CHINA 33 MEDIA GROUP LIMITED
中國三三傳媒集團有限公司

(incorporated in the Cayman Islands with limited liability)
Stock Code : 8087



2025
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL, SOCIAL AND GOVERNANCE ("ESG") APPROACH

China 33 Media Group Limited (the "**Company**" or "**China 33**") and its subsidiaries (collectively, the "**Group**", "**we**", "**us**" or "**our**") have always followed the business philosophy of integrating corporate social responsibility ("**CSR**") into our operations and development over the years. The Group always strives to conduct our prepaid card business from an ethical and professional perspective. To achieve sustainability, the Group also advocates environmental protection and works with charities to contribute to the community and create long-lasting value in various ways.

The board (the "**Board**") of directors (the "**Directors**") strongly believes that a sound governance structure is critical to the effective management and implementation of ESG-related issues. The Board has overall responsibility for the Group's ESG strategy and reporting. The Board is responsible for overseeing the Group's corporate governance and the overall ESG management approach, and supervises in the data collection, preparation and review of the Environmental, Social and Governance Report (the "**ESG Report**").

On an operation level, our ESG Working Group works with internal departments across the Group to integrate sustainability into day-to-day operations. The ESG Working Group regularly reports to the Board to ensure appropriate execution and risk management on sustainability. Through regular meetings and discussions with the Board, the ESG Working Group plans and implements various policies, guidelines, measures and programme which contribute to our sustainable development.

ABOUT THIS REPORT

Unless otherwise specified, this ESG Report covers our progress and performance on the ESG issues from 1 January 2025 to 31 December 2025 (the "**Reporting Period**"). It focuses on the core activities of the Group, which include prepaid card business.

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

The ESG Report has been prepared based on four reporting principles, including materiality, quantitativeness, balance and consistency.

1. **Materiality** – ESG issues that have major impacts on investors and other stakeholders must be set out in this ESG Report.

2. **Quantitative** – If the key performance indicators ("**KPIs**") have been established, they must be measurable and applicable to valid comparisons under appropriate conditions. They must also be able to describe the purpose and impacts of quantitative information.

3. **Balance** – This ESG Report must provide an unbiased picture of the ESG performance of the Company. It should avoid selecting, omitting, or presenting formats that may inappropriately influence a decision or judgement by the reader.

4. **Consistency** – This ESG Report should use consistent statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used must be specified in the ESG Report.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

STAKEHOLDER ENGAGEMENT

The Group values the concerns and interests of each stakeholder highly, commits to enhancing communication with and the engagement of stakeholders and deepening operational transparency, and seeks win-win development with stakeholders. The table below lists the Group's stakeholders, and illustrates our communication and response measures:

Stakeholder Group	Specific Stakeholders
Investors	Shareholders
Employees	Senior management, Staff, Potential recruits
Customers	Buyers, Ultimate users
Government	National and local governments, Regulators
Community and the public	Local community associations

Stakeholder Group	Methods of Communication
Investors	Corporate website, Annual/interim/quarterly financial reports, Annual general meetings
Employees	Training and seminars, Face-to-face meetings, independent focus groups and interviews, CSR and volunteering activities
Customers	Customer satisfaction survey, Client feedback survey
Government	Written correspondence
Community and the public	Charity, Volunteer services

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

MATERIALITY ASSESSMENT

ESG issues that are pertinent to the Group and its stakeholders are identified through materiality assessment, which is a crucial step in developing the sustainability strategy. An issue is considered material when it may substantially affect our long-term commercial and operational viability and the inclusion of sustainability agenda into its business development strategy. By conducting a materiality assessment, the Group has identified the ESG issues listed in the table below that are relevant and important to our operations:

Aspects	Material ESG Issues
B1. Employment	Employee welfare, Inclusion and equal opportunities, Talent attraction and retention
B2. Health and Safety	Occupational health and safety
B3. Development and Training	Development and training
B4. Labour Standards	Prevention of child and forced labour
B5. Supply Chain Management	Supply chain management
B6. Product Responsibility	Protection of intellectual property rights, Protection of customer privacy
B7. Anti-corruption	Corporate governance, Anti-corruption

ENVIRONMENTAL ASPECTS

EMISSIONS

Although the Group's principal activities did not generate any significant emissions, we are dedicated to ensuring sustainable development and protecting the environment from any potential impact from our daily business operations. The Group embraces the "Reduce, Reuse & Recycle" philosophy and applies it at every stage of its operations, to all types of emissions, including regulated air emissions, waste and wastewater.

During the Reporting Period, the Group did not violate any environmental protection laws and regulations that had a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes.

Greenhouse Gas Emissions

During the Reporting Period, the total greenhouse gas emissions of the Group were 15.34 tonnes of carbon dioxide equivalent ("**tonnes CO_2-e**") (2024: 13.58 tonnes CO_2-e), which were mainly due to the indirect greenhouse gas emissions emitted from the consumption of fossil fuels due to office electricity purchased (scope 2 emissions) and the paper waste disposed at landfills (scope 3 emissions) and the greenhouse gas intensity was 0.37 tonnes CO_2-e per full-time employee (2024: 0.39 tonnes CO_2-e per full-time employee).

