



ALTUS

Altus Holdings Limited

incorporated in the Cayman Islands with limited liability
Stock Code : 8149

FY2026
Environmental, Social and
Governance Report



CONTENTS

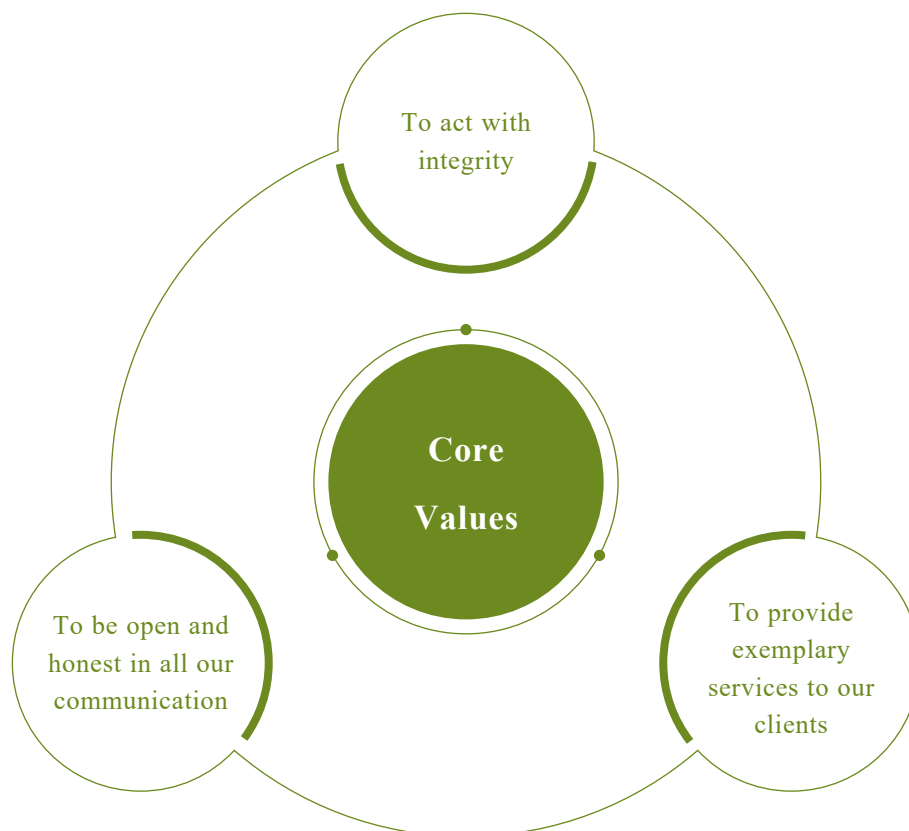
ABOUT THE ESG REPORT	2
About the Group	2
Reporting Scope	3
Reporting Guidelines	4
Information and Feedback	4
ESG GOVERNANCE	5
Board Statement	5
Communication with Stakeholders	6
Materiality Assessment	8
WE PROTECT OUR ENVIRONMENT	9
Environmental Targets and Progress	9
Resources Conservation	11
Waste Management	12
Green Operation	13
Responses to Climate Change	14
WE VALUE OUR EMPLOYEES	18
Recruitment	18
Employee Benefits	18
Occupational Health and Safety	20
Employee Development	21
Employee Training	21
WE RESPECT OUR CLIENTS AND COOPERATIVE PARTNERS	22
Quality Services	22
Client Protection Principle	22
Complaint Handling	23
Information and Cyber Security	23
Protection of Intellectual Property	24
Responsible Marketing	24
Anti-corruption	24
Supply Chain Management	25
WE ASSIST IN CREATING VALUE FOR THE COMMUNITY	26
KEY PERFORMANCE INDICATORS	27
APPENDIX: CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE	30

ABOUT THE ESG REPORT

Altus Holdings Limited (the “**Company**”) and its subsidiaries (collectively referred to as the “**Group**”) are pleased to present the Environmental, Social, and Governance (“**ESG**”) Report (the “**ESG Report**”) for the financial year ended 31 March 2026 (“**FY2026**”). The ESG Report mainly summarises the Group’s environmental, social, and governance performance and describes the Group’s continual efforts in the area of sustainable development for FY2026.

ABOUT THE GROUP

The Group focuses on corporate finance, asset management and other consultancy services and proprietary investments. In respect of corporate finance, asset management and other consultancy services, the Group primarily offers its clients (i) rule-based sponsorship, financial advisory and compliance advisory services; (ii) special situations consulting services; and (iii) other equity capital market consulting, asset management and investment consulting services. For proprietary investments, the Group invests in real estate in Japan and Hong Kong and derives rental income therefrom, as well as in securities to derive dividend income therefrom and aims for capital gain.



Three Core Values of the Group



ABOUT THE ESG REPORT

Guided by a clear set of core values, the Group is committed to operating with the highest standards of integrity, service excellence, and transparency. The Group upholds the principle of acting with integrity by adhering to the highest ethical and professional standards in all its activities, fostering a culture of openness and honesty in all communications, and actively sharing information, insights, and advice both within the Group and with external business partners. These foundational values shape the Group's vision, strengthen stakeholder trust, and drive its long-term commitment to ethical conduct, client-centric solutions, and collaborative success across the organisation.

The Group has put in place compliance and risk management policies and procedures to ensure compliance with all significant legal and regulatory requirements. The Group is also committed to building an environmentally friendly corporation by paying close attention to reducing the consumption of energy and natural resources. Meanwhile, the Group strives to establish a capable and well-rounded team through regular training programmes and by cultivating camaraderie among its team members. Apart from bringing economic benefits to society, the Group also highlights the beneficial social impacts brought by its impact investing, which provides accommodation to the elderly and the underprivileged in Japan through care service organisations.

REPORTING SCOPE

For reporting purposes and the disclosure of key performance indicators (“**KPIs**”), the ESG Report focuses mainly on the Group's business operations at the Hong Kong head office and its subsidiary, as well as its performance in relation to the environmental and social aspects of its businesses in FY2026. The abovementioned reporting scope has been carefully determined based on the entities of the Group's operations that have significant environmental and social impacts.



ABOUT THE ESG REPORT

REPORTING GUIDELINES

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

Materiality

The content of the ESG Report is determined based on the stakeholder engagement and materiality assessment. The Group has identified ESG-related issues, gathered and reviewed opinions from internal management and various stakeholders, assessed the relevance and materiality of the issues, and prepared and validated information on the ESG Report. The ESG Report provides comprehensive coverage of the key ESG issues of concern to the Group’s stakeholders.

Quantitative

The Group has disclosed the quantitative environmental and social KPIs in the ESG Report. The criteria, methods, references, and conversion factors used to calculate the KPIs are stated wherever possible in order to provide stakeholders with a comprehensive understanding of the Group’s ESG performance.

Balance

The ESG Report aims to provide a comprehensive and balanced view by disclosing information across all material ESG aspects. It not only highlights the Group’s positive achievements but also transparently addresses areas requiring improvement. This dual disclosure ensures stakeholders receive a holistic and unbiased understanding of the Group’s ESG performance.

