購買的軟件產品和服務是否符合其需求，我們提供60日退款保證。對於在網上銷售的產品，客戶可以按照各平台的相關政策進行退貨，客戶在送還產品前基本上可享有全額退款。

During the Reporting Period, the Group received no material complaints about products and services.

於報告期，本集團並無收到任何有關產品及服務的重大投訴。

### Intellectual Property ("IP") Rights

### 知識產權

The Group ensures IP rights protection throughout our software development process. We adhere to all applicable laws and regulations, which include but are not limited to:

本集團確保軟件開發過程中的知識產權保護。我們遵守所有適用法律及法規，包括但不限於：

- Trade Marks Ordinance (Cap. 559 of the Law of Hong Kong); and
- Copyright Law of the PRC.

- 香港法例第559章《商標條例》；及
- 《中華人民共和國著作權法》。

To prevent the revocation of trademark registration, we consistently maintain and renew our trademark for extended periods. We also adopted the practice of irregular online checks to look for unauthorized usage of our trademarks.

為避免商標註冊被撤銷，我們持續維持及延續商標的有效期。我們亦不定期進行線上查詢，以查看未經許可使用我們商標的情況。

### Advertisement and Labelling

### 廣告及標籤

The Group is dedicated to ensuring that all product or service information provided is truthful, accurate, and free from any misleading content, in full compliance with all relevant laws and regulations. Advertisements and/or product labelling relating to the products or services we provide do not include any statement, promise, or forecast which is false, misleading, or deceptive to our customers.

本集團致力於確保提供真實、準確及並無任何誤導內容的產品或服務資料，以全面遵守所有相關法律及規例。有關我們所提供產品或服務的廣告及／或產品標籤不包含任何對客戶而言屬虛假、誤導或欺騙性質的陳述、承諾或預測。

## ANTI-CORRUPTION AND BUSINESS ETHICS

The Group enforces a strict zero-tolerance policy against all forms of unethical business conduct, encompassing corruption, bribery, extortion, fraud, and money laundering. We maintain the highest standards of business integrity across our operations and strictly comply with relevant laws and regulations, including but not limited to:

- Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong);
- Criminal Law of the PRC; and
- Anti-money Laundering Law of the PRC.

The Group monitors its activities to ensure full compliance with anti-bribery and anti-corruption laws and regulations, while consistently updating our related internal policies. Employees are prohibited from accepting gifts or perks, and bribery and conflicts of interest are prohibited in the course of their daily work, according to the code of conduct outlined in the employee handbook. Whistle-blowing channels are set up for employees to report anonymously any violation of the ethical standards that our Group pursues. Any form of corruption is prohibited within the Group. To foster an understanding of anti-corruption, training related to anti-corruption has been held for our employees and management at least annually. We also distribute educational materials from the Independent Commission Against Corruption to all our staff.

During the Reporting Period, the Group was not aware of any material non-compliance with the relevant laws and regulations relating to bribery, extortion, fraud, and money laundering that have a significant impact on the Group. There was no concluded legal case regarding corruption brought against the Group or our employees during the Reporting Period.

## COMMUNITY INVESTMENT

In line with our dedication to corporate social responsibility, we prioritize community investment and the sustainability of the communities where we operate. The Group is committed to conducting business by taking into consideration the communities' interests and performing its work in an environmentally friendly and sustainable way. During the Reporting Period, the Group made donations totaling HK$465,000 to support various local charitable and non-profit organisations, assisting underprivileged groups and contributing to community development. The funds were primarily allocated to initiatives supporting vulnerable groups, community care services, and cultural heritage programmes. Through ongoing community engagement and resource commitment, the Group strives to foster social inclusion and contribute to the sustainable development of the community.