The Group is dedicated to energy saving and implements suitable energy-saving measures. LED lights were installed to reduce energy consumption and thus the greenhouse gas emissions. The emissions data by emission scope are as follows:

Greenhouse gas emissions	2025	2024	Unit
Scope 1 emissions	**–**	–	Tonnes CO_2-e
Scope 2 emissions	**14.35**	12.27	Tonnes CO_2-e
Scope 3 emissions	**0.99**	1.31	Tonnes CO_2-e
Total greenhouse gas emissions	**15.34**	13.58	Tonnes CO_2-e
Intensity by employee	**0.37**	0.39	Tonnes CO_2-e/ employee

WASTE MANAGEMENT

The Group adopts strict wastage management policies and strives to properly handle and dispose of waste generated from our operations. The Group not only maintains ink and toner cartridge recycling bins at our offices but also collects and recycles used coffee casings and pods. We encourage double-sided printing and the use of electronic documents and remind our employees to earmark double-printed paper for recycling to reduce solid waste from our offices.

During the Reporting Period, the Group produced 1.00 kg of hazardous waste (2024: 0.98 kg). All of them were used ink and toner cartridges, which were sent to recycling. The Group also produced 1.20 tonnes of non-hazardous waste (2024: 1.02 tonnes), which mainly consisted of recyclable office paper. Other general office waste was handled by the sorting and recycling facilities provided by the property management companies of the buildings in our offices.

The Group targets to reduce hazardous and non-hazardous waste generation by 1% year on year by 2026 as compared to the previous year. In 2025, total hazardous and non-hazardous waste increased compared to 2024, mainly driven by increased business activities.

Waste Management	2025	2024	Unit
Hazardous Waste			
Total hazardous waste produced	**1.00**	0.98	Kg
Intensity by employee	**0.02**	0.03	Kg/employee
Non-Hazardous Waste			
Total non-hazardous waste produced	**1.20**	1.02	Tonnes
Intensity by employee	**0.03**	0.03	Tonnes/employee

USE OF RESOURCES

To enhance its operational efficiency and reduce the impact of its business on the environment, the Group embraces and applies the "Reduce, Reuse & Recycle" philosophy in its daily operations. The Group has put in place a number of environmental measures, such as energy initiatives, in its office premises. The Group systematically manages the environmental impact of its operations and strengthens the sustainability awareness of each of its employees. We committed to continuously increase the efficiency of energy use and become a sustainable corporation.

Energy Use and Efficiency

The Group's business activities do not involve direct use of energy. Office lighting and air-conditioning are the major components of our energy consumption. Hence, improving the efficiency of electricity use is our biggest challenge.

During the Reporting Period, the Group's total energy usage was 73.80 GJ (2024: 66.92 GJ), with an energy intensity of 1.76 GJ per full-time employee (2024: 1.91 GJ per full-time employee).

To improve energy efficiency, we adopted energy-efficient lighting systems and set up policies, including installing LED lights, switching off lighting or air-conditioning after office hours and in rooms that were unused. The Group targets to reduce the energy consumption level by 1% by 2026 with a baseline year in 2025.

Use of resources	**2025**	2024	Unit
Direct energy consumption	**–**	–	GJ
Indirect energy consumption	**73.80**	66.92	GJ
Total Energy Consumption	**73.80**	66.92	GJ
Intensity by employee	**1.76**	1.91	GJ/employee

Water Use and Efficiency

The Group's water supply is sourced and provided by the office property management. Although obtaining statistics regarding the individual use of water may be difficult, the property management has predetermined water usage limits which we have not exceeded in the Reporting Period. The water consumption of the Group is minimal and was included in the management fee and therefore the Group is unable to set a water reduction target at the current stage. To reduce water usage, we will develop more effective water efficiency initiatives and reveal relevant results on an ongoing basis.

Use of Packaging Materials

The packaging materials used in the Group's prepaid card business totalled 0.21 tonnes (2024: 0.18 tonnes). All of which were degradable environmentally friendly materials.

Packaging material used for finished products	**2025**	2024	Unit
Total packaging material used	**0.21**	0.18	Tonnes
Intensity by revenue	**0.0058**	0.0051	Tonnes/Million RMB revenue

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

THE ENVIRONMENT AND NATURAL RESOURCES

Although the Group does not have significant impacts on the environment and seldom involves direct use of natural resources, we still strive to improve waste management mechanisms. To reduce negative impacts on forests and to act responsibly towards the environment, we have sourced paper certified by the Forest Stewardship Council for the issuance of our annual report and encouraged double-sided printing on a variety of documents. When pursuing sustainability and a greener environment, the Group regularly performs evaluations with staff and stakeholders to look for improvements in our operations and reduce our impact on the environment.

CLIMATE-RELATED DISCLOSURES

In recognition of the increasing importance of climate-related risks and opportunities to our business and stakeholders, the Group has enhanced our climate-related disclosures having regard to Part D (Climate-Related Disclosures) of the ESG Code. Although GEM issuers are encouraged, rather than required, to report on the Climate-Related Disclosures, the Group has chosen to provide such disclosures on a voluntary basis to enhance transparency and respond to stakeholder expectations.

GOVERNANCE

Board Oversight

The Board has overall responsibility for overseeing climate-related risks and opportunities. The Board is committed to understanding climate-related issues and their potential impacts on the Group's business model, strategy and financial performance. The Board receives regular updates on climate-related matters through the ESG Working Group and considers these in its strategic planning and decision-making processes.

The Board's responsibilities regarding climate-related issues include:

- Overseeing the identification and assessment of climate-related risks and opportunities
- Reviewing and approving the Group's climate-related strategies and targets
- Monitoring progress in implementing climate-related action plans and achieving targets
- Ensuring adequate resources are allocated to manage climate-related risks and opportunities
- Overseeing the disclosure of climate-related information in the ESG Report

The Board receives updates on climate-related matters at least annually through reports from the ESG Working Group. These updates include information on emerging climate-related risks and opportunities, progress towards climate-related targets, and developments in climate-related regulations and best practices.