Consistency

To facilitate the comparison of ESG performance between years, the Group uses consistent reporting and calculation methods as far as reasonable and details the significant changes in methodologies in the relevant sections.

INFORMATION AND FEEDBACK

For detailed information about the Group, please refer to the Company’s website (www.altus.com.hk). Your opinions are highly valued. Should you have any advice or suggestions, please feel free to contact us at:

Tel: (852) 2522-6122

Fax: (852) 2522-6992

Email: co.sec@altus.com.hk

BOARD STATEMENT

The Group believes that sound ESG governance is fundamental to achieving sustainable development and long-term success. The Board of Directors (the “**Board**”) assumes full responsibility for overseeing the Group’s ESG governance and risk management. This includes assessing environmental and social impacts, identifying and managing ESG and climate-related risks, and ensuring alignment with the expectations of investors and regulators.

To support effective implementation, the Board has established an ESG Working Group comprising senior management members. The ESG Working Group is responsible for executing ESG policies and initiatives, evaluating ESG and climate-related risks, monitoring regulatory developments, tracking performance, and reporting progress to the Board on a regular basis. Through this top-down governance structure, the Board ensures that ESG considerations are integrated into the Group’s decision-making processes and that all business divisions work cohesively toward the Group’s ESG vision and objectives.

The Board oversees the evaluation of sustainability and ESG-related risks, monitors the implementation and effectiveness of mitigation measures, and encourages relevant departments to continuously improve ESG strategies to minimise adverse impacts on the business. To strengthen risk management, the ESG Working Group has integrated ESG risks into the Group’s regular reporting process and keeps the Board informed of their status. The Board also regularly reviews the Group’s progress against its ESG-related goals through quantifiable indicators and annual performance tracking in the ESG report ensuring alignment with its strategic objectives and sustainability commitments.

Since FY2023, the Group has engaged an independent third-party ESG consulting firm to assist in identifying material ESG issues through stakeholder engagement and materiality assessments. The Board reviews the assessment results and prioritises the Group’s material ESG issues. ESG matters are discussed at the Board’s quarterly meetings alongside financial performance reviews.

The Board remains committed to overseeing ESG initiatives, staying abreast of the latest Stock Exchange’s disclosure requirements, and ensuring cross-departmental collaboration to achieve operational compliance and social responsibility. The Board regularly monitors key performance indicators and conducts periodic reviews to drive continuous improvement in the Group’s ESG performance.

ESG GOVERNANCE

COMMUNICATION WITH STAKEHOLDERS

The Group's management and employees actively participated in the assessment and analysis of its sustainability performance. The data collected not only reflects the outcomes of the Group's sustainable initiatives in FY2026 but also provides valuable direction for further enhancing the Group's sustainability approach.

Guided by the core value of "to be open and honest in all our communication", the Group fully recognises the importance of stakeholder opinions to its continued success. The Group therefore strives to communicate effectively with its stakeholders through various channels to build trusting and supportive relationships, enabling it to better understand and respond to their expectations and needs.

Stakeholders	Expectations and Needs	Means of Communication and Response
Government and Regulators	• Compliance with government policies, laws, and regulations • Supporting local economic growth • Driving local employment • Paying tax in full and on time • Project survey by the regulators	• Timely information reporting • Regular meetings with regulators • Interim and annual reports • Examination and inspection • Responding to surveys from regulators and authorities
Shareholders	• Returns • Compliant operation • Raise company value • Transparent information and effective communication • Address climate risks and opportunities	• Announcements • Email • Company website with the latest information on the Group • Interim and annual reports • Responding to questions from investors at general meetings • Regular investor relation meetings with potential investors, analysts, and stockbrokers • Issuance of voluntary announcements
Partners	• Operational integrity • Fair competition • Mutual benefits and win-win results	• Regular meetings with valuers, bankers, accountants, and lawyers • Business communications and calls • Engagement and cooperation
Customers	• Outstanding services • Performance of contracts	• Direct dialogue and communication with the Board and/or senior management • Meetings with customers • Close communication with customers and responding to feedback

ESG GOVERNANCE

Stakeholders	Expectations and Needs	Means of Communication and Response
Environmental Regulatory Authorities	Support environmental protection	Implementation of environmental protection measures such as using less paper and recycling waste paper
Industry	- Establishment of industry standards - Enhancement of industry development - Compliance with industry standards	- Participation in industry forums - Participation in the development of and events organised by the “Association of HK Capital Market Practitioners” - Participation in consultations launched by the Securities and Futures Commission (“SFC”) and the Stock Exchange - Complying with the rules and regulations of the SFC - Complying with relevant listing rules of the Stock Exchange
Employees	- Protection of rights - Occupational health - Remunerations and benefits - Career development - Employee welfare	- Employees communication meetings - Regular employee performance assessments - Benchmarking against market trends - Informal chat with individual staff from time to time - Training and workshops - Regular employee team-building activities
Community and the Public	- Enhancement of community environment - Transparent information	- Continuous enhancement of company website - Interim and annual reports - Regular meetings with valuers, bankers, accountants, and lawyers

The Group will continue to enhance stakeholders’ participation and engagement to collect their constructive feedback and valuable opinions.

ESG GOVERNANCE

MATERIALITY ASSESSMENT

For the development of a clear and effective ESG management approach, the Group has conducted a materiality assessment to improve its long-term sustainability strategies and business continuity. Given the nature of the Group's business, the Group's material issues fall within social aspects, placing the greatest priority on business integrity, information security and quality services. However, with the rising concerns about global warming and the potential impacts arising from the climate-related risks and opportunities, responding to climate change has become one of the Group's key focus areas, taken into consideration in its ongoing policies and strategies.

During FY2026, the Group has adopted a combined qualitative and quantitative approach to assessing materiality. The materiality assessment was based on stakeholder surveys, materiality maps provided by well-known external institutions¹, and opinions from third-party ESG consultants. Both internal and external stakeholders recognise anti-corruption, customer service management and customer privacy protections as issues with significant impacts on the Group's business and stakeholders.

The Group's materiality assessment result is presented as follows:



¹ The materiality maps referenced in the materiality assessment include the ESG Industry Materiality Map and the SASB Materiality Map produced respectively by Morgan Stanley Capital International (MSCI) and the Sustainability Accounting Standards Board (SASB).

WE PROTECT OUR ENVIRONMENT

Starting from FY2026, responding to climate change has become one of the Group's key strategic priorities. The Group is dedicated to environmental protection and actively implements comprehensive policies and practices to address climate change, enhance resource efficiency, and improve waste management across its operations. The Group does not engage in any business activities that would cause a significant impact on the environment or natural resources.

ENVIRONMENTAL TARGETS AND PROGRESS

As the Group has set environmental targets in different aspects, to achieve the targets, reduce the environmental impact, and improve resource efficiency, the Group is committed to continuously monitoring the progress in achieving the targets and will continue to review and improve its environmental policies and measures.