## 反貪污及商業道德

本集團對貪污、賄賂、勒索、欺詐及洗黑錢等任何形式的不合道德的商業行為採取零容忍政策。我們於整個經營中堅守高標準的商業誠信，嚴格遵守相關法律法規，包括但不限於：

- 香港法例第201章《防止賄賂條例》；
- 《中華人民共和國刑法》；及
- 《中華人民共和國反洗錢法》。

本集團監察其活動，確保全面遵守反賄賂及反貪污法律及規例，並持續更新相關內部政策。根據僱員手冊內載列的行為守則，僱員不得收取禮物或津貼，並禁止僱員在日常工作中發生任何賄賂及利益衝突的情況。我們為僱員設立舉報渠道，供其以匿名形式舉報任何違反本集團所奉行道德準則的情況。本集團禁止一切形式的貪污。為加深僱員及管理層對反貪污的了解，我們至少每年為彼等舉行反貪污的相關培訓。我們亦向我們的全體員工派發由廉政公署製作的反貪污教材。

於報告期，本集團並不知悉任何嚴重違反涉及賄賂、勒索、欺詐及洗黑錢等方面的相關法律及規例而對本集團造成重大影響的情況。於報告期，概無發現針對本集團或其僱員提出有關貪污的已審結法律案件。

## 社區投資

為履行企業社會責任，我們將社區投資及我們經營所在社區的可持續發展放在首要位置。本集團致力於開展業務時考慮社區利益，並以環保及可持續發展的方式開展工作。於報告期內，本集團捐款總額為港幣四十六萬五千元，支持多個本地慈善及非牟利機構，協助社會上有需要人士及推動社區發展。相關資金主要用於支持弱勢社群援助、社會關懷服務及文化傳承等社區項目。本集團期望透過持續的社區參與及資源投入，促進社會共融，並為社區的可持續發展作出貢獻。

## HKEX'S LISTING RULES APPENDIX C2 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE CONTENT INDEX

## 聯交所上市規則附錄C2環境、社會及管治報告守則內容索引

| Subject area<br>主要範疇 | Content<br>內容 | Chapter/Disclosure<br>章節／披露 |
|---|---|---|
| **Mandatory Disclosure Requirements**<br>**強制披露規定** | | |
| **Governance Structure**<br>**管治架構** | A Statement from the board containing the following elements:<br>由董事會發出的聲明，當中載有下列內容：<br><br>(I) a disclosure of the board's oversight of ESG issues;<br>披露董事會對環境、社會及管治事宜的監管；<br><br>(ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's business); and<br>董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及<br><br>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.<br>董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 | Sustainability Governance<br>可持續管治 |
| **Reporting Principles**<br>**匯報原則** | A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report.<br>描述或解釋在編備環境、社會及管治報告時如何應用匯報原則（重要性、量化及一致性）。 | Reporting Principles<br>報告原則 |
| **Reporting Boundary**<br>**匯報範圍** | A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.<br>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。 | Reporting Scope<br>報告範疇 |

| Subject area<br>主要範疇 | Content<br>內容 | Chapter/Disclosure<br>章節／披露 |
|---|---|---|
| **A. Environment**<br>**A.環境**<br>**Aspect A1: Emissions**<br>**層面A1：排放物** | | |
| **General Disclosure**<br>**一般披露** | Information on:<br>有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的：<br><br>(a) the policies; and<br>政策；及<br><br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br>遵守對發行人有重大影響的相關法律及規例<br><br>relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.<br>的資料。 | Environment<br>環境 |
| **KPI A1.1** | The types of emissions and respective emissions data. | Not applicable (There is no vehicle usage nor direct energy fuel consumption due to the Group's business nature.) |
| **關鍵績效指標A1.1** | 排放物種類及相關排放數據。 | 不適用（由於本集團的業務性質，並無車輛使用或直接能源燃油消耗。） |
| **KPI A1.2** | Repealed 1 January 2025 | |
| **關鍵績效指標A1.2** | 於二零二五年一月一日刪除 | |
| **KPI A1.3** | Total hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility). | Not applicable (There is no hazardous waste produced due to the Group's business nature.) |
| **關鍵績效指標A1.3** | 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 | 不適用（由於本集團的業務性質，並無產生危險廢棄物。） |
| **KPI A1.4** | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | Non-hazardous Waste |
| **關鍵績效指標A1.4** | 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 | 無害廢棄物 |
| **KPI A1.5** | Description of emissions target(s) set and steps taken to achieve them. | Environment |
| **關鍵績效指標A1.5** | 描述所訂立的排放量目標及為達到這些目標所採取的步驟。 | 環境 |
| **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. | Non-hazardous Waste |
| **關鍵績效指標A1.6** | 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 | 無害廢棄物 |