Management's Role

The ESG Working Group, reporting to the Board, is responsible for the day-to-day management of climate-related issues. The ESG Working Group comprises representatives from key business functions across the Group and is tasked with:

- Identifying and assessing climate-related risks and opportunities relevant to the Group's business operations
- Developing and implementing strategies to address climate-related risks and capture opportunities
- Monitoring and reporting on climate-related performance metrics and targets
- Coordinating climate-related data collection and disclosure preparation
- Engaging with stakeholders on climate-related matters

The ESG Working Group meets regularly to review climate-related matters and reports to the Board on a periodic basis. Management ensures that climate considerations are integrated into business planning, risk management processes and operational decision-making across the Group.

STRATEGY

Climate-Related Risks and Opportunities

The Group has conducted an assessment to identify climate-related risks and opportunities that could reasonably affect our business operations, strategy and financial performance. Given the nature of our business activities in prepaid card business, we have identified the following climate-related risks and opportunities:

Physical Risks

Short to Medium Term (1–5 years)

Acute Physical Risks: More frequent and severe extreme weather events such as typhoons, heavy rainfall and flooding may disrupt our business operations in the following ways:

- Business interruption affecting our ability to serve customers and generate revenue
- Safety risks to employees during severe weather events, particularly during commuting

Chronic Physical Risks: Long-term changes in climate patterns, including rising temperatures and sea level rise, may affect our operational facilities over the longer term.

Transition Risks

Medium to Long Term (3–10 years)

Market Risks: Climate change may lead to shifts in customer preferences and market dynamics:

- Changes in consumer behaviour favouring low-carbon products and services, potentially affecting demand for certain sectors

Policy and Legal Risks: Potential introduction of climate-related regulations and policies may increase compliance costs:

- Carbon pricing mechanisms or emissions trading schemes in Hong Kong and the PRC
- Enhanced environmental disclosure requirements
- Energy efficiency standards for commercial buildings and equipment

Reputation Risks: Stakeholder expectations regarding climate action are increasing:

- Investors, customers and employees expect companies to demonstrate climate leadership
- Failure to adequately address climate risks may affect brand reputation and stakeholder relationships

Climate-Related Opportunities

The Group has identified several climate-related opportunities:

Resource Efficiency: Investments in energy-efficient technologies can reduce operating costs:

- LED lighting and energy-efficient air-conditioning systems reduce electricity consumption
- Paperless operations through digitalization improve efficiency and reduce environmental impact

Current and Anticipated Financial Effects

The Group has conducted a preliminary assessment of the potential financial effects of the climate-related risks and opportunities identified above. While the financial impacts are not expected to be material to the Group's financial position in the short term given the nature and scale of our operations, we recognize the importance of ongoing monitoring and assessment.

Potential Financial Impacts of Physical Risks:

Enhanced protective measures and insurance coverage are being considered to mitigate these risks. Business interruption from severe weather could affect revenue generation, though such events are typically short-term in nature.

Potential Financial Impacts of Transition Risks:

The Group does not anticipate significant carbon pricing costs in the near term given our relatively low direct greenhouse gas emissions. However, we continue to monitor policy developments in Hong Kong and the PRC.

Potential Financial Impacts of Climate-Related Opportunities:
Energy efficiency investments have already demonstrated cost savings through reduced electricity consumption. These opportunities are expected to have positive financial impacts on the Group over the medium to long term.

The Group will continue to refine its assessment of climate-related financial impacts as methodologies develop and more data becomes available. We are committed to improving the quantification and disclosure of financial effects in future reporting periods.

Climate Resilience

The Group has conducted a preliminary climate resilience assessment to understand how our business strategy and operations may be affected under different climate scenarios. This assessment considered potential impacts under various climate pathways, including scenarios aligned with limiting global warming to 1.5°C to 2°C above pre-industrial levels as well as higher temperature scenarios.

Scenario Analysis Approach:
Our scenario analysis considered two primary scenarios:

1. **Low-Carbon Transition Scenario (aligned with limiting global warming to below 2°C)**: This scenario assumes significant policy action, technological advancement and market shifts towards low-carbon solutions. Key considerations include carbon pricing, enhanced energy efficiency requirements and accelerated transition from printed to digital media.

2. **Physical Climate Risk Scenario (higher temperature pathway):** This scenario assumes limited climate policy action resulting in higher global temperatures and increased frequency and severity of physical climate impacts including extreme weather events.

This scenario analysis is primarily qualitative in nature and draws on publicly available climate scenarios and internal assessments rather than complex quantitative modelling, which we consider proportionate to the scale and nature of our operations

Key Findings:
Under the low-carbon transition scenario, the Group's business model demonstrates resilience due to:

- Low direct emissions profile limiting exposure to carbon pricing
- Flexibility to adapt operations

Under the physical climate risk scenario, the Group identified potential operational disruptions from extreme weather events. However, the overall resilience of our business model is supported by:

- Geographic diversification across multiple locations in Hong Kong and the PRC
- Limited physical asset base vulnerable to climate impacts
- Ability to conduct operations remotely during disruption events
- Insurance and contingency measures to manage physical risks

Areas of Uncertainty:

The Group acknowledges significant uncertainties in climate scenario analysis, including:

- The pace and extent of climate policy implementation in Hong Kong and the PRC
- The trajectory of technological developments in low-carbon solutions
- The timing and severity of physical climate impacts at specific locations
- Changes in consumer preferences and market dynamics

This climate resilience assessment was conducted during the Reporting Period ended 31 December 2025. The Group intends to update this assessment periodically (at least every three years) to reflect evolving climate scenarios, improved data and changing business circumstances.