Aspects	Environmental Targets	FY2026 Progress Compared to FY2025	Section with Corresponding Measures
Greenhouse Gas ("GHG") Emissions	- Reducing the intensity of GHG emissions - Supporting Hong Kong's goal of achieving carbon neutrality by 2050	The Group's total GHG emissions intensity increased, primarily due to the expansion of Scope 3 reporting categories. However, Scope 2 emissions decreased due to the reduced electricity consumption	We Protect Our Environment – Responses to Climate Change
Waste Reduction	- Optimising resource efficiency where feasible and avoiding waste - Recycling renewable resources where feasible - Ensuring that all waste is disposed of in a safe and legal manner	The Group's waste generation intensity decreased due to the effective promotion of waste reduction strategies	We Protect Our Environment – Waste Management

WE PROTECT OUR ENVIRONMENT

Aspects	Environmental Targets	FY2026 Progress Compared to FY2025	Section with Corresponding Measures
Energy Use Efficiency	- Minimising the impact on the environment and natural resources - Maintain the current level of energy consumption intensity - Keeping abreast of the latest developments in Hong Kong's energy policy - Continuing to promote energy conservation and energy-efficient appliances	The Group's energy consumption intensity decreased due to effective resource conservation and management	We Protect Our Environment – Resources Conservation
Water Efficiency	- Supporting the Water Supplies Department's "Let's Save 10L Water 2.0" Campaign - Keeping abreast of the latest development in Hong Kong's water resources policy - Continuing to promote water conservation and promote the use of water-efficient plumbing fixtures and appliances	The Group's water consumption intensity decreased due to effective resource conservation and management	We Protect Our Environment – Resources Conservation



WE PROTECT OUR ENVIRONMENT

RESOURCES CONSERVATION

While enhancing operational efficiency, the Group is committed to protecting the environment, reducing energy and water consumption, as well as the prudent utilisation of office equipment.

The Group strictly abides by the laws and regulations regarding energy conservation and water management, such as the Water Pollution Control Ordinance. Although the Group does not operate a water-intensive business, it still actively integrates the concept of water conservation into its daily operations. The major wastewater generated by the Group is domestic sewage, which is discharged into and further treated by the municipal drainage system.

During FY2026, the Group did not encounter any issues in sourcing water.

The initiatives the Group has taken to reduce energy and water consumption in its office premises are set out as follows:

Energy Conservation

- Maximise the use of natural light as far as practicable
- Divide the office into different light zones with independent lighting switches
- Adopt energy-efficient lighting and air conditioners
- Clean light fixtures and filters of the air conditioning system regularly
- Switch off lights, air conditioners and electronic equipment when not in use
- Install motion sensors in areas that are not frequently used
- De-lamping for areas with higher-than-required lighting level

Water Conservation

- Install automatic faucets
- Fix dripping taps immediately
- Check water meter readings and hidden water pipes periodically to prevent water leakage
- Put up water-saving signs in the pantry and lavatories
- Remind staff to turn off the faucets tightly



WE PROTECT OUR ENVIRONMENT

WASTE MANAGEMENT

The Group strictly complies with the laws and regulations relating to waste disposal, such as the Waste Disposal Ordinance and Product Eco-responsibility Ordinance of Hong Kong. As the Group's principal business operations are mainly based in its office premises, generation of solid waste such as paper and general waste is inevitable. The paper waste produced by the Group is recycled, and the general waste is sent to landfill.

The Group has adopted the "3Rs" principle as its waste management strategy. By systematically minimising resource consumption, maximising the reuse of materials, and ensuring the highest possible recycling rates, the Group actively reduces its environmental footprint and promotes operational efficiency across all business activities. Employees' participation is crucial for putting the Group's internal environmental policy into practice. Through ongoing awareness, behavioural change, and collective responsibility, the Group contributes to a sustainable workplace culture that optimises resources, lowers waste generation, and supports its broader ESG objectives.

Reduce

- Adopt double-sided printing
- Carry out monthly paper volume surveys to monitor paper consumption
- Evaluate the usage of material to avoid overstocking
- Use smaller font size and line spacing
- Use electronic communication as far as possible
- Disseminate information by electronic means wherever possible
- Implement office automation system to substitute the traditional paper-based office administration system

Reuse

- Promote the effective use of resources
- Encourage the employees to reuse envelopes, folders, file cards, and other stationery

Recycle

- Collect paper documents for recycling

During FY2026, the Group did not generate any hazardous waste during the course of its business operations. If hazardous waste is generated during the operations, responsible personnel will arrange for collection by qualified contractors thereafter.



WE PROTECT OUR ENVIRONMENT

GREEN OPERATION

The Group continues to work on reducing its carbon footprint in an effort to combat climate change. Through its green operation initiatives, the Group promotes sustainable practices across both its day-to-day office activities and its investment portfolio. Employees are encouraged to adopt practical measures in daily operations to reduce indirect carbon emissions, while the Group actively manages climate-related risks associated with its invested properties in Hong Kong and Japan.

Green Office

- Set computers and printers to default duplex and economical modes
- Conduct monthly electricity audits to monitor consumption and make appropriate improvements when necessary
- Organise the Group's activities at locations that are easily accessible by public transportation
- Use electronic greeting cards for holiday and season greetings
- Use video conferencing to avoid unnecessary overseas business travel and choose direct flights for unavoidable business trips

Green Investment

- Monitor location-specific risks associated with the Group's invested properties in Hong Kong and Japan, and formulate targeted strategies to address physical impairment, geopolitical risks, and other emerging threats
- Conduct comprehensive risk assessments to evaluate the impact level of sustainability and climate-related risks, and collaborate closely with asset managers to minimise these risks
- Optimise resource allocation to effectively manage increased expenses in investment portfolios arising from climate change-related repairs and maintenance, as well as the installation of energy-efficient equipment



WE PROTECT OUR ENVIRONMENT

RESPONSES TO CLIMATE CHANGE

Climate-related Governance

In response to the intensifying impacts of climate change, the Group attaches great importance to assessing the potential effects of climate-related risks and opportunities on its business. Under the Board's oversight, the Group has established a climate scenario analysis framework to enhance its understanding and preparedness, in alignment with investor and regulatory expectations.

The Board works closely with the ESG Working Group and the management team to ensure effective governance. The ESG Working Group is tasked with evaluating and prioritising climate-related risks and opportunities, and developing appropriate response measures. The management team remains vigilant to the latest regulatory developments and market changes, while organising systematic training programmes to strengthen the team's capability in managing climate-related issues.

