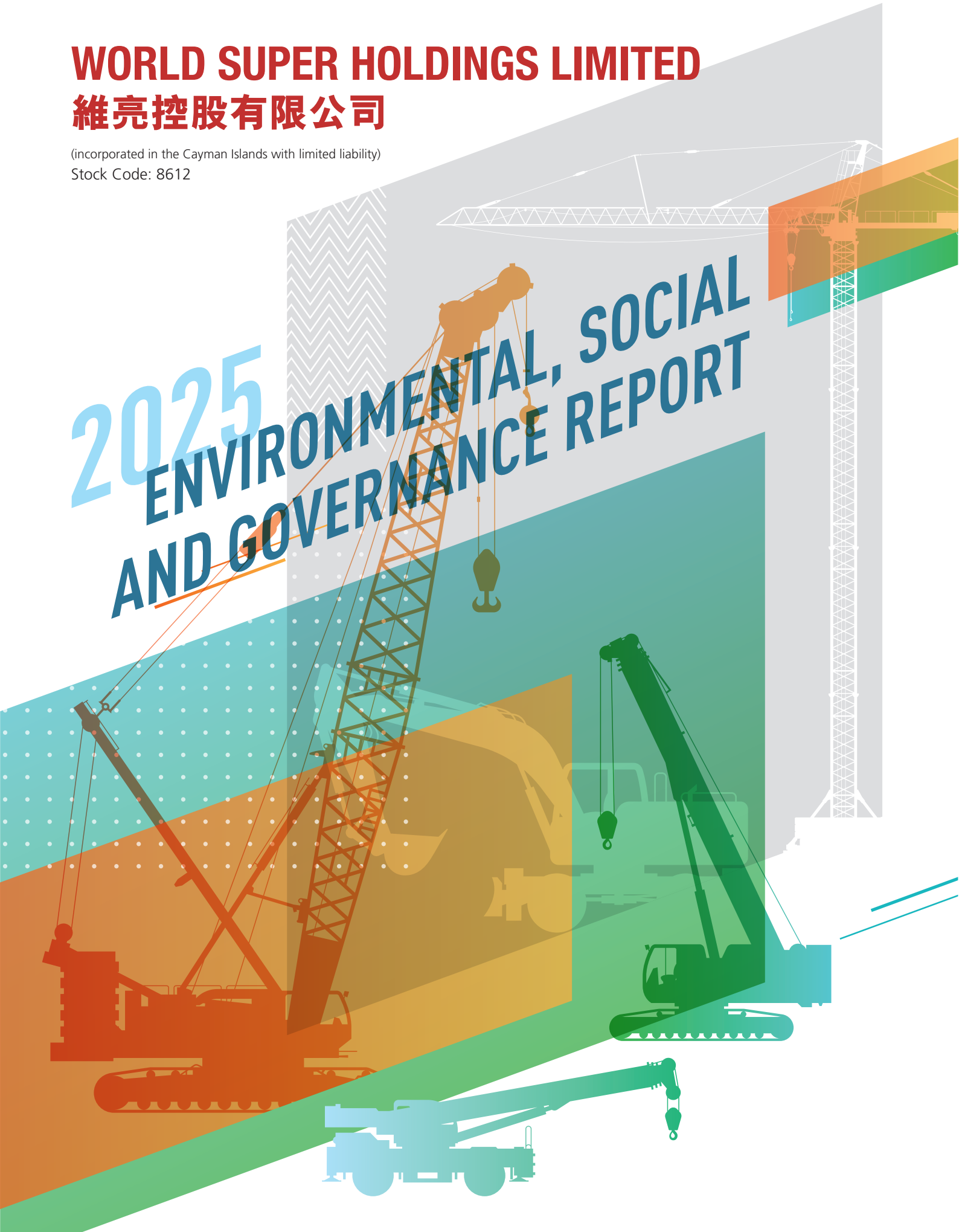
WORLD SUPER HOLDINGS LIMITED
維亮控股有限公司

(incorporated in the Cayman Islands with limited liability)
Stock Code: 8612



2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT

World Super Holdings Limited (the "Company", together with its subsidiaries, the "Group") mainly undertakes (i) provision of rental services of crawler cranes, oscillators, a kind of bored piling machine working with drill-string to drill through the hard rock to the designated depth (the "RCD") and hydromill trench cutters for construction projects mainly in Hong Kong and/or Macau; (ii) trading of new or used crawler cranes, RCDs, trench cutters, oscillators and/or related spare parts to customers in Hong Kong and Macau; (iii) to a lesser extent, provision of transportation services in delivering our machinery to and from customers' designated sites and other services such as arrangement of set-up and repair of machinery for customers of our plant hire service, arrangement of insurance for customers of our plant hire service for projects outside Hong Kong and marketing of construction machinery for our machinery suppliers; (iv) provision of construction works which included foundation works and ancillary services; (v) provision of money lending services; and (vi) provision of car rental services.

This Environmental, Social and Governance Report (the "ESG Report") summarises the environmental, social and governance ("ESG") initiatives, plans and performances of the Group for the year ended 31 December 2025 (the "Reporting Period") and demonstrates its commitment to sustainable development.