| Subject area<br>主要範疇 | Content<br>內容 | Chapter/Disclosure<br>章節／披露 |
|---|---|---|
| **Aspect A2: Use of Resources**<br>**層面A2：資源使用** | | |
| **General Disclosure**<br>**一般披露** | Policies on the efficient use of resources, including energy, water, and other raw materials.<br>有效使用資源（包括能源、水及其他原材料）的政策。 | Energy Consumption; Water Consumption<br>能源消耗；水資源消耗 |
| **KPI A2.1**<br>**關鍵績效指標A2.1** | Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity.<br>按類型劃分的直接及／或間接能源總耗量（以千個千瓦時計算）及密度。 | Energy Consumption<br>能源消耗 |
| **KPI A2.2**<br>**關鍵績效指標A2.2** | Water consumption in total and intensity.<br>總耗水量及密度。 | Water Consumption<br>水資源消耗 |
| **KPI A2.3**<br>**關鍵績效指標A2.3** | Description of energy use efficiency target(s) set and steps taken to achieve them.<br>描述所訂立的能源使用效益目標及達到這些目標所採取的步驟。 | Energy Consumption<br>能源消耗 |
| **KPI A2.4**<br>**關鍵績效指標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.<br>描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 | Water Consumption (There was no significant risk in sourcing water during the reporting period.)<br>水資源消耗（於報告期間，水源方面並不存在重大風險。） |
| **KPI A2.5**<br>**關鍵績效指標A2.5** | Total packing material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.<br>製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 | Not applicable (There are no product production or factory operations due to the Group's business nature.)<br>不適用（由於本集團的業務性質，並無產品生產或工廠營運。） |
| **Aspect A3: The Environment and Natural Resources**<br>**層面A3：環境及天然資源** | | |
| **General Disclosure**<br>**一般披露** | Policies on minimising the issuer's significant impacts on the environment and natural resources.<br>減低發行人對環境及天然資源造成重大影響的政策。 | Environment and Natural Resources<br>環境及天然資源 |
| **KPI A3.1**<br>**關鍵績效指標A3.1** | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.<br>描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 | Environment and Natural Resources<br>環境及天然資源 |

| Subject area<br>主要範疇 | Content<br>內容 | Chapter/Disclosure<br>章節／披露 |
|---|---|---|
| **Aspect A4: Climate Change**<br>**層面A4：氣候變化** | | |
| **General Disclosure**<br>**一般披露** | Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.<br>識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 | Climate Change<br>氣候變化 |
| **KPI A4.1**<br>**關鍵績效指標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.<br>描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 | Climate Change<br>氣候變化 |
| **B. Social**<br>**B.社會** | | |
| **Aspect B1: Employment**<br>**層面B1：僱傭** | | |
| **General Disclosure**<br>**一般披露** | Information on:<br>有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：<br><br>(a) the policies; and<br>政策；及<br><br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br>遵守對發行人有重大影響的相關法律及規例<br><br>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.<br>的資料。 | Employment<br>僱傭 |
| **KPI B1.1**<br>**關鍵績效指標B1.1** | Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.<br>按性別、僱傭類型 (如全職或兼職)、年齡組別及地區劃分的僱員總數。 | Total Workforce and Turnover Rate<br>僱員總數及流失比率 |
| **KPI B1.2**<br>**關鍵績效指標B1.2** | Employee turnover rate by gender, age group and geographical region.<br>按性別、年齡組別及地區劃分的僱員流失比率。 | Total Workforce and Turnover Rate<br>僱員總數及流失比率 |