While the overall resilience of our business model is considered adequate based on current assessment, we recognize the need for ongoing monitoring and adaptation. The Group is committed to strengthening our climate resilience through continued investment in energy efficiency and enhanced risk management capabilities.

Response to Climate-Related Risks and Opportunities

The Group has developed and is implementing strategies to respond to the climate-related risks and opportunities identified:

Adaptation Measures:

- Development of business continuity plans to maintain operations during weather-related disruptions
- Enhancement of remote working capabilities to ensure business continuity
- Monitoring of weather forecasts and early warning systems to enable proactive response

Mitigation Efforts:

- Ongoing transition to energy-efficient LED lighting systems across all office premises
- Implementation of energy management practices including switching off equipment when not in use
- Promotion of digital and paperless operations to reduce resource consumption

Resource Allocation:

Resources have been allocated to energy efficiency upgrades and maintenance of climate-resilient infrastructure. The Group continues to evaluate additional investment opportunities in low-carbon technologies and sustainable business development.

Climate Transition Plan

The Group has developed a climate transition plan to guide our response to climate-related risks and opportunities. While we do not currently have a net-zero emissions target, our transition plan focuses on continuous improvement in energy efficiency and gradual reduction of our carbon footprint.

Key Elements of Our Transition Plan:

- **Energy Efficiency:** Continue to identify and implement energy efficiency measures across our operations, targeting a 1% annual reduction in energy consumption intensity.
- **Renewable Energy:** Explore opportunities to procure renewable energy for our office premises as such options become more accessible in Hong Kong and the PRC.
- **Operational Practices:** Maintain and enhance sustainable operational practices including waste reduction, recycling and paperless operations.
- **Engagement:** Engage with suppliers, customers and other stakeholders to promote sustainable practices throughout our value chain.

Key Assumptions:

Our transition plan is based on several key assumptions:

- Continued availability and declining costs of energy-efficient technologies
- Gradual development of renewable energy infrastructure in our operating regions
- Stable regulatory environment supporting climate action

Dependencies:

The implementation of our transition plan depends on:

- Access to energy-efficient technologies and renewable energy sources
- Availability of capital for necessary investments
- Policy support and incentives for energy efficiency and renewable energy
- Cooperation from building management in multi-tenant properties

The Group recognizes that climate science and policy landscapes are evolving rapidly. We are committed to reviewing and updating our transition plan regularly to reflect best practices, technological developments and stakeholder expectations. As our understanding of climate-related risks and opportunities matures, we will continue to enhance our climate-related targets and strategies.

RISK MANAGEMENT

Processes for Identifying and Assessing Climate-Related Risks

The Group has integrated climate-related risk identification and assessment into our overall risk management framework. Our process for identifying and assessing climate-related risks includes the following steps:

1. **Risk Identification:** The ESG Working Group, in consultation with relevant business functions, conducts periodic reviews to identify potential climate-related risks that may affect the Group's operations, strategy and financial performance. This process considers both physical risks (acute and chronic) and transition risks (policy, legal, technology, market and reputation).

2. **Risk Assessment:** Identified climate-related risks are assessed based on their potential likelihood and magnitude of impact on the Group. The assessment considers multiple time horizons (short, medium and long term) and evaluates potential financial, operational and reputational impacts.

3. **Prioritization:** Climate-related risks are prioritized based on the assessment results, with particular attention to risks that could have material impacts on the Group's business operations or financial performance.

4. **Integration:** Prioritized climate-related risks are integrated into the Group's enterprise risk management framework and considered alongside other business risks in strategic planning and decision-making processes.

The Group's risk identification and assessment process draws on multiple information sources including:

- Scientific climate projections and research
- Regulatory developments and policy announcements
- Industry trends and peer practices
- Stakeholder feedback and expectations
- Internal operational data and experience

Processes for Managing Climate-Related Risks

Once climate-related risks have been identified and assessed, the Group implements appropriate risk management strategies:

1. **Risk Response:** For each prioritized climate-related risk, management develops and implements appropriate response strategies, which may include risk mitigation measures, adaptation strategies, risk transfer (such as insurance) or acceptance depending on the nature and magnitude of the risk.

2. **Monitoring and Reporting:** The ESG Working Group monitors the implementation of risk response measures and tracks relevant risk indicators. Regular reports are provided to the Board on the status of climate-related risks and the effectiveness of management actions.

3. **Review and Update:** The Group's climate-related risk assessment is reviewed and updated periodically to reflect changes in the business environment, emerging climate science, regulatory developments and stakeholder expectations.

Integration with Overall Risk Management

Climate-related risk management is integrated with the Group's overall enterprise risk management framework. Climate-related risks are evaluated alongside other business risks using consistent assessment criteria and are incorporated into strategic planning, business planning and operational decision-making processes.

The Board, through its oversight of enterprise risk management, maintains ultimate responsibility for ensuring that climate-related risks are appropriately identified, assessed and managed. The ESG Working Group coordinates with risk management functions across the Group to ensure effective integration of climate considerations into risk management processes.

Processes for Identifying, Assessing and Managing Climate-Related Opportunities

The Group applies a similar process to identify, assess and manage climate-related opportunities:

1. **Opportunity Identification:** The ESG Working Group, working with business development functions, identifies potential climate-related opportunities arising from resource efficiency, energy sources, products and services, markets and resilience.

2. **Opportunity Assessment:** Identified opportunities are assessed for their potential strategic value, financial benefits, implementation feasibility and alignment with the Group's business strategy.

3. **Opportunity Capture:** Promising opportunities are incorporated into business planning and resource allocation processes. Management develops implementation plans to capture identified opportunities.