BOARD STATEMENT

Dear stakeholders,

The board of directors (the "Board") is committed to driving sustainable development in the Group's business operations. The Board has overall responsibility for the Group's ESG strategy and reporting, while both the members of the Board and senior management supervise the ESG issues of the Group. The Board continuously monitors and reviews the key risks affecting the sustainability of the Group's business, such as the environmental, occupational health and safety and labour standards. The risk management and internal control frameworks provide a structured approach for the Board to formulate policies and ensure effective execution. More information about the Group's governance structure is stated in the section "ESG GOVERNANCE STRUCTURE".

The Group continuously communicates with its stakeholders to understand their concerns and fulfil their expectations. In order to identify and assess the material concerns of the Group's stakeholders, the Group has conducted materiality assessment surveys through stakeholder engagement. The assessment helped the Group determine the factors that have material impacts on the Group's sustainable growth, which were incorporated in the development of its ESG strategies and targets. The Group's focus on ESG includes greenhouse gas ("GHG") emissions, occupational health and safety, along with product quality and safety.

The Group has set various ESG-related targets on relevant key performance indicators ("KPIs" or individually a "KPI"). The environmental targets were approved by the Board and the progress is reviewed by the representatives from business and functional departments annually. The business and functional departments make full use of the available ESG data to compare the performance between different years and report to the Board at least once per year. Aiming to achieve the targets, the Group is committed to implementing various measures, which will be mentioned in this ESG Report. The Board believes the ESG-related targets can raise employees' awareness of ESG, drive behavioural changes and facilitate the incorporation of ESG initiatives into the Group's operational strategy.

On behalf of the Board, I would like to express my gratitude to my fellow directors, the management team, all employees and stakeholders for their contributions to the Group's sustainable development.

Lee Kai Man
Executive Director
Hong Kong, 31 March 2026

ESG GOVERNANCE STRUCTURE

The Group considers ESG as part of its fiduciary duty and strives to embed ESG considerations into daily operations and management. The Board holds the overall responsibility for the Group's ESG strategy and reporting, as well as overseeing and managing the Group's ESG-related issues. The Board discusses and reviews the Group's climate-related risks and opportunities, performance, progress, goals and targets at least once per year with the assistance of the Group's business and functional departments. The Board also ensures the effectiveness of ESG risk management and internal control mechanism.

The Group's representatives from business and functional departments facilitates the Board's oversight of ESG-related issues and has the responsibility for collecting and analysing ESG data, monitoring and evaluating the Group's ESG performance, ensuring compliance with ESG-related laws and regulations and preparing ESG reports. The management arranges meetings at least once per year to discuss and review the Group's ESG-related issues including, but not limited to, ESG-related policies and procedures, ESG-related performance, climate-related risks and opportunities as well as the progress made against ESG-related goals and targets, and reports the results to the Board periodically to assists the Board to discharge its oversight responsibility.

SCOPE OF REPORTING

The ESG Report follows the reporting scope of the Group's Annual Report. The Group identifies the reporting scope based on the materiality principle, and considers the core business and main revenue source. This ESG Report covers the Group's office operations in Hong Kong, which includes hire and trading of machinery and transportation, and provision of related service and money lending business and the provision of car rental business in Japan.

REPORTING FRAMEWORK

This ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Code (the "ESG Reporting Code") as set out in Appendix C2 of the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the "Stock Exchange").

Information relating to the Group's corporate governance structure and practices has been set out in the Corporate Governance Report of the Annual Report of the Company for the year ended 31 December 2025.

The Group attaches great importance to materiality, quantitative, balance and consistency during the preparation for this ESG Report and has applied these reporting principles in the ESG Reporting Code as follows:

Materiality: A materiality assessment survey was conducted to identify material issues, thereby adopting the confirmed material issues as the focus for the preparation for this ESG Report. The materiality of issues was reviewed and confirmed by the Board and representatives from business and functional departments. Please refer to the sections headed "STAKEHOLDER ENGAGEMENT" and "MATERIALITY ASSESSMENT" for further details.

Quantitative: The standards and methodologies used in the calculation of relevant data in this ESG Report, as well as the applicable assumptions were disclosed. The KPIs were supplemented by explanatory notes to establish benchmarks where feasible. Details of the standards used are described in the relevant sections of this ESG Report. Details of standards used are described in the relevant sections of this ESG Report.

Balance: This ESG Report was prepared based on an objective and impartial manner to ensure that the information disclosed faithfully reflects the overall ESG performance of the Group.

Consistency: The statistical methodologies applied to this ESG Report were substantially consistent with the past which allows meaningful comparisons, and explanations were provided regarding data with changes in the scope of disclosure and calculation methodologies. If there are any changes that may affect comparisons with the Group's previous reports, the Group will explain the corresponding content. For the change in reporting scope of this ESG Report, the difference and reason for the change were described in the section headed "SCOPE OF REPORTING".

This ESG Report has undergone the internal review process of the Group and was approved by the Board.

REPORTING PERIOD

The ESG Report specifies the ESG activities, challenges and measures taken by the Group during the Reporting Period, with an aim to provide details of the system establishment and performance of the Group in respect of sustainable development to both the internal and external stakeholders.