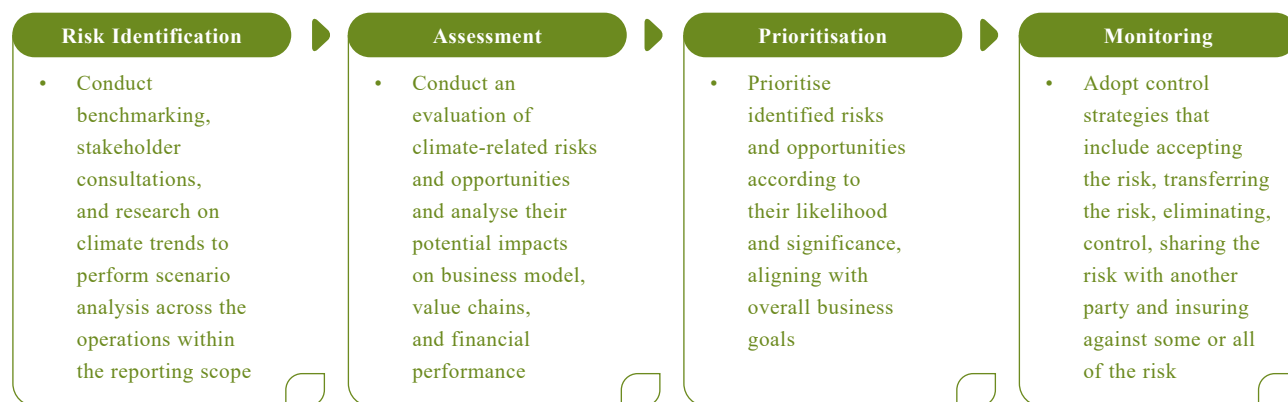
The expertise of the Board and employees is crucial in integrating climate-related considerations when making business decisions. The Group has conducted multiple trainings including inviting external experts to inspire discussion and new ideas, ensuring timely adaptation for long-term sustainable development and resilience.

Climate Risk Assessment

Climate-related risks are systematically integrated by management into the Group's business strategy and enterprise risk management practices. The Group has mapped the key drivers of climate-related risks against its existing risk register by applying internationally recognised frameworks published by the Committee of Sponsoring Organisations of the Treadway Commission (COSO) and the World Business Council for Sustainable Development (WBCSD). This assessment covers major risk categories including revenue risk, expense risk, asset risk, liability risk, capital risk, cyber security risk, sustainability risk, and other relevant areas. By embedding climate considerations into its core risk management processes, the Group enhances its ability to proactively identify, assess, and mitigate potential climate impacts, thereby strengthening organisational resilience and supporting informed, sustainable decision-making.

WE PROTECT OUR ENVIRONMENT

During FY2026, the Group conducted climate-related risk and opportunity management through the process presented as follows.



Four-step Risk Management Framework

Scenario Analysis

Physical risks are risks related to physical impacts of climate change, which can be event-driven (acute risks) or caused by longer-term shifts in climate patterns (chronic risks). Transition risks are risks related to the transition to a lower-carbon economy, which may entail policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change.

WE PROTECT OUR ENVIRONMENT

The following table represents the climate risks and opportunities that may bring significant impact to the Group, with their corresponding strategies that the Group proposed.

Risk/Opportunity	Potential Impacts	The Group's Resilience Strategy
Physical risk (acute): Extreme weather event	• Increase travel risks of employees in terms of health, safety and attendance • Increase risk of physical damage to the Group's property portfolio, resulting in stranded assets, higher repair and maintenance costs and potential rental income loss • Decrease in revenue caused by business interruption	• Formulate internal guidelines for working arrangements during severe weather conditions • Stay alert to local government weather announcements and prepare emergency responses, continuously reviewing and enhancing these guidelines • Collaborate with asset managers to implement property resilience measures
Transition risk: Changing stakeholders' expectations due to rising climate concerns	• Impact the Group's talent pipeline due to the changing demand for the skillset required for services • Fail to meet stakeholders' expectations may result in lost mandates and reduced competitiveness • Potential loss of advisory mandates and fee income in corporate finance services	• Actively engage with stakeholders and leverage insights from their interactions to inform decisions • Integrate sustainability considerations more deeply into financial advisory services and investment decision-making
Opportunity: Increasing sustainability reporting transparency due to tightened disclosure regulations and enhanced monitoring by institutions	• Assess more reliable climate data for financial advisory and investment decision • Improve capital allocation and investment performance by identifying climate-resilient assets • Optimise long-term gains in the Group's portfolio	• Track the relevant laws and regulations and stay up-to-date with trends • Conduct regular meetings to inform the Board and management sufficiently

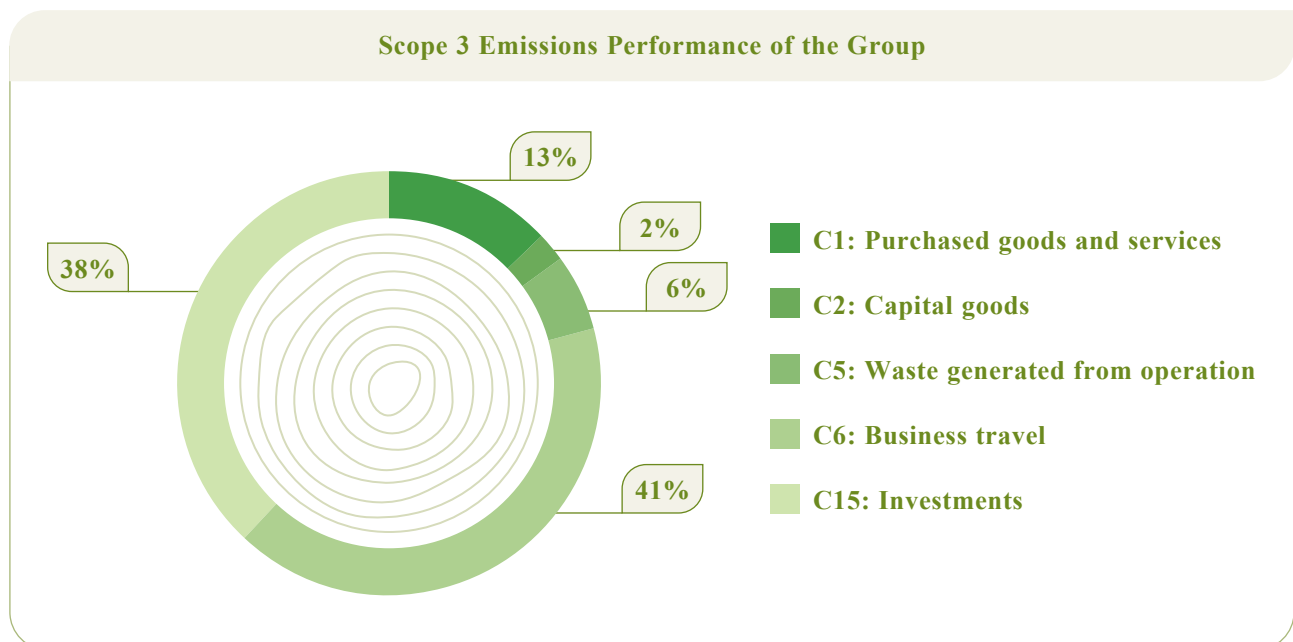
WE PROTECT OUR ENVIRONMENT

GHG Emissions Performance

To mitigate the intensifying effects of climate change, the Group is actively advancing a GHG reduction plan, ensuring the orderly implementation of measures for real results. Under the supervision of the Board, the Group enhances the development, assessment, and verification of related targets and regularly monitors and discloses its GHG emissions data to stakeholders. For details, please refer to the “Environmental and Target Progress” section.