4. **Monitoring:** Progress in capturing climate-related opportunities is monitored and reported to the Board as part of regular business performance reviews.

The Group is committed to continuously improving our processes for identifying, assessing and managing both climate-related risks and opportunities as best practices evolve and our capabilities mature.

METRICS AND TARGETS

Greenhouse Gas Emissions

In accordance with the requirements of the ESG Code, the Group discloses our greenhouse gas ("**GHG**") emissions across scope 1, scope 2 and scope 3 categories.

Scope 1 GHG Emissions (Direct Emissions):

The Group does not have any significant direct GHG emissions from owned or controlled sources. We do not operate any vehicles, boilers or other equipment that directly combusts fossil fuels. Therefore, our scope 1 emissions are nil.

Scope 2 GHG Emissions (Indirect Emissions from Purchased Energy):

The Group's scope 2 emissions arise from purchased electricity for office operations. During the Reporting Period, our scope 2 emissions were 14.35 tonnes CO_2-e (2024: 12.27 tonnes CO_2-e).

Scope 3 GHG Emissions (Other Indirect Emissions):

The Group's scope 3 emissions primarily arise from paper waste disposed at landfills. During the Reporting Period, our scope 3 emissions were 0.99 tonnes CO_2-e (2024: 1.31 tonnes CO_2-e).

The Group has not conducted a comprehensive scope 3 value chain emissions assessment at this stage. Given the nature and scale of our business operations, we believe that the scope 3 emissions from paper waste represent the most material category of our value chain emissions. As data availability and methodologies improve, we will consider expanding our scope 3 emissions measurement to include additional categories such as purchased goods and services, business travel and employee commuting.

GHG Emissions	**2025**	2024	Unit
Scope 1 emissions (direct)	**–**	–	Tonnes CO_2-e
Scope 2 emissions (energy indirect)	**14.35**	12.27	Tonnes CO_2-e
Scope 3 emissions (other indirect)	**0.99**	1.31	Tonnes CO_2-e
Total GHG emissions	**15.34**	13.58	Tonnes CO_2-e
GHG emissions intensity	**0.37**	0.39	Tonnes CO_2-e/ employee

Methodology:

The Group's GHG emissions are calculated in accordance with the "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings in Hong Kong" issued by the Environmental Protection Department and the Electrical and Mechanical Services Department of the Hong Kong SAR Government. Emission factors are based on the latest available data from recognized sources.

Climate-Related Targets

The Group has established the following climate-related targets to guide our efforts in reducing environmental impacts and improving resource efficiency:

Energy Consumption Target:

The Group targets to reduce energy consumption by 1% by 2026 compared to the baseline year of 2025. This target applies to our total energy consumption across all operations.

Baseline Year: 2025
Baseline Energy Consumption: 73.80 GJ
Target Energy Consumption for 2026: 73.06 GJ (1% reduction)
Current Performance: 73.80 GJ (2025) vs 66.92 GJ (2024) – 10% increase

Waste Reduction Target:

The Group targets to reduce hazardous and non-hazardous waste generation by 1% year on year as compared to the previous year.

2025 Target: Reduce waste by 1% compared to 2024
Baseline Year for 2026 Target: 2025
Current Performance: hazardous waste increased from 0.98 kg to 1.00 kg; non-hazardous waste increased from 1.02 tonnes to 1.20 tonnes
Ongoing Target: The Group targets to reduce hazardous and non-hazardous waste generation by 1% each year compared to the immediately preceding year through to 2026

Target Setting Methodology:

Our targets are set based on continuous improvement principles and take into account:

- Historical performance trends
- Operational capabilities and constraints
- Available technologies and best practices
- Resource allocation and investment plans

Our targets have not been validated by third parties at this stage. As our climate strategy matures, we will consider seeking external validation and potentially setting more ambitious targets aligned with science-based methodologies.

Progress Monitoring:

The Group monitors progress towards our climate-related targets on an ongoing basis through regular data collection and analysis. Performance against targets is reviewed by the ESG Working Group quarterly and reported to the Board annually. Any significant deviations from target trajectories are investigated and corrective actions are implemented as necessary.

Target Review and Revision:

The Group reviews our climate-related targets annually to ensure they remain appropriate and challenging. Targets may be revised in response to:

- Changes in business operations or organizational structure
- Availability of new technologies or methodologies
- Changes in regulatory requirements or stakeholder expectations
- Achievement or significant deviation from current targets

Any revisions to targets will be disclosed in future ESG reports with corresponding explanations.

Analysis of Performance Trends:

Over the past two reporting periods, the Group's environmental performance has remained broadly stable. While total GHG emissions and energy consumption increased slightly in 2025, the Group continues to implement energy efficiency and waste reduction measures and remains committed to improving performance over the medium term.

Cross-Industry Metrics

In addition to GHG emissions, the Group monitors the following climate-related cross-industry metrics:

Energy Consumption: As disclosed in the "Use of Resources" section, the Group's total energy consumption was 73.80 GJ with an intensity of 1.76 GJ per employee.

Internal Carbon Price: The Group has not currently implemented an internal carbon price. As carbon pricing mechanisms develop in Hong Kong and the PRC, we will evaluate the potential benefits of adopting an internal carbon price to guide investment decisions and incentivize emissions reductions. Given our very low direct and energy-indirect emissions and the nature of our office-based operations, we consider the absence of an internal carbon price to be reasonable at this stage, but we will keep this under review as market practice and regulation evolve.

Remuneration: Climate-related considerations are not currently explicitly linked to remuneration structures. However, as our climate strategy evolves, we may consider incorporating climate performance metrics into performance evaluation and remuneration frameworks.