| Subject area<br>主要範疇 | Content<br>內容 | Chapter/Disclosure<br>章節／披露 |
|---|---|---|
| **Aspect B2: Health and Safety**<br>**層面B2：健康與安全** | | |
| **General Disclosure**<br>**一般披露** | Information on:<br>有關提供安全工作環境及保障僱員避免職業性危害的：<br><br>(a) the policies; and<br>政策；及<br><br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br>遵守對發行人有重大影響的相關法律及規例<br><br>relating to providing a safe working environment and protecting employees from occupational hazards<br>的資料。 | Health and Safety<br>健康及安全 |
| **KPI B2.1** | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. | Health and Safety |
| **關鍵績效指標B2.1** | 過去三年（包括匯報年度）每年因工亡故的人數及比率。 | 健康及安全 |
| **KPI B2.2** | Lost days due to work injury. | Health and Safety |
| **關鍵績效指標B2.2** | 因工傷損失工作日數。 | 健康及安全 |
| **KPI B2.3** | Description of occupational health and safety measures adopted, and how they are implemented and monitored. | Health and Safety |
| **關鍵績效指標B2.3** | 描述所採納的職業健康與安全措施，以及相關執行及監察方法。 | 健康及安全 |
| **Aspect B3: Development and Training**<br>**層面B3：發展及培訓** | | |
| **General Disclosure** | Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities. | Training and Development |
| **一般披露** | 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 | 培訓及發展 |
| **KPI B3.1** | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). | Training and Development |
| **關鍵績效指標B3.1** | 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。 | 培訓及發展 |
| **KPI B3.2** | The average training hours completed per employee by gender and employee category. | Training and Development |
| **關鍵績效指標B3.2** | 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 | 培訓及發展 |

| Subject area<br>主要範疇 | Content<br>內容 | Chapter/Disclosure<br>章節／披露 |
|---|---|---|
| **Aspect B4: Labour Standards**<br>**層面B4：勞工準則** | | |
| **General Disclosure**<br>**一般披露** | Information on:<br>有關防止童工及強制勞工的：<br><br>(a) the policies; and<br>政策；及<br><br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br>遵守對發行人有重大影響的相關法律及規例<br><br>relating to preventing child and forced labour.<br>的資料。 | Labour Standards<br>勞工準則 |
| **KPI B4.1** | Description of measures to review employment practices to avoid child and forced labour. | Labour Standards |
| **關鍵績效指標B4.1** | 描述檢討招聘慣例的措施以避免童工及強制勞工。 | 勞工準則 |
| **KPI B4.2** | Description of steps taken to eliminate such practices when discovered. | Labour Standards |
| **關鍵績效指標B4.2** | 描述在發現違規情況時消除有關情況所採取的步驟。 | 勞工準則 |
| **Aspect B5: Supply Chain Management**<br>**層面B5：供應鏈管理** | | |
| **General Disclosure**<br>**一般披露** | Policies on managing environmental and social risks of the supply chain.<br>管理供應鏈的環境及社會風險政策。 | Supply Chain Management<br>供應鏈管理 |
| **KPI B5.1** | Number of suppliers by geographical region. | Supply Chain Management |
| **關鍵績效指標B5.1** | 按地區劃分的供應商數目。 | 供應鏈管理 |
| **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. | Supply Chain Management |
| **關鍵績效指標B5.2** | 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 | 供應鏈管理 |
| **KPI B5.3** | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. | Supply Chain Management |
| **關鍵績效指標B5.3** | 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 | 供應鏈管理 |
| **KPI B5.4** | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. | Supply Chain Management |
| **關鍵績效指標B5.4** | 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 | 供應鏈管理 |

| Subject area<br>主要範疇 | Content<br>內容 | Chapter/Disclosure<br>章節／披露 |
|---|---|---|
| **Aspect B6: Product Responsibility**<br>**層面B6：產品責任** | | |
| **General Disclosure**<br>**一般披露** | Information on:<br>有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：<br><br>(a) the policies; and<br>政策；及<br><br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br>遵守對發行人有重大影響的相關法律及規例<br><br>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.<br>的資料。 | Product Responsibility; Advertisement and Labelling<br>產品責任；廣告及標籤 |
| **KPI B6.1** | Percentage of total products sold or shipped subject to recalls for safety and health reasons. | Product Responsibility |
| **關鍵績效指標B6.1** | 已售或已運送產品總數中因安全與健康理由而須回收的百分比。 | 產品責任 |
| **KPI B6.2** | Number of products and service related complaints received and how they are dealt with. | Customer Satisfaction |
| **關鍵績效指標B6.2** | 接獲關於產品及服務的投訴數目以及應對方法。 | 客戶滿意度 |
| **KPI B6.3** | Description of practices relating to observing and protecting intellectual property rights. | Intellectual Property ("IP") Rights |
| **關鍵績效指標B6.3** | 描述與維護及保障知識產權有關的慣例。 | 知識產權 |
| **KPI B6.4** | Description of quality assurance process and recall procedures. | Customer Satisfaction |
| **關鍵績效指標B6.4** | 描述質量檢定過程及產品回收程序。 | 客戶滿意度 |
| **KPI B6.5** | Description of consumer data protection and privacy policies, and how they are implemented and monitored. | Privacy Protection |
| **關鍵績效指標B6.5** | 描述消費者資料保障及私隱政策，以及相關執行及監察方法。 | 私隱保護 |

| Subject area<br>主要範疇 | Content<br>內容 | Chapter/Disclosure<br>章節／披露 |
|---|---|---|
| **Aspect B7: Anti-corruption**<br>**層面B7：反貪污** | | |
| **General Disclosure**<br>**一般披露** | Information on:<br>有關防止賄賂、勒索、欺詐及洗黑錢的：<br><br>(a) the policies; and<br>政策；及<br><br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br>遵守對發行人有重大影響的相關法律及規例<br><br>relating to bribery, extortion, fraud and money laundering.<br>的資料。 | Anti-corruption and Business Ethics<br>反貪污及商業道德 |
| **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. | Anti-corruption and Business Ethics |
| **關鍵績效指標B7.1** | 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 | 反貪污及商業道德 |
| **KPI B7.2** | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. | Anti-corruption and Business Ethics |
| **關鍵績效指標B7.2** | 描述防範措施及舉報程序，以及相關執行及監察方法。 | 反貪污及商業道德 |
| **KPI B7.3** | Description of anti-corruption training provided to directors and staff. | Anti-corruption and Business Ethics |
| **關鍵績效指標B7.3** | 描述向董事及員工提供的反貪污培訓。 | 反貪污及商業道德 |
| **Aspect B8: Community Investment**<br>**層面B8：社區投資** | | |
| **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. | Community Investment |
| **一般披露** | 有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。 | 社區投資 |
| **KPI B8.1** | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). | Community Investment |
| **關鍵績效指標B8.1** | 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。 | 社區投資 |
| **KPI B8.2** | Resources contributed (e.g. money or time) to the focus area. | Community Investment |
| **關鍵績效指標B8.2** | 在專注範疇所動用資源 (如金錢或時間)。 | 社區投資 |

| Subject area<br>主要範疇 | Content<br>內容 | Chapter/Disclosure<br>章節／披露 |
|---|---|---|
| **Climate-related Disclosures**<br>**氣候相關披露** | | |
| **Metrics and Targets – Greenhouse gas emissions**<br>**指標及目標－溫室氣體排放** | | |
| **28(a)-(b) and 29**<br>**28(a)-(b)及29** | Scope 1 greenhouse gas emissions and Scope 2 greenhouse gas emissions<br>範圍一溫室氣體排放及範圍二溫室氣體排放 | Greenhouse Gas ("GHG") Emissions<br>溫室氣體(「溫室氣體」)排放 |



FAMOUS TECH
INTERNATIONAL HOLDINGS LIMITED
名科國際控股有限公司