The Group has conducted GHG identification, assessment, and verification to manage emissions effectively. The Group has established carbon emission accounting regulations for Scope 1 and Scope 2, with calculations conducted in accordance with the “Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)”. The Group has also accounted for the Scope 3 GHG emissions regarding the methodology proposed by the “Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)”. Since the Group’s operations do not involve the use of combustion sources and engines, there were no Scope 1 emissions during FY2026.

The Group has continuously improved its disclosure performance. Regarding “Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)”, the Group completed the identification of Scope 3 GHG emissions across all 15 proposed categories. Compared to the previous year, the Group has expanded its Scope 3 reporting categories following a detailed screening and analysis tailored to its business operations. The newly added categories are Category 1: Purchased goods and services, Category 2: Capital goods, and Category 15: Investments.



During FY2026, the greatest contributions of the Group’s Scope 3 emissions are Category 6: Business travel and Category 15: Investments. The Group will continue to expand Scope 3 reporting in future years as data becomes available.



WE VALUE OUR EMPLOYEES

The Group recognises that its experienced and capable employees are the foundation of its competitive strengths. The Group is committed to safeguarding employees' rights and interests and fully complies with all applicable laws and regulations. To support long-term talent development, the Group invests in its workforce by offering career advancement opportunities and tailored training programmes.

RECRUITMENT

The Group is committed to providing a workplace free of discrimination and harassment, and employees are expected to be treated with respect and dignity. The Group acts in strict compliance with the relevant labour laws and regulations, including but not limited to the Immigration Ordinance, Section IVB of the Employees' Compensation Ordinance, Employment Ordinance, Employment of Children Regulations, and Employment of Young Persons (Industry) Regulations of Hong Kong. As an equal-opportunity employer, the Group strives to eliminate discrimination within the workplace. Vacancies are open to applicants who meet relevant requirements. All candidates receive fair treatment and are assessed qualitatively during the interview process, irrespective of their gender, sexual orientation, marital status, and race.

The Group carries out identification checks during its recruitment process to verify the identity and age of the applicants, so as to avoid child or illegal employment. Given the time sensitivity in its line of work, occasional overtime work is inevitable. Under such circumstances, overtime work shall be consensual and compensated by discretionary bonuses in line with the market practice. Meal and travelling expenses appropriately incurred are reimbursed. Prior to the commencement of employment, employees are required to enter into an employment contract with job descriptions, duties and responsibilities clearly stipulated to prevent any form of forced labour. Even though the Group's business is less likely to be associated with child labour, if child labour or forced labour is discovered, the Group will immediately cease their duties and investigate the incident.

The Group also provides new employees with orientation training, which allows them to familiarise themselves with information such as office-keeping rules, work etiquette and leave application procedures to help newcomers adapt to the new working environment more easily. The Group also provides newcomers with its operation and compliance manuals to help them understand the Group's operating procedures and policies.

During FY2026, the Group did not identified any violation of laws and regulations relating to labour practices, child labour or forced labour.

EMPLOYEE BENEFITS

The Group cares about the well-being and interests of its employees. The Group abides by the Employment Ordinance of Hong Kong and other relevant labour laws and regulations regarding working hours, medical leave, and annual leave. The Group's competitive and merit-based remuneration package, which is subject to annual review, ensures the retention and attraction of high-calibre employees. Apart from monthly fixed salary, the Group offers discretionary bonuses and share options and share awards based on employees' performance and the Group's financial performance.

WE VALUE OUR EMPLOYEES

The success of the Group relies on continual support from its employees, and the Group listens and responds to their needs and suggestions. On top of statutory holidays provided in accordance with relevant regulations, employees are entitled to different types of leaves, including annual leave, medical leave, study and examination leave, and maternity and paternity leave. Long service award is also offered as an appreciation for the contribution and dedication of long-serving employees. The Group values communication with staff and does this through newsletters, surveys, and staff forums.

The Group implements a reflective exit interview policy for departing employees. Upon receiving a letter of resignation, an exit interview would be arranged and conducted by the management or the human resources team (as appropriate) on or before the last working day of the departing employee to understand the employees' reasons for leaving. Improvement may be made based on constructive feedback. The salary of the final working month will be calculated up to the last working day of the departing employee.

Case Sharing: Annual Dinner

As in previous years, the Company held an annual dinner as part of its employee welfare initiatives in FY2026. This gathering served as a valuable occasion for the Board and employees to unwind, interact, and foster stronger relationships. It not only enhanced team cohesion but also demonstrated the Company's care for employees' social and recreational needs.



WE VALUE OUR EMPLOYEES

Case Sharing: Foshan Trip

During FY2026, the Company organised a team-building trip to Foshan, China for its employees. The trip provided participants with valuable opportunities for team bonding, strengthening interpersonal relationships, and enhancing collaboration through shared cultural experiences and group activities outside the workplace. This initiative reflects the Group's commitment to fostering team spirit, camaraderie, and supporting employees' holistic development beyond daily operations.



OCCUPATIONAL HEALTH AND SAFETY

The Group attaches great importance to the work safety of its employees. The Group strictly abides by the laws and regulations regarding occupational health and safety, including but not limited to the Occupational Safety and Health Ordinance of Hong Kong. The management is responsible for providing and maintaining safe systems of work in a safe working environment. The Group seeks to create a pleasant and comfortable workplace for its employees by carrying out various measures, including providing easy access to office supplies, arranging regular maintenance or replacement of office equipment, and furnishing adjustable and ergonomically designed working chairs as well as sufficient storage space in a more spacious desk area. Every member of the team sets safety goals and is held accountable. Also, all employees are covered by medical insurance arranged by the Group.

During FY2026, no violation of laws and regulations relating to occupational health and safety had been identified by the Group. The Group recorded no work-related injuries and zero lost days due to work injury. There were no work-related fatalities in FY2026, maintaining a zero-fatality record for the past three years.



WE VALUE OUR EMPLOYEES

EMPLOYEE DEVELOPMENT

The Group is mindful of the employees' career development. The Group is committed to offering the opportunity of merit-based promotion and a stable working environment to employees in their career pursuits. Promotion is conducted on a fair and open basis. In addition to formal annual performance appraisals, the Group holds informal interim meetings throughout the year. Thorough consideration is given to each employee's personal quality, teamwork skills, work performance, self-development, client-facing ability, work management, technical knowledge, and professional judgment. The assessment results serve as the basis for employees' salary adjustments and the competent employees will be considered for promotion in recognition of their efforts and contributions.

The Group believes that two-way communication is essential for fostering stronger team bonding, which will in turn improve employee retention. Morning briefings are held at the beginning of each working day to ensure effective work allocation amongst advisory team employees. The management will also conduct face-to-face meetings with relevant individuals and subsequently consult their supervisors and peers for their comments on the employee's general performance. Employees are encouraged to provide their opinions on the management and suggestions for their own career development.