Industry-Based Metrics

The Group has reviewed the industry-based disclosure topics and associated metrics set out in the IFRS S2 Industry-based Guidance. Given our business activities in prepaid card business, the directly applicable industry metrics are limited. However, we have disclosed relevant metrics related to energy consumption and resource efficiency where applicable to our operations.

As the availability of industry-specific climate metrics for the prepaid card and payment-related sector develops, the Group will continue to evaluate the applicability and relevance of additional industry-based metrics for disclosure in future reporting periods.

EMPLOYMENT AND LABOUR STANDARDS

EMPLOYMENT

Employees are valuable resources to the Group. The Group aims to provide a safe and healthy environment for the whole workforce and has taken appropriate measures to safeguard the wellbeing and safety of our employees. The Group also encourages career development and training while advocating for a healthy work-life balance.

To maintain an advantage in a highly competitive industry, the Group sees the professional team as its most treasured asset. The Group has complied with the Employment Ordinance, the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance. The Group has also entered into a labour contract with each of its PRC employees in compliance with the Labour Law of the PRC.

In addition, the Group adheres to its principles and strictly follows the regulations in respect of recruitment, promotion, dismissal, work hours, rest hours, equal opportunities, diversity of culture, and anti-discrimination. During the Reporting Period, the Group has not noted any cases of non-compliance in relation to employment and labour laws and regulations.

At the end of the Reporting Period, the Group had a total of 42 employees (2024: 35), and 42 of whom are full-time employees. The charts and table below show the composition of staff according to gender, geographical region, level and age group.

Employment		**2025**	2024	Unit
Total number of employees		**42**	35	Employee
By Gender	Male	**18**	16	Employee
	Female	**24**	19	Employee
By employment type	Full-time	**42**	34	Employee
	Part-time	**0**	1	Employee
By age group	30 years old or below	**10**	2	Employee
	31–50 years old	**23**	21	Employee
	Over 50 years old	**9**	12	Employee
By employment category	Management	**10**	7	Employee
	Senior	**3**	5	Employee
	Middle	**15**	21	Employee
	Junior	**14**	2	Employee
By Employee Function	Executive	**16**	12	Employee
	Technical	**4**	2	Employee
	Administrative	**17**	13	Employee
	Operation	**5**	8	Employee
By geographical region	Hong Kong	**33**	23	Employee
	China	**9**	12	Employee

Employment		2025	2024	Unit
Total employee turnover rate		**42**	23	%
By Gender	Male	**61**	33	%
	Female	**30**	15	%
By employment type	Full-time	**44**	24	%
	Part-time	**0**	0	%
By age group	30 years old or below	**67**	0	%
	31–50 years old	**43**	38	%
	Over 50 years old	**32**	0	%
By employment category	Management	**0**	42	%
	Senior	**100**	0	%
	Middle	**40**	20	%
	Junior	**63**	40	%
By geographical region	Hong Kong	**62**	23	%
	China	**0**	23	%

Employee Welfare

The Group strictly follows labour laws and regulations, and provides comprehensive leave packages to employees, covering sickness, casual, marriage, funeral, maternity, annual, and injury leave, as well as statutory holidays. The welfare provisions aim to take care of all employees, broaden the range of corporate cultural activities, and increase the sense of belonging of the employees.

We respect our employees' family roles and responsibilities. We are committed to supporting them and maintaining a family-friendly work environment. The Group's employees have a five-day workweek so they can spend more time with their families.

As breastfeeding is the superior form of infant nutrition, it provides a multitude of health benefits to both infants and mothers. We provide breastfeeding rooms in our workplace to foster a mother-friendly culture, as breastfeeding employees need ongoing support for providing their milk for their babies in the workplace.

To further enhance our employee welfare support, male employees are entitled to 5 days of paternity leave, allowing them more time to take care of their families. Medical insurance is provided to the spouses and kids of manager grade or above employees for those who work in the Hong Kong office. We also offer birthday leaves.

HEALTH AND SAFETY

To safeguard employees' occupational health and safety, the Group works hard to provide a safe, healthy and comfortable working environment. It has complied with the Employees' Compensation Ordinance of Hong Kong, the Labour Law of the PRC and other applicable regulations.

Employees are asked to stringently abide by all safety rules and regulations, and make available and applicable protection measures at all times to avoid accidents and protect themselves and co-workers from safety risks, in accordance with the relevant laws and regulations.

The Group complies with the health and safety regulations of the Occupational Safety and Health Ordinance and formulates requirements for environmental control and hygiene at the workplace. In order to reduce the chance of employees suffering from respiratory infections, we issue influenza notifications, when necessary, to encourage preventive measures, such as the preparation of hygiene masks and disinfectant hand sanitizers for staff to use at any time.

The Group did not identify any casualties or accidents in the past three years. In the Reporting Period, the Group did not identify any material non-compliance of laws and regulations with significant impact to the Group in relation to workplace health and safety.

Health and Safety	**2025**	2024	Unit
Number of work-related fatalities	**0**	0	No.
Rate of work-related fatalities	**0**	0	%
Lost days due to work injury	**0**	0	Days

DEVELOPMENT AND TRAINING

The Group views employee growth and development as being of vital importance for the enterprise's long-term development. It attaches great importance to retention, education and development of a rich variety of high-end talent, and provides such talent with broad development platforms and ample training.

The Group aims to create an environment of continuous improvement in which our employees are encouraged to pursue excellence at work and career development. Customised training programmes, in areas such as internal control training and anti-money laundering, are arranged on an ongoing basis for staff members at different levels and across the organisation throughout the Group.