CONTACT US

The Group will continue to adopt measures for the benefit of ESG in its operations. Stakeholders' feedback is valuable and can help the Group to improve its operational, ESG policies and procedures. Please feel free to share your feedback on the Group's performance by contacting us via: http://www.worldsuperhk.com/en/contact-us.

STAKEHOLDER ENGAGEMENT

The Group values its stakeholders and their feedback regarding its businesses and ESG aspects. To understand and address their key concerns, the Group has maintained close communication with its key stakeholders, including, but not limited to, government, shareholders, customers, employees, suppliers or subcontractors and community. In formulating operational and ESG strategies, the Group considers stakeholders' expectations by utilising diversified engagement methods and communication channels as shown below.

Stakeholders	Expectations and requirements	Communication and response
Government	• Operating in compliance with the laws • Tax payment in accordance with the laws	• Law-abiding operations • Tax payment on time and in full
Shareholders	• Implementation of corporate governance and create value • Information disclosure	• Optimising internal control and risk management • Releasing operating data in due course
Customers	• Fulfilling contracts within the laws • High quality services	• Timely completion of the works as set out in works order • Adopting ISO 9001:2015 certification
Employees	• Career development platform • Remuneration and benefits • Occupational health and safety	• Transparent promotion channel • Competitive remuneration package • Implementation of health and safety management system
Suppliers or subcontractors	• Receiving payment on time • Business ethics and credit standing	• Payment schedule • Fulfilment of obligations under any contract in accordance with laws
Community	• Improving the environment of communities • Protecting nature	• Participation in charitable activities • Adhering to green operations

The Group endeavours to actively listen to and collaborate with its stakeholders to ensure that their opinions can be voiced out through an effective communication channel. The Group aims to collaborate with its stakeholders to improve its ESG performance and create greater value for the wider community continuously.

MATERIALITY ASSESSMENT

Materiality assessment is the process of identifying, refining, and assessing ESG issues that could affect the Group's business and its stakeholders. The result of materiality assessment is used to formulate strategies, set targets and determine the focus of the ESG Report. Materiality assessment enables the Group to analyse business risks and opportunities, supporting the sustainability of the Group's business.

With the assistance of the Group's representatives from business and functional departments and senior management, the Group identified its list of material ESG issues based on its business, the ESG Reporting Code, and analysis of industry peers. To prioritise the identified material ESG issues, the Group conducted a materiality assessment survey during the Reporting Period. Management and employees of different business units and departments were invited to evaluate the significance of the identified ESG issues to the stakeholders and the Group's business. Based on the results of survey, the Group plotted a materiality matrix. The result of the materiality assessment was reviewed and validated by the Group's business and functional departments and the management, and then approved by the Board.

The Group's materiality matrix is as follows:

Materiality Matrix

Importance to Stakeholders	Low	Medium	High
High		• Air Emissions • Climate Change • Employment Practices • Intellectual Property ("IP") Rights	• GHG Emissions • Occupational Health and Safety • Product Quality and Safety
Medium	• Energy Management • Training and Development	• Waste Management • Water Management • Supply Chain Management • Customer Privacy Protection • Anti-corruption • Community Investment	
Low			

Importance to the Group

A. ENVIRONMENTAL

1. Emissions

The Group recognises that environmental protection is one of the greatest social concern matters. Apart from taking all reasonably practicable actions to ensure strict compliance with relevant statutory and contractual requirements, the Group has formulated the Environmental, Social and Governance Policy (the "ESG Policy") and taken different measures to manage and reduce its adverse environmental impacts including, but not limited to, managing its emissions.

Employees are required to take all practicable steps to prevent adverse environmental events, provide rapid and appropriate responses to address any events that occur. The Group provides appropriate training for its employees and sub-contractors to improve their awareness of the Group's environmental policies as well as their roles and obligations.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that would have a significant impact on the Group including, but not limited to, the Water Pollution Control Ordinance, the Air Pollution Control Ordinance and the Waste Disposal Ordinance. In addition, there was no report of significant fines or sanctions as a result of non-compliance with the relevant laws and regulations in the Reporting Period.

Exhaust Gas Emissions

Emissions of nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and particulate matter ("PM") were mainly generated from the motor vehicles owned by the Group. Due to the Group's business nature, the use of vehicles is inevitable. During the Reporting Period, the NO_x, SO_x and PM generated by the Group were approximately 35.74 kg (2024: 33.82 kg), approximately 0.19 kg (2024: 0.28 kg) and approximately 2.17 kg (2024: 2.75 kg) respectively. Overall emissions in the Reporting Period remained steady when compared to 2024.

The Group has adopted the following measures to control air emissions from such sources:

- Switch off the engines when the motor vehicles are idling;
- Perform efficient planning on driving routes to minimise route repetition and optimise fuel consumption;
- Undergo maintenance services regularly to ensure optimal engine performance and fuel use; and
- Optimise operational procedures to increase efficiency and reduce vehicle idling rates.

Note:

1. The air emissions calculations are based on the emission factors in "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

GHG Emissions

The major sources of the Group's GHG emissions are direct GHG emissions from the combustion of petrol and diesel consumed by motor vehicles and machinery (Scope 1) and indirect GHG emissions from purchased electricity (Scope 2). During 2021, the Group has set a target of reducing its GHG emissions intensity by 3% by the year ended 31 December 2026 ("2026"), using approximately 2.12 tCO_2e per employee in 2021 as the baseline. During the Reporting Period, the Group continued to monitor the environmental targets and made progress in achieving the targets by 2026.

The Group will also continue its commitment in reducing its GHG emission. To strive to achieve the target, the Group has adopted the following measures:

Scope 1 – Direct GHG emissions

To reduce Scope 1 GHG emissions, the Group is taking the proactive measures which were described in the section headed "Exhaust Gas Emissions".

Scope 2 – Energy Indirect GHG emissions

The Group has taken measures to reduce energy consumption, which will be described in the section headed "Energy Management".

The table below shows the key environmental performance indicators of GHG emissions emitted by the Group's operations:

Indicators[1]	**Units**	**2025**	**2024**
Direct GHG emissions (Scope 1)			
– Petrol and diesel consumed			
Indirect GHG emissions (Scope 2)	tCO_2e	38.24	64.58
– Purchased electricity	tCO_2e	8.95	12.06
Other indirect emissions (Scope 3)	tCO_2e	–	0.11
Total GHG emissions	**tCO_2e**	**47.19**	**68.58**
Total GHG emissions intensity[2]	**tCO_2e per employee**	**3.37**	**4.03**

Notes:

1. GHG emission data is presented in terms of tCO_2e and are based on, including but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the "Global Warming Potential Values" from the IPCC sixth Assessment Report, 2014 (AR6), "2025 Sustainability Report" issued by CLP Holdings Limited and "Sustainability Report 2024" issued by HK Electric Investments and HK Electric Investments Limited.

2. The number of employees (not including Directors) as at 31 December 2025 was 14 (as at 31 December 2024: 17). The relevant data are also used on calculating other intensity data.

Sewage Discharge

The Group did not consider the amount of sewage discharge into water to be disproportionate. Due to the Group's business nature, the sewage discharge into land is insignificant. The amount of water consumed and corresponding water-saving initiatives will be described in the section headed "Water Management".

Waste Management

The Group produced both hazardous and non-hazardous waste in its operations. For machinery maintenance, lubricant oil and oil residue were generated. Related waste management policy has been formulated to ensure appropriate management and handling procedures are in place.

Since the Group's business operations do not involve significant waste management related risks, no relevant target was set during the Reporting Period.

Hazardous Waste

Hazardous waste generated by the Group is mainly oil residue. However, hazardous waste is only generated in a relatively small amount. Therefore, hazardous waste was considered as immaterial to the Group. Although the Group has generated an insignificant amount of hazardous waste, the Group has put in place step-by-step instructions for handling oil residue and other types of waste. The oil residue and lubricant oil are collected and handled periodically by professional collectors for further treatment. The Group also implemented relevant guidelines on the temporary storage of hazardous waste. Hazardous waste is handled separately with other general waste to ensure safety and prevent contamination or spillage.

Non-hazardous Waste

The non-hazardous waste generated by the Group is mainly general waste such as paper generated from office. The Group has implemented the following measures:

- Use double-sided printing or photocopying whenever possible;
- Utilise electronic media;
- Recycle office and electronic equipment after their life cycle;
- Recycle printed paper where appropriate; and
- Place "Green Message" reminders on the office equipment.

During the Reporting Period, the Group has not collected any data on non-hazardous waste.

2. Use of Resources

The Group has implemented the ESG Policy to strive to increase energy efficiency in general and encourage efficient use of resources, including paper, water and other raw materials.

Energy Management

The Group realises the scarcity of finite natural resources and has therefore implemented policies to better govern the use of resources. Abnormal electricity consumption will be investigated and corrective measures will be taken. In addition, during 2021, the Group has set target of reducing the total energy consumption intensity by 3% by 2026, using approximately 6.85 MWh per employee in 2021 as the baseline. To strive to achieve the target, the Group has adopted the following energy-saving measures:

- Only consider Grade 1 or 2 of the energy label decoded by the Electrical and Mechanical Services Department of the Government of the Hong Kong Special Administrative Region when purchasing electrical appliances;
- Post eye-catching reminders near light switches and electrical appliances as a reminder to employees; and
- Switch off all idle appliances and unnecessary lighting upon leaving the service centres.

The table below shows the total energy consumed by the Group's operations:

Indicators	Units	2025	2024
Total direct energy consumption[4]	MWh	156.01	232.49
– Diesel consumption	MWh	51.19	60.63
– Petrol consumption	MWh	104.82	171.86
Total indirect energy consumption[5]	MWh	19.42	24.64
Total energy consumption	**MWh**	**175.43**	**257.13**
Total energy consumption intensity	**MWh per employee**	**12.53**	**15.13**

Notes:

4. The unit conversion calculation is based on the conversion factors in "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

5. Indirect energy consumption represents purchased electricity.

Water Management

The Group actively promotes the importance of water conservation to its employees. Since the Group's business operations do not involve significant water management related risks, no relevant target was set. During the Reporting Period, the Group implemented measures in reducing water consumption including posting eye-catching reminders around the washrooms and the main office and regularly inspecting water taps to prevent leakages.

The table below shows the key environmental performance indicators of water consumed by the Group's operations:

Indicators	Units	2025	2024
Total water consumption	**m^3**	**298**	**251**
Total water consumption intensity	**m^3 per employee**	**21.29**	**14.78**

Due to the geographical location of its offices, the Group did not encounter any problem in sourcing water that was fit for purpose during the Reporting Period.

Use of Packaging Material

As no packaging material is used by the Group for trading of construction machinery and/or related spare parts, the disclosure of packaging material used is not applicable to the Group.

3. The Environment and Natural Resources

The Group understands that its performance in respect of emissions, waste produced and use of resources impacts the environment. The Group endeavours to minimise such impacts, and communicate the Group's environmental policies, measures, performance, and achievements to the stakeholders.

The Group is committed to reducing its operational impacts on the environment and natural resources. Series of guidelines are issued to the workforce (in-house workforce as well as sub-contractors) on air pollution, water pollution, noise control and waste management at works.

During the acquisition of construction machinery, the Group considers the importance of the environment requirements set out by Environment Protection Department, such as Non-road Mobile Machinery regulation, in order to ensure the emissions from construction machinery do not cause significant environmental pollution and have no significant adverse health effects.

4. Climate Change

The Group recognises the importance of the identification and mitigation of significant climate-related issues. Therefore, the Group has formulated the ESG Policy to manage the potential climate-related risks which may impact the its business activities. The Group has incorporated climate risks into enterprise risk management to identify and mitigate different climate-related risks. The Board also meets regularly and co-operates closely with the key management to identify and evaluates climate-related risks and to formulate strategies to manage the identified risks.

Through the above methods, the Group identified the material impacts on the Group's business arising from the following risks:

Physical Risks

The increased frequency and severity of extreme weather events, such as typhoons, storms, and floods caused by heavy rains, may lead to disruptions to the Group's business operations through damaging the power grid, communication infrastructures, hindering and injuring the Group's employees during their work, leading to reduced capacity and decreased in productivity, or expose the Group to risks associated with non-performance and delayed performance, therefore adversely affect its profitability. In response, the Group has maintained comprehensive insurance for the business operations in Hong Kong and in Japan. In the event of such emergency incident, the Group will closely follow the latest weather news and advice released by the government. Such measures would minimise the potential impact of extreme weather events on the Group's business.

Climate-related risks/ opportunities	Timeframe	Potential Impacts	The Group's responses
Physical Risks:			
Acute Risks			
1) Typhoons Hong Kong is frequently hit by typhoons	Short-term	• Typhoons or heavy rains or floods may increase the risk for damage to the Group's plant and machinery, resulting in asset impairment • Increased operational and insurance costs • More frequent and severe business disruption and delay in supply chain, resulting in service delay, cost overrun and loss in revenue	• Implement protective measures before typhoon and heavy rains to safeguard the Group's assets to reduce damage • Closely monitor weather forecasts from Hong Kong Observatory and Japan Meteorological Agency, and suspend outdoor operations to ensure customers and employees are in safe shelter
2) Flooding Extreme rains may trigger flooding, caused by overflowing rivers and streams	Short-term		
Chronic Risks			
Changes in rainfall and weather patterns, rising average temperatures, and sea level rise	Long-term	• Decreased labour productivity resulting in increased labour costs • Increased health and safety risk to the workforce • Shortened useful life of motor vehicles and machineries resulting in higher repair and maintenance costs	• Closely monitor weather forecasts and warnings from the authorities, and adjust work arrangement to ensure the health and safety of the employees

Transition Risks

The Group anticipates that there will be more stringent climate legislations and regulations to support the global vision of carbon neutrality. The requirements in respect of the granting and/or renewal of various licences and qualifications in the construction equipment rental and sales industry may change from time to time, and the Group may not be able to respond to such changes in a timely manner. Such changes may also increase the Group's costs and burden for compliance, which may materially and adversely affect its business, financial condition and results of operations. In response to the potential upcoming changes, the Group regularly monitors existing and emerging trends, policies and regulations relevant to the industry and be prepared to alert the top management where necessary to avoid cost increments, non-compliance fines and/or reputational risks due to delayed response.

Climate-related risks/ opportunities	Timeframe	Potential Impacts	The Group's responses
Transition Risks/opportunities:			
Policy and Regulatory Environmental laws and regulations are becoming increasingly comprehensive. The Stock Exchange is raising its requirements on climate-related disclosures	Short-to-mid term	• Increased compliance costs • Failure to meet stakeholder expectations could negatively impact our reputation	• Regularly review our practices and internal processes to ensure alignment with emerging requirements, strengthen the accuracy and transparency of climate-related data • Explore the feasibility of implementing internal carbon pricing. During the Reporting Period, the Group did not apply carbon pricing in its decision making processes
Technology Market shift toward higher-efficiency, low-emission alternatives to existing products and services	Mid-to-long term	• Invest additional capital expenditures in equipment upgrades	• Closely monitor shifts in market demand and promptly adjust research and development and product/service direction
Market risk/opportunity Changing market demand for low-carbon services/ solutions	Mid-to-long term	• Potential revenue loss if the Group fails to meet customer preference • Shift in consumer preference also creates opportunities to gain a competitive edge by meeting market demand	• Proactively expanded and developed low carbon solutions to capture market opportunities and respond to changing consumer appetite

B. SOCIAL

1. Employment

The Group understands that employees are the most valuable asset, and realises employees as one of the most critical elements for its continuous success. The Group adheres to a people-oriented approach, respects and safeguards the legitimate interest of every employee, standardises employment management, and protect employees' occupational health and safety. By upholding this approach, the Group believes that it will boost employees' sense of belonging and retain top talents.

Relevant employment policies are formally documented in the Employee Handbook and Internal Control and Operations Manual, covering recruitment and promotion, compensation and dismissal, working hours, rest periods, other benefits and welfare, anti-discrimination as well as diversity and equal opportunities.

As at 31 December 2025, the Group employed 13 full-time employees and 1 part-time employee (as at 31 December 2024: 10 full-time employees and 7 part-time employees), the composition of the Group's workforce by gender, age group, employment category and geographical region is as follows:

Indicators	**As at 31 December 2025**	As at 31 December 2024
Number of employees	**14**	17
By gender		
Male	**8**	10
Female	**6**	7
By age group		
Under 30 years old	**1**	4
30–50 years old	**4**	4
Over 50 years old	**9**	9
By employment category		
Entry level	**6**	12
Middle level	**2**	–
Senior level	**6**	5
By geographical region		
Hong Kong	**9**	10
Japan	**5**	7

During the Reporting Period, the Group's overall turnover rate was approximately 21.4% (2024: approximately 30.0%). The employee turnover rates by gender, age group and geographical region are as follows:

Indicators	2025	2024
Turnover Rate	**21.4%**	30.0%
By gender		
Male	**25.0%**	41.7%
Female	**16.7%**	12.5%
By age group		
Under 30 years old	**100.0%**	40.0%
30–50 years old	**–**	22.2%
Over 50 years old	**22.2%**	40.0%
By geographical region		
Hong Kong	**22.2%**	40.0%
Japan	**20.0%**	15.4%

During the Reporting Period, the Group was not aware of any material non-compliance with employment-related laws and regulations that would have a significant impact on the Group including, but not limited to, the Employment Ordinance. In addition, there was no report of significant fines or sanctions as a result of non-compliance with the relevant laws and regulations in the Reporting Period.

Employment Practices

Recruitment, Promotion and Remuneration

The Group adheres to the principles of openness and fairness to adopt a robust recruitment process based on merit selection against the job criteria applied. According to the Employee Handbook, all decision-making processes ranging from recruitment, performance evaluation to interpersonal relations should be conducted solely based on candidates' or employees' experience and expertise and without regard to their age, ethnicity, origin, gender identity, marital status, sexual orientation and religion.

Remuneration and promotion are based on job-related skills, qualifications and performances. The Group will conduct annual performance and salary review to determine any salary adjustments and/or promotion opportunities. Remuneration packages include variable bonuses, annual leave, maternity leave, paternity leave, marriage leave, bereavement leave, etc.

Working Hours and Rest Periods

Employees' working hours, rest periods, benefits and welfare, including social security benefits and mandatory provident fund, are required to follow employment or labour laws and regulations. Selected benefit programs, including medical coverage, are also provided.

Compensation and Dismissal

All employees are covered under the Employees' Compensation Ordinance of the laws of Hong Kong upon joining the Group. The statute provides protection to employees who sustain personal injury by accident or disease arising out of the course of employment. Unreasonable dismissal under any circumstances is strictly prohibited, dismissal would be based on reasonable and lawful grounds supported by internal policies of the Group.

Diversity, Equal Opportunities and Anti-discrimination

Sustainable growth of the Group relies on the diversity of talents. The Group is committed to creating and maintaining an inclusive and collaborative workplace culture. Furthermore, the Group is dedicated to providing equal opportunities in all aspects of employment and protecting its employees from discrimination, physical or verbal harassment based on their gender, age, religion, disability, ethnicity, political stance, marital status, etc..

Other Benefits and Welfare

The Group understands that good benefits and welfare encourage retention and foster employees' sense of belonging. Therefore, the Group actively seeks to introduce additional benefits and welfare where possible.

2. Health and Safety

The Group recognises that "safe at work" and "accident prevention" are the two key matters related to great social concerns. Accordingly, the Group is committed to strictly comply with all applicable statutory requirements and contractual obligations. The Group has also developed occupational health and safety policies which are formally documented in the Employee Handbook and Internal Control and Operations Manual to protect its employees including subcontractors and others who may be affected. Appropriate steps will be taken to meet and, in any cases, exceed these requirements through continual improvement.

In order to achieve the Group's commitment, the Group has implemented the following measures:

- Giving proper consideration on safety requirements when making decisions about other business priorities, such as productivity and profitability;
- Setting objectives and targets for maintenance as well as developing and adopting best practice methods, then monitoring and reviewing the Group's safety performance against these objectives and targets;
- Promoting safety policy in its understanding, implementation and maintenance at all levels;
- Providing training and the appropriate tools and equipment to employees and sub-contractors to enable them to perform their task safely; and
- Reviewing occupational health and safety policies annually to ensure its compliance.

Training and promotions at workplace, such as display of safety posters and warning signs, are provided at working area for promotion of the occupational health and safety culture to employees and subcontractors. Besides, incentive scheme was addressed on site to encourage staff's onsite safety performance.

There were no work-related fatalities that occurred in each of the past three years including the Reporting Period. During the Reporting Period, there were no lost days due to work injury (2024: 0).

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to occupational health and safety that would have a significant impact on the Group including, but not limited to, the Occupational Safety and Health Ordinance. In addition, there was no report of significant fines or sanctions as a result of non-compliance with the relevant laws and regulations in the Reporting Period.

3. Development and Training

The Group places strong emphasis on employees' personal development. The Group is committed to providing adequate training to the employees to improve their knowledge and skills for discharging duties at work. Individuals are encouraged to enhance their skills and knowledge at every opportunity in order to perform their current job more efficiently, effectively and to be better prepared for career opportunities which may arise. As such, a wide range of training programmes are provided to the Group's employees to enhance their knowledge and capabilities.

Orientation training sessions are provided to newly recruited staff by their respective department supervisors. The training covers introduction of the Group, their own department structure, responsibilities, required skills and working instructions. The Group also requires all its newly recruited staff to attend safety training before commencement of their duties. Upon the completion of the training, the staff would have a good understanding of the relevant laws and regulations and the Group's internal policies relating to employee code of conduct and occupational health and safety measures. The aim of providing such training is to integrate new employees into the Group and make them understand the systems and procedures followed by the Group.

In addition, during the Reporting Period, the Group arranged a training session on machinery operations for its technical staff, covering safety measures in operations, maintenance and inspection of various machineries.

During the Reporting Period, the relevant training data by gender and employee category are as follows:

		Percentage of employees trained[6]		**Breakdown for employees trained**[8]		**Average training hours**[7] **(hours)**	
Indicators		**2025**	2024	**2025**	2024	**2025**	2024
Gender	Male	**14.3%**	20.0%	**25.0%**	100.0%	**0.64**	0.40
	Female	**7.1%**	–	**16.7%**	–	**0.29**	–
Employment category	Senior level	**7.1%**	20.0%	**16.7%**	100.0%	**0.21**	0.80
	Middle level	**–**	–	**–**	–	**–**	–
	Entry level	**14.3%**	–	**33.3%**	–	**0.71**	–

Notes:

6. The calculation method of the percentage of employees trained: (the total number of employees trained in the year ÷ the total number of employees at the end of the year) × 100%.

7. The calculation method of the average training hours per employees: the total training hours of employees in the year ÷ the total number of employees at the end of the year.

8. The calculation method of the percentage of employees trained by category: (the number of employees trained in the category in the year ÷ the number of employees in the category at the end of the year) × 100%.

4. Labour Standards

Prevention of Child and Forced Labour

The Group has set out sufficient controls in its recruitment processes to prevent child and forced labour employment. Human Resources department of the Group is responsible to monitor and ensure compliance with the latest and relevant laws and regulations that prohibit child labour and forced labour.

To avoid illegal employment of child labour, underage workers and forced labour, personal data are collected during the recruitment process to assist the selection of suitable candidates and the verification of candidates' identities. All of the Group's employees must have reached the statutory age and possess identification documents before the commencement of work. To prevent forced labour practices, the Human Resources department ensures that sufficient rest days would be given to employees, and authorises all overtime work applications. If child labour or forced labour is found to be employed as a result of a breach of the recruitment process, the Group will immediately stop the work of the child labour or forced labour and conduct an investigation.

During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations in Hong Kong and Japan that would have a significant impact on the Group including, but not limited to, the Provisions on the Prohibition of Using Child Labour, and the Employment Ordinance. In addition, there was no report of significant fines or sanctions as a result of non-compliance with the relevant laws and regulations in the Reporting Period.

5. Supply Chain Management

Supply chain management is a key area of the Group's business, to manage potential environmental and social risks in its supply chain, the Group has established a standardised procurement process which are formally documented in the Internal Control and Operations Manual. The policy sets out stringent and standardised procurement system and supplier selection process, and has implemented relevant practices relating to engaging suppliers and the requirement of environmental and social risk control to all suppliers. During the Reporting Period, all suppliers have been evaluated by the Group pursuant to its procurement process. The number of suppliers by geographical region is as follows:

Indicators	**2025**	2024
Total number of suppliers	**134**	131
By geographical region		
Hong Kong	**122**	121
Macau	**6**	6
Mainland China	**2**	2
Overseas	**4**	2

The Group requires suppliers and subcontractors to provide products and services for the Group with up-to-standard quality, health and safety to ensure compliance with environmental laws and regulations, and labour standards. The contracting for procurement of products and services is required to be based solely upon specification, quality, service, price, tendering, and applicable environmental and social considerations. If any supplier falls short of the Group's expectations, the Group will try to channel it to correct the situation.

Besides, the Group strives to manage its social and environmental risks along the supply chain. The Group performs close monitoring on the suppliers' or subcontractors' business practices through different methods. The Group reviews its supply chain periodically with regard to the suppliers' performance and environmental and social standards. Compliance of statutory requirements on the labour practices of Hong Kong and Macau laws is one of the contractual obligations of the Group's subcontract. Through a practice of maintenance of employment contracts, all subcontracted workers are securely protected under the Group's encouragement to its supply chains. Any material violation of laws and regulations may lead to the termination of supplier contracts.

Additionally, the Group endeavours to support local economies and prioritise the procurement from local and regional suppliers to lower the carbon footprint during transportation. The Group also gives priority to suppliers that use environmentally preferable products and services in the selection process in order to minimise the potential impacts of its supply chain on the environment.

During the Reporting Period, the Group was not aware of any material non-compliance with subcontractors and suppliers related laws and regulations that would have a significant impact on the Group, nor any of them had any non-compliance incident in respect of human rights issues. While the Group continuously evaluates the environmental and social performance of its suppliers, it may terminate contracts if the suppliers refuse to address situations that seriously harm the environment.

6. Product Responsibility

The Group is committed to providing the highest quality of products and services to its customers, not only is it crucial to the health and safety of our customers and clients, but also to the potential of attracting future business opportunities. The Group has developed the Internal Control and Operations Manual and the Quality Manual to provide employees with guidance on product responsibility including, but not limited to, health and safety, advertising, labelling and privacy matters related to the services provided.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to advertising, labelling, and privacy matters relating to products and services provided and methods of redress including, but not limited to, the Hong Kong Personal Data (Privacy) Ordinance ("PDPO") that would have a significant impact on the Group. Moreover, disclosure on the number of products sold or shipped subject to recalls for safety and health reasons was not applicable due to the Group's business nature.

Quality Assurance

The Group has established quality system of ISO 9001:2015, which has procedures address for client satisfaction survey. Follow-up actions shall be taken in case of complaint being raised to take actions for preventing recurrence. During the Reporting Period, the Group did not receive any material cases of product or service-related complaints, also the Group did not have any recalls of products sold or shipped subjects to for safety and health reasons (2024: Nil). The Group does not manufacture its products. The products sold by the Group are sourced from multiple suppliers. If there are quality issues with the products sold by the Group, the Group will liaise between the relevant customers and suppliers and assist with the investigation of the quality issues to facilitate the recall of the defective products.

Through the maintenance of continuous communication between consumer and project team and additional application of partnering programme, appropriate measures can be enriched for resolve dispute and enhance customer satisfaction.

Customer Privacy Protection

During the Reporting Period, the Group has operated money-lending business in which the customers' money lending affairs has been treated as private and confidential. The Group strictly and cautiously manages customer files to avoid leakage of customer privacy. Collection, use, holding and erasure of customers' information have at all times complied with the PDPO. They have also complied with any relevant codes of practice issued or approved by the Privacy Commissioner for Personal Data giving practical guidance on compliance with the PDPO. The management team regularly reviews the effectiveness of the Group's relevant codes of practice to meet the Group's privacy and data protection obligation.

Protection of IP

The Group actively seeks patent and design protection for important innovations and designs, and monitors the status and usage of the Group's IP. As when potential IP infringement is identified, the case will be reported to the designated department. If the report of infringement is confirmed, the case would be passes to the management for further action.

Advertising and Labelling

As the Group's operational process does not involve advertising and labelling practices, the disclosure on information relating to advertising and labelling is not applicable to the Group.

7. Anti-corruption

The Group demonstrates its intolerance of corruption and promotes a working environment adhering to integrity on its activities in business. The establishment of structure is provided for development and monitoring the promotion of ethical conduction of the Group.

The Group's Employee Handbook lays out the Group's expectation and certain guiding provisions on code of conduct. Whistle-blowing Mechanism has also been incorporated into the Group's Internal and Operations Manual to provide a confidential channel for employees to raise concerns about wrongdoings, fraudulent and unethical acts, and other malpractices at the earliest opportunity. If there is any potential or actual conflict of interest perceived, employees are required to report to the management immediately.

During the Reporting Period, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees (2024: Nil). The Group was also not aware of any material non-compliance with related laws and regulations concerning bribery, extortion, fraud, and money laundering that would have a significant impact on the Group including, but not limited to, Prevention of Bribery Ordinance of Hong Kong. In addition, there was no reporting of significant fines or sanctions as a result of non-compliance with the relevant laws and regulations in the Reporting Period (2024: Nil).

The Group provides anti-corruption training, which covers legal knowledge on anti-corruption and skills relating to anti-corruption in the workplace, to the Group's directors and staff at least once per year, representing the Group's willingness on promotion of working environment adhering to integrity, and enable employees to be strict with themselves and perform their duties with due diligence.

8. Community Investment

The Group is committed to emboldening and supporting the public by various means of social participation and contribution as part of its community investment. Therefore, the Group has established relevant guidelines on community investment to encourage its employees to engage in community services and voluntary activities. To fulfil the Group's corporate social responsibility, it focuses on inspiring its employees' sense of social responsibility by encouraging them to participate in charitable activities, such as home visiting the elderly during their working hours and spare time.