EMPLOYEE TRAINING

Employees are the foundation of the Group's success. The Group provides career advancement opportunities to employees with the aim to help them realise their full potential. To establish and manage a professional team with strong technical expertise as well as acute business acumen, much effort has been made in offering comprehensive trainings on all fronts. New employees are provided with orientation trainings with a focus on work etiquette and business ethics. Operation and compliance manuals are provided to new employees as a reference to the Group's policies.

In order to ensure that the Group's service is comparable with industry standards, compulsory continuous professional training for licensed representatives as required under the Securities and Futures Ordinance of Hong Kong is organised regularly for its employees, which includes regulatory updates, compliance advisory, international and local market developments, emerging trends, case studies on different business issues, and sessions conducted by industry experts. In addition to professional knowledge, training on communication and management skills is provided as appropriate. The Group encourages employees to attend talks and seminars held by external organisations to develop more skills and expand their knowledge in discharging their duties.

During FY2026, the Group organised an extensive timetable of sessions covering key topics including Takeovers Code updates, SFC investigations, anti-money laundering and counter-financing of terrorism developments, etc. These sessions are delivered by both internal specialists and external experts from industry leaders. High attendance across all employees, supported by detailed records, ensures regulatory compliance, strengthens technical knowledge, and promotes a culture of lifelong learning essential to maintaining service excellence.



WE RESPECT OUR CLIENTS AND COOPERATIVE PARTNERS

As the Group is principally engaged in proprietary investments and the provision of corporate finance, asset management and other consultancy services, its success depends highly on market reputation and clients' satisfaction. The Group aims to provide its clients with quality services and adhere to a high standard of business ethics. The Group ensures its service quality on financial advisory and sponsorship by providing regular training to employees. For further details of training on service quality, please refer to the section "Employee Training". Due to its business nature, product recalls are not applicable to the Group's services.

QUALITY SERVICE

The Group ensures all deliverables reflect excellence, integrity, and regulatory compliance. Staff members are required to perform their duties with the utmost integrity, due skill, care, and diligence at all times. For financial advisory assignments involving takeovers, rigorous due diligence is conducted. When preparing circulars and other shareholder documents, the Group ensures complete, accurate, and timely disclosure of all material information and independent expert opinions, with no relevant details withheld. All documentation is drafted in clear plain language in accordance with the guides issued by the SFC and the Stock Exchange.

The Group has adopted a quality control framework for its corporate finance and asset management operations. All licensed persons are required to attend regular internal training, including regulatory updates, case studies, industry expert talks, and Hong Kong Institute of Certified Public Accountants (HKICPA) related conversion courses. Corporate finance team members receive comprehensive on-the-job training under the supervision of experienced colleagues. Additionally, significant projects are reviewed as case studies during mandatory training sessions, promoting collective learning and continuous improvement across the entire corporate finance team.

During FY2026, 100% of the Group's licensed staff received training, achieving full compliance with all regulatory Continuing Professional Training requirements.

CLIENT PROTECTION PRINCIPLE

The Group places client protection as the greatest priority in its business operations, and is dedicated to protecting clients' privacy and ensuring confidentiality. The Group strictly abides by the laws and regulations regarding privacy, including but not limited to the Personal Data (Privacy) Ordinance of Hong Kong.

Rigorous policies and procedures are implemented to protect confidentiality and privacy during the process of collecting, processing, and using clients' data. All employees should uphold the highest level of integrity regardless of their position. Both the Group and its business partners are required to comply with the terms of confidentiality stated in the contracts. Access to confidential information or documents is restricted and granted only on a need-to-know basis. To ensure compliance, the Group has issued a comprehensive manual that clearly outlines requirements on confidentiality, standard of work and related policies. Any violations of the manual may result in disciplinary action, including termination of employment, as well as regulatory investigations, significant fines and potential suspension of licenses.



WE RESPECT OUR CLIENTS AND COOPERATIVE PARTNERS

To ensure all employees are familiar with the Group's policy towards confidential information, such content is stipulated in the contract of employment of all employees. Employees are not allowed to disclose any confidential information of the Group without authorisation during and after their employment. Apart from firewall installation, anti-virus protection is enabled on all servers and computers of the Group to ensure adequate network security. Virus signatures, malicious code definitions as well as their detection and repair engines are updated regularly and whenever necessary. Employees are forbidden to store media and files from unknown sources onto the Group's main server unless the media and files have been scanned and any computer viruses or malicious codes have been removed. The Group also regularly assesses the risks and evaluates the need for protective measures against cyber-attacks to protect clients' information.

COMPLAINT HANDLING

Clients' opinions are vital for optimising the Group's business strategies. The Group is committed to improving the quality of its services to clients and enhancing client satisfaction. The Group has established policies and procedures for the handling of client complaints. Complaints relating to regulated activities under the Securities and Futures Ordinance of Hong Kong are handled by a director or responsible officer who is not directly involved in the matter. The Group investigates and responds promptly to all client complaints.

During FY2026, the Group had not received any complaints.

INFORMATION AND CYBER SECURITY

The Group maintains a comprehensive Information Security framework encompassing software licensing, data protection, network security, and disaster recovery. All software installed on the Group's computers must strictly comply with relevant licence agreements, with zero tolerance for piracy in accordance with the Copyright Ordinance. The system engineer is responsible for the proper procurement, registration, maintenance, and secure storage of all software licences. Personally owned software is strictly prohibited. Anti-virus protection is enabled on all systems with regular updates, firewalls are actively utilised, and storage media from unknown sources are prohibited. In the event of system failure or cyber incidents, designated back-up personnel and failover procedures ensure business continuity, with immediate notification to the system engineer and management.

The Group also adopts a risk-based approach to cyber security to safeguard its operations and data assets. The management and system engineer are responsible for continuously assessing cyber risks and evaluating the need for protective measures, taking into account efficiency, cost, and practical feasibility. Comprehensive risk assessments of the IT systems are conducted at least annually, or more frequently when deemed necessary, including whenever changes impact system security. Additionally, the management and system engineer jointly review cyber security risks and the business continuity plan on a quarterly basis, implementing necessary measures to reduce risks to an acceptable level.



WE RESPECT OUR CLIENTS AND COOPERATIVE PARTNERS

PROTECTION OF INTELLECTUAL PROPERTY

The Group respects and protects intellectual property. The Group strictly abides by the laws and regulations regarding intellectual property, including but not limited to the Copyright Ordinance. A software licensing policy is implemented to ensure that all software used by the Group complies with the licensing agreements. Before the installation of any software on the Group's computers and/or electronic devices, a request has to be made to the management of the Group to prevent any infringement of intellectual property.

RESPONSIBLE MARKETING

The Group implements a rigorous review process for all sales and marketing information to ensure strict compliance with applicable laws and regulations. This process also guarantees that the content is accurate, clear, and free from any misleading statements. In addition, all descriptions of the Group's services undergo careful verification to uphold the highest standards of accuracy and transparency.

ANTI-CORRUPTION

With the Group's uncompromising commitment to justice and its core value on "to act with integrity", the Group strictly abides by relevant laws and regulations on anti-corruption, including but not limited to the Prevention of Bribery Ordinance, Anti-Money Laundering and Counter-Terrorist Financing Ordinance, the SFC Guideline on Anti-Money Laundering and Counter-Financing of Terrorism, the Companies Registry Guidelines on Additional Licensing Conditions of Money Lenders Licence and other relevant laws and regulations of Hong Kong regarding anti-corruption, bribery, extortion, fraudulent behaviour, and money laundering.

The Group has implemented a comprehensive Anti-Money Laundering and Counter-Terrorist Financing policy to effectively detect and prevent money laundering and terrorist financing activities. Prior to entering into any formal client engagement, employees are required to conduct thorough due diligence on the background of potential clients through detailed documentation review and direct communication, in strict accordance with the procedures set out in the Group's operation and compliance manuals. All execution team members must provide written confirmation of their independence. To safeguard the business from unintentional involvement, cash transactions with clients are strictly prohibited, with all payments required to be made via bank transfer or cheque. Employees are expected to take all reasonable steps to avoid conflicts of interest and are prohibited from receiving anything of significant value from clients or related parties. In addition, the Group provides regular anti-corruption training to all Board members and employees and continuously reviews the latest anti-bribery guidance issued by the SFC to ensure ongoing compliance with regulatory requirements.

WE RESPECT OUR CLIENTS AND COOPERATIVE PARTNERS

The Group has established a Whistle-blowing Policy to encourage employees, clients, suppliers and other stakeholders to raise concerns about any suspected misconduct or malpractice, including criminal offences, breaches of legal obligations, financial impropriety, acts of sexual harassment or discrimination, etc. All reported cases are promptly and impartially investigated, with appropriate remedial actions taken where necessary. Whistle-blowers are fully protected and their identities together with the details of their reports are kept strictly confidential. Any breach of the Group's anti-corruption policy may result in disciplinary action, including dismissal for gross misconduct.



Investigation Procedures under the Group's Whistleblowing Policy

During FY2026, no violation of laws and regulations relating to anti-corruption had been identified by the Group.

SUPPLY CHAIN MANAGEMENT

Due to the nature of the Group's corporate finance, asset management and other consultancy services business, the Group has no significant suppliers. This business generally requires utilities and general daily supplies such as electricity, water, stationery and groceries for its administrative operations and hence, no significant environmental and social risks in the supply chain were identified.

During the supplier selection phase, the Group only engages with suppliers it considers satisfactory. The Group monitors its suppliers by regularly reviewing the performance of the suppliers it has engaged. Should the conduct of a supplier fall short of the Group's expectations, the Group will terminate its use of their services. Moreover, to integrate the concept of sustainability into the procurement of office utilities and supplies, priority is given to environmentally friendly products and refillable products, such as refillable ballpoint pens, mechanical pencils, and recyclable paper. By regularly checking the expiration dates on the products, the Group encourages its staff to prevent needless waste by prioritising the usage of products that are nearer to their expiration dates. The Group often makes bulk purchases online to minimise its carbon footprint.

During FY2026, all three suppliers for office utilities (stationery, copier, and distilled water) were located in Hong Kong, which was in line with the Group's principle of proximity during procurement.



WE ASSIST IN CREATING VALUE FOR THE COMMUNITY

Under its corporate finance, asset management and consultancy services segment, the Group is committed to creating long-term value for its investors and stakeholders. By conducting business with integrity and responsibility, the Group aims to contribute to Hong Kong's position as one of Asia's leading financial hubs. The Group also strives to serve as a premier training ground for young aspiring corporate financiers, fostering talent development that supports both the Group's sustainable growth and the long-term development of the market.

The Group also actively seeks investment opportunities in properties and securities that offer both reliable financial returns and positive social impact. As part of its impact investing strategy, the Group acquired a new portfolio property in Sapporo, Japan, during the previous reporting period. This property is designed to provide nursing care and support services for elderly residents, delivering measurable social benefits alongside attractive financial returns.

In addition to its business operations, the Group is dedicated to community development and encourages employees to engage in volunteer activities and charitable events. These efforts strengthen the Group's relationship with society, promote a culture of social responsibility, and support the creation of long-term positive impact in the communities where the Group operates.

KEY PERFORMANCE INDICATORS

Environmental Indicators	FY2026	FY2025
Emissions		
Total GHG Emissions ¹ (tonnes CO ₂ equivalent)	108	63
Scope 1 – Direct GHG Emission (tonnes CO ₂ equivalent)	0	0
Scope 2 – Indirect Energy Emission ² (tonnes CO ₂ equivalent)	45	51
Scope 3 – Other Indirect Emission ³ (tonnes CO ₂ equivalent)	63	12
GHG Emission Intensity (tonnes CO ₂ equivalent/employee)	5.68	3.48
Waste		
Total Non-hazardous Waste ⁴ (kg)	8,335	8,112
Non-hazardous Waste Intensity (kg/employee)	438.69	450.69
Total Hazardous Waste ⁵ (kg)	0	0
Hazardous Waste Intensity (kg/employee)	0.00	0.00
Use of Resources⁶		
Total Energy Consumption ⁷ (MWh)	76	84
Energy Consumption Intensity (MWh/employee)	3.98	4.68
Total Water Consumption ⁸ (m ³)	77	95
Water Consumption Intensity (m ³ /employee)	4.03	5.26

1 GHG emissions are calculated in accordance with Appendix II “Reporting Guidance on Environmental KPIs” and “Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework” published by the Stock Exchange and the “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purpose) in Hong Kong” published by the Environmental Protection Department and the Electrical and Mechanical Services Department. The Group does not produce any pollutants during FY2026.

2 The emission factor used is from Hong Kong Electric Company Sustainability Report 2025 Key Statistics and Targets. Scope 2 emissions decreased due to the efficient energy management in office during FY2026.

3 Scope 3 emissions include category 1: purchased goods and services, category 2: capital goods, category 5: waste generated from operations, category 6: business travel and category 15: investments. The Group’s Scope 3 emissions increased due to the extended categories during FY2026. The emission factors used are from the U.S. Environmental Protection Agency Supply Chain GHG Emission Factors, 2023/2024 Sustainability Report published by the Drainage Services Department, the China Products Carbon Footprint Factors Database and the Carbon Emissions Calculator of International Civil Aviation Organisation.

4 The conversion factors used for non-hazardous waste estimation are from Monitoring of Solid Waste in Hong Kong (2023 statistics) provided by the Environmental Protection Department of Hong Kong and the solid waste conversion factor provided by the U.S. Environmental Protection Agency.

5 No hazardous waste was generated during FY2026.

6 Due to the Group’s business nature, it does not involve in any product packaging.

7 Purchased electricity is calculated based on the actual amount consumed.

8 Water consumption is calculated based on the actual amount consumed.

KEY PERFORMANCE INDICATORS

Social Indicators	FY2026	FY2025
Number of Employees		
Total	19	18
By gender		
Male	8	8
Female	11	10
By employment type		
Full-time	19	18
Part-time	0	0
By age group		
Aged below 30	3	3
Aged 30 to 50	9	8
Aged above 50	7	7
By geographical region		
Hong Kong	18	18
Chinese Mainland	1	0
Employee Turnover Rate¹		
Total	21%	28%
By gender		
Male	13%	33%
Female	27%	22%
By age group		
Aged below 30	100%	0%
Aged 30 to 50	11%	44%
Aged above 50	0%	14%

KEY PERFORMANCE INDICATORS

Social Indicators	FY2026	FY2025
By geographical region		
Hong Kong	17%	28%
Chinese Mainland	100%	—
Average Hours of Training per Employee and Percentage of Employees Who Received Training^{2,3}		
Total	12(74%)	11(67%)
By gender		
Male	14(88%)	14(88%)
Female	10(64%)	8(50%)
By employee category		
Senior management	16(100%)	16(100%)
Middle management	11(67%)	13(83%)
General staff	10(63%)	5(29%)

- 1 The employee turnover rate is calculated in accordance with Appendix III “Reporting Guidance on Social KPIs” published by the Stock Exchange.
- 2 The percentage of employees who received training is calculated in accordance with Appendix III “Reporting Guidance on Social KPIs” published by the Stock Exchange.
- 3 Due to the nature of the Group’s business, continuous professional training is mandatory for the licensed staff. Based on the total number of licensed staff who received training and the total number of licensed staff, the average hours of training per licensed staff and the percentage of licensed staff who received training were 17 (100%) for FY2025 and 16 (100%) for FY2026, respectively.

APPENDIX: CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE

ESG Indicators	Summary	Section/Explanation	Page
Environment			
A1 Emissions			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	We Protect Our Environment – Responses to Climate Change, Resources Conservation, Waste Management, Green Operation	11-14
KPI A1.1	The types of emissions and respective emissions data.	We Protect Our Environment – Responses to Climate Change Key Performance Indicators	14-17, 27
KPI A1.2	Repealed 1 January 2025		
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity.	Key Performance Indicators	27
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity.	Key Performance Indicators	27
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	We Protect Our Environment – Environmental Targets and Progress, Resources Conservation, Green Operation	9-11, 13

APPENDIX: CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE

ESG Indicators	Summary	Section/Explanation	Page
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	We Protect Our Environment – Environmental Targets and Progress, Waste Management	9-10, 12
A2 Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water, and other raw materials.	We Protect Our Environment – Resources Conservation, Green Operation	11, 13
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Key Performance Indicators	27
KPI A2.2	Water consumption in total and intensity.	Key Performance Indicators	27
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	We Protect Our Environment – Environmental Targets and Progress, Resources Conservation, Green Operation	9-11, 13
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set, and steps are taken to achieve them.	We Protect Our Environment – Environmental Targets and Progress, Resources Conservation	9-11
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Key Performance Indicators	27

APPENDIX: CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE

ESG Indicators	Summary	Section/Explanation	Page
A3 Natural Resource			
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	We Protect Our Environment – Resources Conservation, Responses to Climate Change	11, 14-17
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	We Protect Our Environment – Resources Conservation	11
A4 Climate Change			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	We Protect Our Environment – Responses to Climate Change	14-17
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	We Protect Our Environment – Responses to Climate Change	14-17
Social			
Employment and Labour Practices			
B1 Employment			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	We Value Our Employees – Recruitment, Employee Benefits, Employee Development	18-21

APPENDIX: CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE

ESG Indicators	Summary	Section/Explanation	Page
KPI B1.1	Total workforce by gender, employment type, age group, and geographical region.	Key Performance Indicators	28-29
KPI B1.2	Employee turnover rate by gender, age group, and geographical region.	Key Performance Indicators	28-29
B2 Health and Safety			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	We Value Our Employees – Occupational Health and Safety	20
KPI B2.1	Number and rate of work-related fatalities that occurred in each of the past three years including the reporting year.	We Value Our Employees – Occupational Health and Safety	20
KPI B2.2	Lost days due to work injury.	We Value Our Employees – Occupational Health and Safety	20
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	We Value Our Employees – Occupational Health and Safety	20

APPENDIX: CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE

ESG Indicators	Summary	Section/Explanation	Page
B3 Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	We Value Our Employees – Employee Training	21
KPI B3.1	The percentage of employees trained by gender and employee category.	Key Performance Indicators	28-29
KPI B3.2	The average training hours completed per employee by gender and employee category.	Key Performance Indicators	28-29
B4 Labour Standards			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	We Value Our Employees – Recruitment	18
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	We Value Our Employees – Recruitment	18
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	We Value Our Employees – Recruitment	18

APPENDIX: CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE

ESG Indicators	Summary	Section/Explanation	Page
Operating Practices			
B5 Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	We Respect Our Clients and Cooperative Partners – Supply Chain Management	25
KPI B5.1	Number of suppliers by geographical region.	We Respect Our Clients and Cooperative Partners – Supply Chain Management	25
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	We Respect Our Clients and Cooperative Partners – Supply Chain Management	25
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	We Respect Our Clients and Cooperative Partners – Supply Chain Management	25
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	We Respect Our Clients and Cooperative Partners – Supply Chain Management	25

APPENDIX: CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE

ESG Indicators	Summary	Section/Explanation	Page
B6 Product Responsibility			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling, and privacy matters relating to products and services provided and methods of redress.	We Respect Our Clients and Cooperative Partners – Quality Service, Complaint Handling	22-23
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	We Respect Our Clients and Cooperative Partners	22-25
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	We Respect Our Clients and Cooperative Partners – Complaint Handling	23
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	We Respect Our Clients and Cooperative Partners – Protection of Intellectual Property	24
KPI B6.4	Description of quality assurance process and recall procedures.	We Respect Our Clients and Cooperative Partners	22-25
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	We Respect Our Clients and Cooperative Partners – Client Protection Principle	22-23

APPENDIX: CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE

ESG Indicators	Summary	Section/Explanation	Page
B7 Anti-corruption			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to the prevention of bribery, extortion, fraud, and money laundering.	We Respect Our Clients and Cooperative Partners – Anti-corruption	24
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	We Respect Our Clients and Cooperative Partners – Anti-corruption	24
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	We Respect Our Clients and Cooperative Partners – Anti-corruption	24
KPI B7.3	Description of anti-corruption training provided to directors and staff.	We Respect Our Clients and Cooperative Partners – Anti-corruption	24
Community			
B8 Community Investment			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	We Assist in Creating Value for the Community	26
KPI B8.1	Focus areas of contribution.	We Assist in Creating Value for the Community	26
KPI B8.2	Resources contributed to the focus area.	The Group's community investment did not involve any resource contribution.	26