During the Reporting Period, a total of 28 employees were given training, accounting for approximately 74% of the total employees. The Group recognises the importance of the self-development of its staff and has to ensure equal opportunities of training for different levels of staff. The average durations of training activities for the employee was 1.21 hours.

Development and Training Metric		2025	2024	Unit
Total number of trained employees		**28**	22	No.
Percentage of trained employees		**74**	63	%
By Gender	Male	**74**	63	%
	Female	**74**	63	%
By Function	Executive	**50**	67	%
	Technical	**50**	100	%
	Administrative	**100**	31	%
	Operation	**60**	100	%

Development and Training		2025	2024	Unit
Average training hours per employee		**1.21**	1.57	Hour/employee
By Gender	Male	**1.35**	1.81	Hour/employee
	Female	**1.10**	1.37	Hour/employee
By Function	Executive	**1.00**	1.58	Hour/employee
	Technical	**1.25**	2.50	Hour/employee
	Administrative	**1.29**	1.23	Hour/employee
	Operation	**1.40**	1.88	Hour/employee

LABOUR STANDARDS

The Group has formulated comprehensive human resource policies, and stated the same expressly in its Staff Manual or Staff information materials for colleagues, laying down the rules affecting personnel. In addition to compliance with basic labour laws, the Group also formulates and implements human resource policies when necessary, and provides benefits above those required by law.

To ensure diversity and equality, our selection process is non-discriminatory and is based solely on employees' performance, experience and skills. Employees are also encouraged to discuss with senior management their goals for job advancement and career development in daily activities. A performance appraisal is conducted annually.

The Group resolutely rejects the use of child or forced labour. In order to prevent illegal use of child or forced labour, the human resource department of the Group requires candidates to provide effective identification certification before confirmation of employment to ensure they can be employed according to the law.

The Group has not noted any cases of non-compliance in relation to employment and labour laws and regulations and do not engage in any forced or child labour during the Reporting Period.

OPERATING PRACTICES AND COMMUNITY INVESTMENT

SUPPLY CHAIN MANAGEMENT

We consider our suppliers as strategic partners and contributors to our businesses, and we are committed to building long-term relationships with suppliers who share our values. The Group has a procurement policy which sets out criteria for evaluation of our suppliers. The factors taken into account for selection include what kind of environmental protection facilities the potential supplier has set up, whether its environmental protection performance has credentials from any well-recognised and legitimate organisation, and whether the potential supplier has participated in any cultural preservation, charitable or community care activities.

As our prepaid card business targets the Chinese market, suppliers from China have dominated our resource supply chain. During the Reporting Period, the Group had an aggregate of 12 suppliers. To foster collaboration with suppliers, during the procurement process both parties must sign essential policies and agreements while also regularly holding meetings to sustain cooperation from each side.

Supply Chain Management		**2025**	2024	Unit
Total number of suppliers		**12**	10	Supplier
By geographical region	China	**1**	1	Supplier
	Hong Kong	**11**	9	Supplier

PRODUCT RESPONSIBILITY

Product Quality

The Group is committed to offering quality products and services to its customers. By formulating and implementing product quality standards, the Group closely monitors the work of every employee to ensure compliance with respect to procedures, regulations and systems.

The Group is dedicated to strengthening its information security systems to protect the data privacy of customer service users, in accordance with the relevant laws and regulations of the places where the Group's operations are carried out. In the Reporting Period, we have not received any complaints regarding our products and services.

The Group offers clients maintenance services via a customer service hotline. These services offer continuous technical support and solutions to customers.

Product Responsibility	**2025**	2024	Unit
Percentage of total products sold or shipped subject to recalls	**0**	0	%
Number of products and service-related complaints received	**0**	0	No.

User Data Protection

As our prepaid card business continues to grow, the Group has accumulated a large amount of user data. The Group prioritises the protection of customer information and personal privacy and has in place a complete set of mechanisms and systems for the management of information security in compliance with relevant laws and regulations.

Security issues are factored into electronic systems at an early stage of development, and they are equipped with strong firewalls to prevent hacking and divulgence of information. More specifically, the Group has established a Privacy Policy and a commitment to the protection of personal privacy in compliance with the Personal Data (Privacy) Ordinance, the Payment Card Industry Data Security Standard ("**PCI DSS**") Requirements and the Security Assessment Procedures. In addition, data stored in applications are placed in locked storage rooms.

During the Reporting Period, the Group has not noted any cases of non-compliance in relation to data privacy laws and regulations, such as the Personal Data (Privacy) Ordinance.

Also, the Group has set up a Business Continuity Plan ("**BCP**") covering short or long-term disaster scenarios that the Group may have to handle, including the complete destruction of the building in which the primary office is located and the possible need for backup facilities over an extended period.

We fully understand the importance of a stable and secure internet network to our customers and our products, so an Information Technology ("**IT**") Disaster Recovery Plan is in place and can be put into operation by the IT Unit and outside vendors to restore data centre services at a backup site within 24 hours. Meanwhile, the BCP is separate from the Group's IT Disaster Recovery Plan, which focuses on technology facilities and platforms, such as critical applications, databases, servers or other required technology infrastructure.

Intellectual Property Rights

In order to maintain and protect our intellectual property, we have also registered our copyrights with relevant government authorities.

ANTI-CORRUPTION

The Group is committed to eliminating all fraud and corruption activities and resolutely adheres to its principles of education, supervision, precautions and controls. Internally, the Group has set up an Anti-Money Laundering Committee, which is comprised of the Chief Operating Officer, Chief Compliance Officer. The Committee is responsible for developing, enhancing and maintaining the Group's compliance culture, with regular training, policies and procedures to raise compliance awareness among staff.

Under the Group's policy, all new staff members are strictly required to undergo adequate Anti-Money Laundering training in their staff orientation. The committee is devoted to upholding the standards of business conduct, strengthening anti-corruption awareness of staff and establishing an anti-corruption structure, playing an effective supervisory role.

Once identified, all corruption activities are handled rigorously, with penalties ranging from warnings and reduction of compensation to termination of employment for the employees concerned, depending on the severity of offences. In particular, the Group upholds its anti-corruption commitment in its commercial operations, maintains good discipline when working with business partners, and follows standardised commercial procedures, as it works to eradicate all corrupt practices.

To encourage our employees to report illegality, irregularity, malpractice, unethical or inappropriate conducts, which may damage the Group's interests, we have devised whistle-blowing procedures, setting up a separate channel for employees and any person who deals with the company to report suspicious fraudulent actions, in confidence and anonymity, to the Audit Committee and/or Chairman of the Company.

In order to comply with and supplement the legal requirements, the Group organized 3 anti-corruption training session for our directors and employees with a total of 6 training hours, including AML training for newcomers and refresher, post investigation training and transaction monitoring training arranged for the compliance team. Regular anti-corruption training sessions are organised by the Independent Commission Against Corruption ("**ICAC**") to enhance their awareness of anti-corruption and further create a healthy corporate culture.

During the Reporting Period, the Group has not noted any cases of non-compliance brought against the Group or its employees in relation to corruption-related laws and regulations, such as the Prevention of Bribery Ordinance in Hong Kong.

Anti-Corruption	**2025**	2024	Unit
Number of concluded legal cases regarding corruption	**0**	0	Case
Anti-Corruption Training			
Number of anti-corruption training sessions	**3**	4	No.
Total number of training hours related to anti-corruption	**6**	18	Hour
Percentage of employees with anti-corruption training			
Directors	**100**	100	%
General Employees	**32**	54	%

COMMUNITY INVESTMENT

We are committed to supporting the community by incorporating social participation and contribution into our strategic development. We believe this will nurture excellence in Group corporate culture and practices. The Group acknowledges a sustainable business is dependent on the stability and well-being of the community where it operates and regards improving the community's well-being as an important way to realise its value.

The Group does not have policies on community engagement during the Reporting Period. Nevertheless, we firmly adhere to the principle that our staff can contribute to the community by participating in voluntary services while developing personal capabilities in areas such as leadership, management and communication skills.

HKEX ESG CODE CONTENT INDEX

KPIs	HKEX ESG CODE Content Index	Disclosure Requirements	Sections
Governance Structure			
1	Governance Structure	Disclosure of the board's oversight of ESG issues.	ESG Governance
		Board's ESG management approach and strategy, including the process to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses).	ESG Governance
		How the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	ESG Governance
	Reporting Principles	Description of, or an explanation on, the application of the following Reporting Principles (Materiality, Quantitative, Consistency) in the preparation of the ESG report.	About This Report
	Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.	About This Report
Environmental			
Aspect A1: Emissions			
A1	General Disclosure	Compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions
A1.1		The types of emissions and respective emissions data.	Emissions
A1.2		Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity.	Emissions

KPIs	Description	Sections
A. Environmental		
A1 Emissions		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions
A1.1	The types of emissions and respective emissions data.	Emissions
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions
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.	Waste Management
A2 Use of Resources		
General	Policies on the efficient use of resources, including energy, water and other raw materials.	Energy Consumption
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy Consumption
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water Consumption
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Consumption
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.	Water Consumption
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Packaging Materials

KPIs	Description	Sections
A3 Environment and Natural Resources		
General	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environment and Natural Resources
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environment and Natural Resources
A4 Climate Change		
General	General Disclosure: Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate-Related Disclosures
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.	Climate-Related Disclosures
Part D – Climate-Related Disclosures		
Governance		
	Disclosure of the Board's oversight of climate-related risks and opportunities, and the roles of the Board and management in monitoring climate-related issues, reviewing climate-related information and overseeing progress against climate-related goals and targets.	Climate – Governance
Strategy		
	Description of significant climate-related risks and opportunities which have impacted, and may impact, the Group's business model, strategy and financial performance over the short, medium and long term (including acute and chronic physical risks and transition risks), and how these are considered in business planning and decision-making.	Climate – Strategy
Risk Management		
	Description of the processes for identifying, assessing and managing climate-related risks, including how such risks are integrated into the Group's overall risk management framework and regular risk review procedures.	Climate – Risk Management
Metrics and Targets		
	Disclosure of the climate-related metrics used by the Group (including greenhouse gas emissions and other relevant environmental indicators), any climate-related targets set (such as emissions or energy-efficiency targets), and the Group's performance against these targets.	Climate – Metrics and Targets

KPIs	Description	Sections
B. Social		
B1 Employment		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer; relating to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Employment
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Employment
B1.2	Employee turnover rate by gender, age group and geographical region.	Employment
B2 Health and Safety		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer.	Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety
B2.2	Lost days due to work injury.	Health and Safety
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety
B3 Development and Training		
General	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
B4 Labour Standards		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer.	Labour Standards
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards

KPIs	Description	Sections
B5 Supply Chain Management		
General	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
B5.1	Number of suppliers by region.	Supply Chain Management
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
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
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
B6 Product Responsibility		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer.	Product Responsibility
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility
B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility
B6.4	Description of quality assurance process and recall procedures.	Product Responsibility
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility
B7 Anti-corruption		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer.	Anti-corruption
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
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption

KPIs	Description	Sections
B8 Community Investment		
General	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
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Community Investment
B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment