

CHINA HONGBAO HOLDINGS LIMITED 中國紅包控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 8316

2026

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT

Report Overview

This Environmental, Social and Governance Report (“**ESG Report**”) summarises the environmental, social and governance (“**ESG**”) initiatives, plans and performances of China Hongbao Holdings Limited, together with its subsidiaries (the “**Group**” or “**We**”), and demonstrates our commitment to environmental protection and sustainable development.

Reporting Period

This ESG Report describes the ESG activities, challenges and measures taken by the Group during the year ended 31 March 2026 (the “**Reporting Period**” or “**FY2026**”).

Reporting Scope

This ESG Report aims to provide a balanced representation of the efforts made by the Group on corporate social responsibility and mainly covers the Group’s ESG performance of its head office located in Hong Kong and Hainan Hongbao Linkage Technology Co. Ltd. (「海南紅包聯動科技有限公司」) located in the People’s Republic of China (the “**PRC**”) for the Reporting Period, representing major operating revenue activities under direct management control which include (i) the provision of foundation and other construction works and supply; and (ii) the provision of internet services (including integrated online-and-offline sales of food, daily necessities and other commodities (“**O2O commerce**”) and supply chain management). As Ambitious Achievement New Materials Holdings Limited (「遠為新材料控股有限公司」) ceased operations during the Reporting Period, the reporting scope was adjusted.¹

Reporting Framework

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Code (the “**ESG 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 “**Exchange**”). During the preparation for this Report, the Group applied the reporting principles stipulated in the ESG Reporting Code as follows:

- Materiality:** A high priority is given to issues important to the Group and its stakeholders. Throughout the interaction with internal management, employees and external stakeholders, the Group has identified various material sustainability issues that need to be addressed. The preparation of this Report was based on these material issues. Please refer to the sections headed “Stakeholder Engagement” and “Materiality Assessment” in this ESG Report for further details.
- Quantitative:** Quantitative information is provided so that a measurable target can be set and the ESG performance can be evaluated objectively. Additional clarifications have been added to the quantitative data in this Report to explain any standards, methodologies and conversion factors used in calculating emissions and energy consumption.
- Balance:** In this ESG Report, the Group provides an unbiased picture of its ESG performance by reviewing and disclosing the achievements, areas for improvement, and plans.
- Consistency:** This ESG Report’s scope and preparation are substantially consistent with the previous year, and explanations regarding data with a change in the scope of disclosure and calculation methodologies are provided.

Note:

1. Reporting scope was adjusted during the Reporting Period so the data for the two years cannot be directly compared.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ABOUT THIS REPORT (Continued)

Forward-looking Statements

This ESG Report contains forward-looking statements based on the current expectations, estimates, projections, beliefs, and assumptions of the Group about the businesses and the markets in which it and its subsidiaries operate. The forward-looking statement is not a guarantee of future performance and is subject to market risk, uncertainties, and factors beyond the control of the Group. Therefore, actual outcomes and returns may differ from the assumptions and statements in this ESG Report.

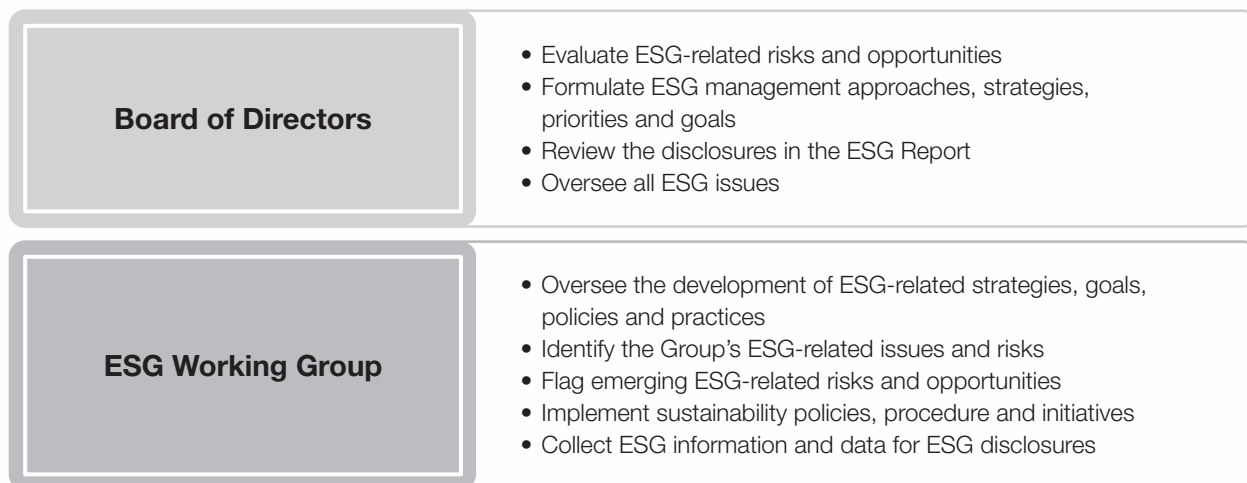
Contact Us

The Group welcomes all feedback and opinions from its stakeholders. If you have any advice or suggestions, we welcome you to contact us at info@quantongkonggu.com.

BOARD STATEMENT — THE ESG GOVERNANCE STRUCTURE

Board Statement

The board of directors of the Company (the “**Board**”) holds the ultimate responsibility for monitoring the Group's ESG issues, including ESG management approaches, strategies and policies. To ensure robust risk management, the Board, spearheaded by the designated ESG Working Group, orchestrates comprehensive materiality assessments to identify, prioritise, and manage material ESG-related risks and opportunities in close alignment with stakeholder expectations. The Board establishes the strategic direction for the Group's sustainability roadmap, ensuring the continuous efficacy of ESG risk mitigation and internal control mechanisms.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

BOARD STATEMENT — THE ESG GOVERNANCE STRUCTURE (Continued)

The Board

The Board holds ultimate accountability for the Group's ESG governance, strategy, and risk management. To ensure robust oversight, the Board is actively engaged in identifying, evaluating, and managing material ESG-related risks and opportunities, including climate-related transition and physical risks. It oversees the formulation of the Group's sustainability strategies, management approaches, and ESG targets, while conducting regular reviews against established goals to ensure alignment with long-term corporate resilience. Furthermore, the Board reviews and formally approves the annual ESG Report, validating that sustainable development is deeply embedded across all operational facets and decision-making processes to proactively deliver long-term value for stakeholders.

The ESG Working Group

The Group has established an ESG Working Group. This ESG Working Group comprises cross-departmental key management personnel — serves as the core driving force for systematic ESG management. The ESG Working Group establishes robust data collection mechanisms for annual ESG reporting and sustainability disclosures. Functioning as a pivotal bridge to the leadership, it reports to the Board on a regular basis to facilitate the top-down oversight of ESG governance. The ESG Working Group actively assists the Board in conducting dynamic ESG and climate-related risk assessments, while continuously evaluating the stringency and effectiveness of the Group's internal control systems within its specific market contexts. Furthermore, the ESG Working Group benchmarks operational performance in key environmental, social, and labor dimensions against the Group's established sustainability goals, driving continuous performance enhancement across the organisation.

STAKEHOLDER ENGAGEMENT

The Group fully acknowledges its responsibility and fiduciary accountability towards our key stakeholders, including investors, shareholders, customers, and suppliers. We are committed to fostering deep-rooted collaboration with them to drive continuous enhancement in our ESG performance and generating sustainable long-term value for the wider community. To accurately capture and address their primary expectations, the Group has institutionalised a structured, multi-channel communication framework. The Group takes stakeholders' expectations into consideration in formulating its businesses and ESG strategies by utilising diversified engagement methods and communication channels as shown below:

Major Stakeholders	Engagement Channels	Expectations
Investors and Shareholders	• Annual General Meeting and Other General Meeting • Financial Statements • Announcements and Circulars • Company Website • Seminars	• Compliant Operation • Information Disclosure • Financial Performance • Corporate Governance
Customers	• Company Website • Corporate Reports and Announcements • Hotline and Emails	• Compliant Operation • Information Disclosure • Financial Performance • Corporate Governance

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

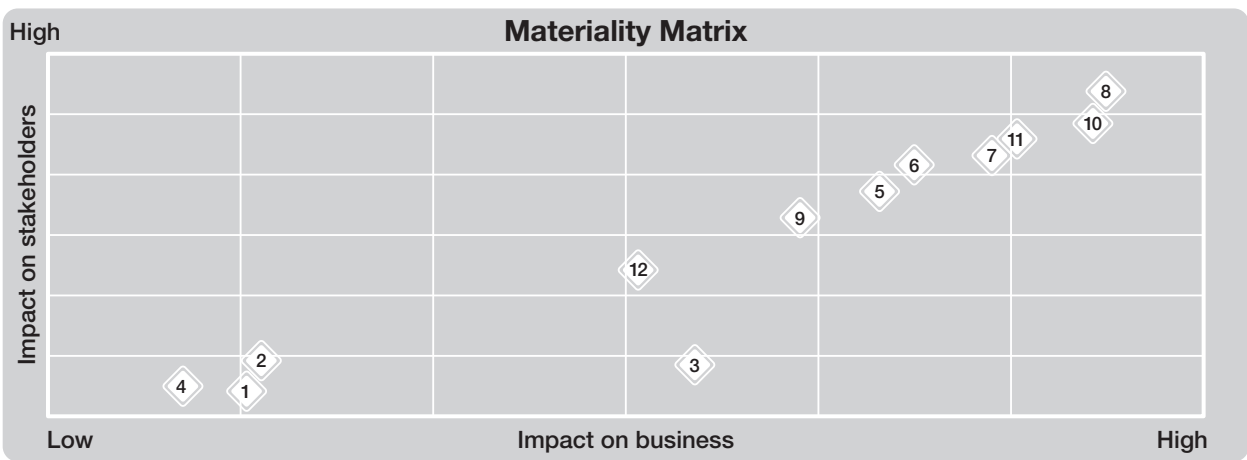
STAKEHOLDER ENGAGEMENT (Continued)

Major Stakeholders	Engagement Channels	Expectations
Suppliers	• Supplier Meetings and Interviews • Periodic Assessments • Open Tendering • Regular Meetings • Circulars and Manuals • Company Website	• Contract Performance • Business Ethics • Win-win Cooperation • Information Resources Sharing • Long-term Partnership
Employees	• Regular Meetings • Performance Appraisal • Employee Activities • Professional Training	• Health and Safety • Equal Opportunities • Welfare and Benefits • Career Development • Legal Rights and Interests
Government/Regulators	• Corporate Reports and Announcements • On-site Inspections • Field Trips • Tax Payments	• Taxation Compliance • Employment Growth • Regulatory Compliance • Security Operations • Business Ethics
Community and the Public	• Community Involvement • Community Investment Programs • News Media	• Community Contributions • Environmental Protection • Ethical Operation

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

MATERIALITY ASSESSMENT

The ESG Working Group is responsible for the preparation of this ESG Report. By reviewing the Group's operations and identifying relevant ESG issues, the ESG Working Group assesses the importance of related matters to the Group's businesses and stakeholders. As the core business and ESG strategy of the Group is consistent with that of last year, to ensure comparability of the data disclosed, the Group also adopted the materiality matrix of 2025. The Group will continuously improve the ESG performance to meet the expectations of stakeholders. In the future, the Group will continue and expand stakeholder engagement to enhance the materiality analysis and will collect a diverse range of stakeholders' views through various activities. The result of the assessment is as below.



- | | | |
|--------------------------------------|--|---------------------------------|
| 1. Waste Management | 5. Employment Practices | 9. Sustainable Supply Chain |
| 2. Energy Use Management | 6. Health and Safety | 10. Product and Service Quality |
| 3. Environment and Natural Resources | 7. Employee Development and Training | 11. Anti-corruption |
| 4. Climate Change | 8. Prohibition of Child Labour and Forced Labour | 12. Social Welfare and Charity |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL

Environmental Targets

The Group remains steadfastly committed to supporting China's national targets. Although the recent office relocation and business realignment in 2026 has posed short-term challenges in directly capturing independent electricity data, the Group has set target to support the 14th Five-Year Plan and strive towards carbon neutrality by 2050 through extensive energy efficiency measures, renewable energy adoption, and emissions offsetting. Besides, the Group will set targets for both electricity consumption and greenhouse gas ("GHG") emissions when relevant data is available.

Aspects	Unit	FY2026 Base Year	2030 Targets (against base year)
Non-hazardous waste consumption intensity	Tonnes/mil revenue	0.08	↓ 5%

Emissions Control

Environmental stewardship and sustainable development necessitate strategic collective action across both industry ecosystems and wider society. As an established market participant in Hong Kong, the Group is dedicated to embedding environmental sustainability within its core operations and systematically minimising its ecological footprint. To operationalise this commitment, the Group has enforced comprehensive environmental management policies and integrated green development principles throughout its value chain. Our overarching environmental management framework is structured in alignment with ISO 14001 standards, ensuring our operational risk mitigation, compliance monitoring, and resource efficiency practices consistently meet international best practices.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that would have a significant impact on the Group, including but not limited to the Environmental Protection Law of the PRC, the Water Pollution Prevention and Control Law of the PRC, Prevention and Control of Environmental Pollution by Solid Wastes of the PRC, Air Pollution Control Ordinance (Cap. 311) of Hong Kong, Waste Disposal Ordinance (Cap. 354) of Hong Kong, Noise Control Ordinance (Cap. 400) of Hong Kong, and Environmental Impact Assessment Ordinance (Cap. 499) of Hong Kong.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

Air Emissions

During the Reporting Period, there is a strategic business realignment for the Group, whereby all operations of construction projects were discontinued, and the Group no longer owned or operated any corporate vehicles. Consequently, there were no material air emissions — including nitrogen oxides (“**NO_x**”), sulphur oxides (“**SO_x**”), and particulate matter (“**PM**”) — generated from mobile sources or the operation of construction equipment (such as air breakers and air compressors) during the year.

The Group remains committed to monitoring its operational footprint and will ensure that low-carbon and environmentally responsible practices are integrated into any future business developments.

Types of Air Emissions	Unit	FY2026	FY2025
Nitrogen Oxides (NO _x)	kg	—	1.57
Sulphur Oxides (SO _x)	kg	—	2.37
Particulate Matter (PM)	kg	—	0.12

GHG Emissions

The Group’s GHG emissions are primarily caused by the consumption of electricity (Scope 2) at the office in Hong Kong. Besides, starting from 2026, following the company’s relocation to a new office, the relevant electricity consumption expenses of the Group are included in the management fee. The Group’s GHG emissions performance was as follows:

Indicators ²	Unit	FY2026	FY2025
Direct GHG Emissions (Scope 1)			
• Petrol and Diesel Consumption	tCO ₂ e	—	386.41
Energy Indirect GHG Emissions (Scope 2)			
• Electricity Consumption ³	tCO ₂ e	1.61	11.99
Total GHG Emissions (Scope 1 and Scope 2)	tCO ₂ e	1.61	398.40
Total GHG Emission Intensity ⁴	tCO ₂ e/mil revenue	0.014	4.92

Notes:

- Emission data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, “How to prepare an ESG Report — Appendix II: Reporting Guidance on Environmental KPIs” issued by the HKEX, and the “2024 Sustainability Report” published by Hong Kong Electric Investments Limited.
- As the electricity consumption expenses of the Group are included in the management fee starting from February 2026, the data only include Scope 2 GHG emissions resulted from electricity consumption for the period starting from 1 April 2025 to 31 January 2026.
- For the Reporting Period, the Group recorded revenue of HK\$116 mil (2025: HK\$81 mil). The data is also used for calculating other intensity data.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

Scope 2 Emission Calculation Method

Scope 2 emissions primarily originate from purchased electricity, calculated using the emission factor method.

Emission Calculation Formula:

$$E = AD \times EF$$

E	Carbon dioxide emissions from the electricity generation process correspond to purchased electricity, measured in tons of carbon dioxide equivalent (tCO ₂ e)
AD	Purchased electricity during the Reporting Period
EF	Greenhouse gas emission factor

The Group has formulated internal policies and control systems to reduce GHG emissions generated from the Group’s business activities. The Group has implemented measures as described under “Air Emissions” and “Energy Management” section to reduce energy consumption, thereby minimising carbon footprint.

Waste Management

- *Hazardous Waste*

The Group strictly monitors and manages the generation of hazardous waste across its distinct business segments in accordance with the Waste Disposal Ordinance (Cap. 354) of Hong Kong. Given the nature of the Group’s core business activities in foundation services and internet services, the generation of hazardous waste during our business operations is not a significant concern. To ensure full alignment with the best international practices and environmental compliance, the Group has enforced stringent waste management guidelines. Hazardous waste is systematically segregated, labeled, and temporarily stored in designated secure areas at our project sites and offices. The Group ensures that all hazardous waste handling, transportation, and final disposal are exclusively executed by licensed chemical waste collectors certified by the Environmental Protection Department. Through these proactive mitigation protocols and continuous site audits, the Group ensures zero environmental contamination and strives to minimise its hazardous waste intensity continuously.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

- *Non-hazardous Waste*

The non-hazardous waste generated from the Group's operations primarily comprises commercial office paper and construction waste derived from our foundation services. During the Reporting Period, as the Group operated primarily as a subcontractor rather than the main contractor for its construction projects, the physical handling and legal disposal of site-generated construction waste fell under the operational control of the respective main contractors.

To uphold strict environmental accountability, the Group is actively establishing a collaborative data-sharing mechanism with its main contractors to progressively track and quantify the waste intensity attributable to our specific scopes of work. In parallel, the Group mitigates waste from the source by incorporating circular economy principles into its procurement and operational workflows. We systematically prioritise the integration of eco-friendly, low-carbon, and prefabricated sustainable materials across our projects, effectively minimising building material redundancy and enhancing onsite resource optimisation.

Indicators	Unit	FY2026	FY2025 ⁵
Total Non-hazardous Waste Produced	tonnes	10.12	11.27
• Office Paper		0.12	0.20
• Office Waste		10.00	11.07
Non-hazardous Waste Produced Intensity ²	tonnes/mil revenue	0.08	0.14

Different waste reduction initiatives have been launched in different working areas according to our 5Rs principle:

Reduce	Renew	Reuse	Recycle	Replace
Minimise consumption and waste generation	Use renewable resources and energy	Repurpose items instead of disposing	Processing used materials into new products	Substitute non-renewable with renewable alternatives

We monitor the consumption of paper at office to prevent abnormal paper usage. To create a paperless workplace, double-sided printers are used and electronic means for document circulation are adopted. Recycling bins are placed beside the printer to encourage paper recycling. Apart from paper consumption, employees are also encouraged to bring their own lunch and avoid takeaway to reduce foam lunch box disposal.

Note:

5. Figures for FY2025 have been restated to reflect the actual situation

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

- *Sewage Discharge*

Given the nature of the Group's business activities, wastewater will be generated and discharged at construction sites. The Group is committed to mitigating water-related impacts and ensuring strict compliance with the Water Pollution Control Ordinance (Cap. 358) of Hong Kong. We have institutionalised a closed-loop water management protocol across all construction sites to maximise resource efficiency. Site-generated wastewater and muddy water are systematically channeled into advanced onsite sedimentation tanks and filtration systems. The treated effluent is proactively reclaimed for non-potable applications, such as dust suppression and wheel washing, thereby substantially reducing our freshwater reliance. More water-saving initiatives will be described in the section headed "Environmental — Water Management" in this ESG Report.

Use of Resources

The Group is dedicated to becoming a resource-efficient and environmentally responsible enterprise to advance environmental protection. We persistently introduce resource optimisation and eco-friendly initiatives across the Group's operations, aiming to maximise the utilisation of resources in all our business activities. The Group has implemented relevant policies and procedures to govern the efficient use of fuel and electricity, with the objective of achieving greater energy efficiency and minimising unnecessary resource consumption.

Energy Management

Energy consumption of the Group solely includes electricity used at the office.

Indicators	Unit	FY2026	FY2025
Total Direct Energy Consumption	MWh	–	1,577.83
Diesel	MWh	–	1,555.36
Petrol	MWh	–	22.47
Total Indirect Energy Consumption	MWh	4.14	26.52
Purchased Electricity	MWh	4.14	26.52
Total Energy Consumption	MWh	4.14	1,604.35
Total Energy Consumption Intensity ²	MWh/mil revenue	0.036	19.81

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

The Group has implemented corresponding measures to reduce fuel usage, as detailed in the section headed “Air Emission” above. In addition, to achieve greater overall energy efficiency, the Group has implemented the following policies:

- Encourage employees to take public transportation or carpool to and from work;
- Explore the application of hybrid and all-electric new energy vehicle models;
- Optimise construction plans and machinery usage schedules – reasonably arrange the operating time and travel routes of various machinery to reduce idle and inefficient operation;
- Improve the skills of operating staff, provide fuel-saving driving training for them to develop good operating habits; and
- Gradually adopt renewable energy as a substitute for traditional diesel fuel.

Water Management

We recognise water as a precious, shared resource that must be managed responsibly across our operations. While our direct water consumption is relatively low due to the nature of our business activities, which are primarily office-based and construction-focused, we are committed to implementing robust water conservation measures to minimise wastage and promote a culture of sustainability. To this end, we have instituted a range of watersaving initiatives, including installation of water-efficient fixtures, regular inspections and prompt repair of any leaks, and placement of signage to raise employees’ awareness of the importance of water conservation. Through these efforts, we have been able to foster a greater sense of environmental stewardship among our workforces. As the relevant water consumption expenses of the Group are included in the management fee, the relevant water consumption data will not be disclosed for the time being.

During the Reporting Period, the Group did not encounter any issue in sourcing water that was fit for purpose due to the geographic location that its business is operated.

Use of Packaging Materials

Due to the Group’s business nature, it does not consume a significant amount of packaging materials.

The Environment and Natural Resources

The business activities of the Group have no direct/significant impact on environment and natural resources. The Group is committed to efficient use of natural resources by encouraging the reuse and recycling of materials across its daily operations. Aligned with industry best practices and regulatory requirements, the Group is committed to applying industry best practices and complying with relevant laws and regulations, establishing and reviewing safety, security, and environmental goals and targets, using energy and materials effectively, reducing waste and emissions, and communicating its environmental protection policy to all employees.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

Noise Control

As a construction-focused enterprise, the Group fully recognises the localised environmental and social impacts of construction noise and vibration on surrounding communities. Committed to acting as a responsible corporate citizen, we have established a rigorous noise management and mitigation framework across all projects to safeguard the wellbeing of neighboring residents and businesses.

The Group, alongside its subcontractors, strictly adheres to the Noise Control Ordinance (Cap. 400) enforced by the Environmental Protection Department of Hong Kong. We ensure that all site activities are strictly confined to statutory permitted hours, with valid Construction Noise Permits secured and displayed prior to commencement. To systematically suppress noise and vibration at the source, project sites are equipped with acoustic blankets, temporary noise barriers, and specialised noise-damping pads.

Our onsite safety officers and environmental engineers conduct real-time, continuous decibel monitoring. Any potential variance or near-miss triggers an immediate corrective action protocol and operational suspension, ensuring that our supply chain alignment and environmental control mechanisms remain flawless and resilient.

Indoor Air Quality

Air quality is regularly monitored and measured in offices, air purifying equipment is placed, and the ventilation system is cleaned periodically. At construction sites, monthly checking will be performed to monitor air pollution emissions.

Climate Change

Climate change has led to increasingly unpredictable weather patterns, posing risks for the construction industry's ability to plan effectively. To address this challenge, the Group is committed to mitigating climate-related risks, adapting to changing conditions, and managing climate change impacts across its operations. The Board provides oversight for the implementation of strategies and goals which focused on climate risk management and carbon neutrality. Through these proactive measures, the Group aims to enhance its resilience and preparedness in the face of the construction industry's vulnerability to the effects of climate change.

Identification of Climate Risks and Opportunities

In response to stakeholders' concerns and demand for higher transparency regarding the climate-related risks and opportunities, we strive to disclose risks, opportunities and our performance on climate-related matters to give our stakeholders insight into the strategic decisions and actions we are taking to address climate change. In 2025, we preliminarily identified climate-related risks and opportunities that the Group is facing.

Climate-related impacts have been categorised into physical and transition risks. Physical risks refer to the exposure of a business and/or value chain to physical hazards associated with a changing climate. Transition risks refer to the exposure of a business to regulators and market responses associated with a transition to a low-carbon economy to address mitigation and adaptation requirements related to climate change. We have adopted a balanced approach, in which both positive and negative impacts will be considered, so that we can maximise the positive impacts and minimise the negative impacts on our business.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

Physical Risks

Risk Type	Hazard	Description	Mitigation Measures
Acute/Chronic	Coastal inundation	Sea water flooding due to high tides and waves can damage coastal land, infrastructure, and buildings.	• Explore business interruption insurance to cover potential losses • Arrange emergency drill and training
Acute	Surface flooding	Flooding can damage low-lying buildings or infrastructure. Changes in precipitation in a catchment also cause a river to exceed its capacity, inundating nearby areas.	• Implement work from home arrangement when necessary • Explore and research resiliency measures • Improve crisis management and transition plans
Chronic	Extreme wind	High wind conditions and typhoons may affect building and infrastructure.	• Evaluate emergency management procedures • Develop a strong supply chain to ensure timely delivery of products
Acute	Forest fire	A destructive fire that spreads via trees and forest may damage buildings and infrastructure.	• Enhance firefighting infrastructure
Acute/Chronic	Extreme heat	Electrical and mechanical components can fail under extreme heat.	• Modify employees' work and rest schedules • Install cooling facilities at operational sites

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

Transition Risks

Risk Type	Overview	Description	Mitigation Measures
Market/ Technology Risk	Changing Demand	Changing demand be driven by changing social attitudes, economic activities, and governmental policies, reducing demand for our products due to inefficient use of energy or GHG emissions.	• Set carbon emission target and reduction plan • Implement energy management system • Investigate the potential of installing renewable energy facilities
Market Risk	Increasing Operational Expense	Operational expenses, e.g. fossil fuel and labour costs, may change due to resource scarcity, changes in market needs, carbon price implications, and technological innovation.	• Explore lower cost alternatives for green production • Provide training to staff to meet new regulations
Market Risk	Increasing Prices of Raw Materials	Supply-side disruptions could significantly impact raw material costs, which drive up supply chain costs, and affect our procurement activities.	• Develop a strong supplier relationship with suppliers
Market/ Technology Opportunity	Increasing Demand for Green Energy	Increased demand for green energy sources will present new business opportunities.	• Closely monitor the market trend and government's policy direction

The identified risks and opportunities are being thoroughly considered when formulating our business strategy and objectives through policies, procedures, products, and services. Identification and assessment of climate-related risks are conducted at different levels within the Group and risks are profiled based on the magnitude of their potential impact and likelihood of occurrence. Once a risk is identified, the relevant department will assess and implement mitigation controls and conduct periodic review of the control mechanism to ensure effectiveness.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL

Employment

The Group firmly believes that workforce is the cornerstone of its sustainable growth and corporate resilience. We are dedicated to cultivating a safe, inclusive, and high-performing corporate culture that prioritises employee wellbeing and professional development. Employment policies are formally documented in the Employee Handbook, covering recruitment, compensation, remuneration, diversity, equal opportunities, etc. The Group periodically reviews existing policies and employment practices to ensure continuous improvement of its employment standards and competitiveness in the industry.

During the Reporting Period, the Group was not aware of any material non-compliance with any relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, that would have a significant impact on the Group, including but not limited to the Employment Ordinance (Cap. 57) of Hong Kong, the Labour Law of the PRC, and the Labour Contract Law of the PRC.

Employee Well-being

The Group views workforce as its most valuable dynamic capital and remains steadfastly committed to cultivating an inclusive, hazard-free, and stimulating work environment. To optimise human capital resilience amid the global low-carbon economic transition, our human resource strategy addresses both holistic employee wellbeing and future-ready professional capabilities. By supporting their physical, mental well-being, and by ensuring they are equipped with the skills and knowledge to further their careers during a period of significant economic transformation, we build resilience for our colleagues.

While promoting inclusion, we celebrate individual differences and value diversity. We make use of the unique expertise, capabilities, breadth and perspectives of our colleagues for the benefit of our customers. By removing unnecessary barriers, we can attract and retain the best talent, support a wider customer base to achieve their goals over the long term, and stimulate growth in our communities. As of 31 March 2026, the Group's employee size breakdown was as below.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Breakdown of Employees	FY2026	FY2025
Total	29	59
By Gender		
Male	12	37
Female	17	22
By Age Group		
Below 30	6	8
30–50	20	45
Above 50	3	6
By Geographical Region		
Mainland China	25	22
Hong Kong, China	4	37
By Employment Type		
Full-time	29	59
Part-time	0	0
By Employment Category		
Senior Management	3	10
Middle Management	4	18
General Staff	22	31

Talent Attraction and Retention

Human Capital is strategic driver of the Group's sustainable growth and long-term corporate resilience. To support our operational excellence across distinct business segments, we are steadfastly committed to attracting, developing, and retaining top-tier talent through robust, diversified recruitment channels and highly competitive, market-benchmarked remuneration packages. Employee performance and remuneration are periodically reviewed based on an individual's overall contributions and market conditions, to ensure we can motivate colleagues in a way that is authentic to our culture and values. Our aim is to offer just and favorable conditions of work including the right to reasonable working hours, fair working conditions and pay.

During the Reporting Period, the overall employee turnover rate was approximately 59% (2025: 42%). The table below shows the employee turnover rate breakdown by gender, age group and geographical region:

Employee turnover rate	FY2026	FY2025
Overall turnover rate⁶	59%	42%
By Gender		
Male	67%	54%
Female	53%	23%
By Age Group		
Below 30	100%	63%
30–50	45%	40%
Above 50	33%	33%
By Geographical Region		
Mainland China	60%	55%
Hong Kong, China	50%	35%

Note:

6. The employee turnover rate during the Reporting Period is calculated by the number of employees left in their specific categories during the Reporting Period/total number of employees in their specific categories as of 31 March 2026 × 100%.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Recruitment, Promotion and Dismissal

We are steadfastly committed to maintaining an inclusive, merit-based hiring mechanism where every candidate undergoes a transparent, standardised, and unbiased selection process. The Group ensures that talent acquisition is determined solely by objective criteria, including technical competencies, past achievements, and alignment with the Group's strategic growth. We enforce a zero-tolerance policy against any workplace bias or discrimination based on gender, age, race, religion, marital status, or sexual orientation.

Besides, the Group establishes a transparent, performance-driven framework for career advancement and promotions. Through our formalised annual performance appraisal system and multi-dimensional evaluations of individual contributions. These reviews serve as a structured platform for constructive dialogue, continuous feedback, and the co-creation of personalised professional development blueprints. By ensures that vertical mobility and promotions within the organisation are strictly predicated on these rigorous and non-discriminatory assessments, the Group cultivates an equitable ecosystem that fosters equal opportunity, mitigates turnover risks, and unlocks long-term value for our workforce.

The Group has no tolerance for unfair and illegitimate dismissals and ensures the dismissal procedure is fair and open. Any termination of an employment contract would be based on reasonable and lawful grounds. Exit interviews will also be conducted with leaving employees to help us better understand the needs of our employees and to improve the overall working environment.

Diversity, Equal Opportunity and Anti-discrimination

The Group acknowledges the immense value of a diverse and talented workforce. As such, the Group is deeply committed to cultivating an inclusive and collaborative working environment where all employees can thrive. The Group maintains a zero-tolerance approach toward any form of workplace discrimination, harassment, or victimisation. Our robust human resource protection policies strictly prohibit bias based on race, gender, religion, age, disability, nationality, marital status, or sexual orientation. To operationalise these commitments and safeguard employee rights, the Group has institutionalised confidential grievance mechanisms and transparent investigation protocols. Through continuous policy reviews and workplace culture audits, we foster a respectful workplace that mitigates human capital risks and drives organisational excellence.

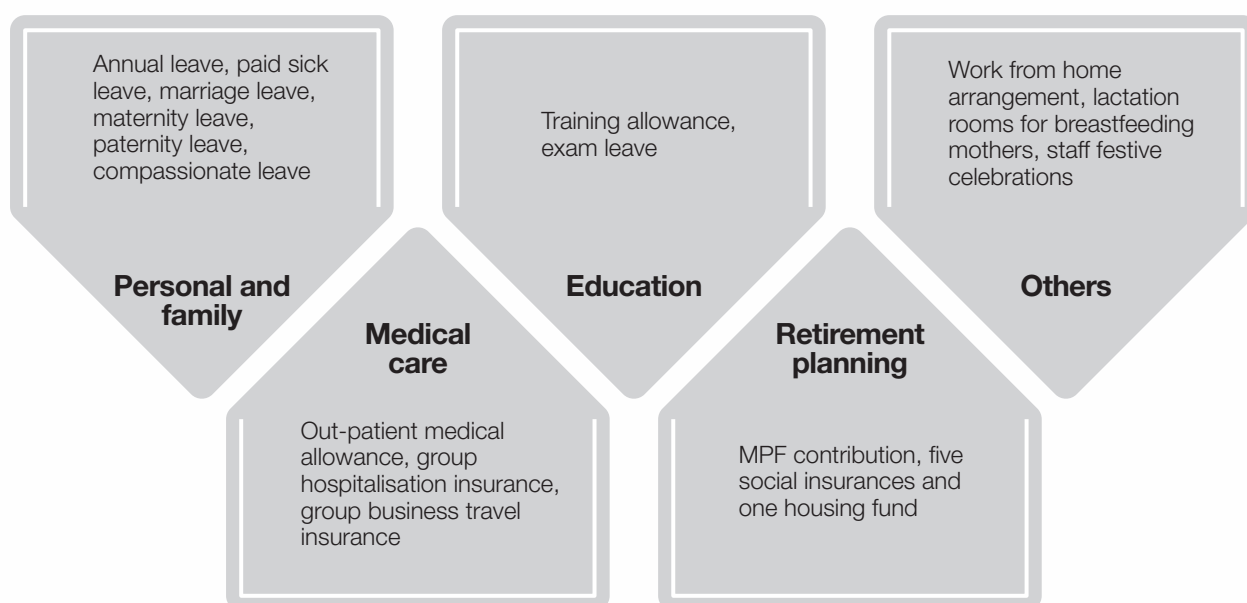
The Group firmly believes that by embracing diversity and inclusion, it can leverage the unique perspectives and skills of its employees to drive innovation and business success. This unwavering commitment to equality and nondiscrimination underpins the Group's efforts to create a workplace that empowers and supports all individuals.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Compensation and Remuneration

The Group offers a comprehensive remuneration package for our employees who are remunerated according to their contributions with reference to the market practice. A remuneration committee has been established to make appropriate updates on the Group's remuneration standards annually. Remuneration packages of the Group include basic salary, leaves as stipulated by relevant laws and regulations, as well as discretionary bonuses. The Group also provides a variety of leaves to cater to the needs of its employees, such as:



Engaging with Employees

The Group cultivates a strong sense of community and belonging amongst its employees through a variety of engaging activities and events. These include team-building exercises, staff birthday celebrations, and festive gatherings held throughout the year. By fostering a culture of work-life balance, well-being, and personal growth, the Group empowers its workforce and reinforces its core values.

The Group prioritises meaningful, inclusive, and two-way worker engagement as a fundamental pillar of its human capital strategy and corporate governance. To ensure transparent stakeholder alignment, the Group has established effective communication networks, including emails, employee surveys, and internal meetings. Employees are encouraged to report any irregularities to their supervisors or the human resources department, with the assurance that all cases will be investigated and handled confidentially. This holistic approach to employee engagement and communication reflects the Group's commitment to creating a supportive, inclusive, and empowering working environment where all individuals can thrive and contribute to the Group's success.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Health and Safety

Employees' safety is regarded as the top priority of the Group. The Group is committed to providing a healthy and safe working environment for all employees and contractors and strives to achieve zero tolerance towards hazards, incidents, non-compliance, and accidents.

During the Reporting Period, the Group was not aware of any material non-compliance with relevant laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards that would have a significant impact on the Group. The relevant laws and regulations include but are not limited to the Labour Law of the PRC and the Prevention and Treatment of Occupational Diseases Law of the PRC, the Occupational Safety and Health Ordinance (Cap. 509) of Hong Kong and the Employees' Compensation Ordinance (Cap. 282) of Hong Kong.

The Group has achieved zero work-related fatalities for three consecutive years (including the Reporting Period). During the Reporting Period, the Group did not lose any working days due to work injury.

Health & Safety Indicators	Unit	2026	2025	2024
Work-related fatalities	Numbers	0	0	0
Fatality rate	%	0	0	0
Lost days due to work injury	Days	0	0	0

Occupational Health and Safety Management Systems

The Group has established an occupational health and safety management system and relevant procedures for the prevention and remediation of safety accidents in projects. This management system has been implemented with the requirements of ISO 14001 international standards and reviewed regularly. A safety committee has been established to identify, recommend, and review measures to improve workers' health and safety. Besides, the Group has acquired staff medical insurance, which reimburses employees for any unexpected medical costs. The insurance plan is closely monitored and adjusted according to the headcounts for the year.

Safety Training and Inspection

The Group has created thorough safety and environmental training programs for all employees. Everyone should be aware of fire prevention, theft prevention, and security, and they must not misuse electrical equipment. In an emergency, employees should report to their supervisor or call the police right away.

Emergency protocols are in place, and the safety officer regularly checks employees' skills and keeps training records for both employees and subcontractors. The Group provides a set number of fire extinguishers as required, and the administration department checks them once a month. All employees should learn how to use a fire extinguisher. Employees are encouraged to give feedback to help improve workplace safety. This shows the Group's strong commitment to the health and well-being of its workforce.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Development and Training

Our goal is to create a vibrant workplace where our colleagues can grow their skills and gain experiences that enable them to reach their full potential. Our strategy focuses on continuous skill enhancement. New hires undergo structured induction training to align with our corporate values, sustainability mission, and company culture. For current employees, we deliver targeted development programs — including internal technical seminars and workshops — to continuously upgrade their professional competencies. Additionally, the Group supports continuous external education through discretionary training grants and study leave, cultivating a highly adaptable workforce capable of navigating evolving market demands.

During the Reporting Period, the Group achieved a 17.24% (2025: 3.39%) overall training rate and a total training hour of 55.5 (2025: 17) hours. The table below shows the employee training data by gender and employee category:

The composition of employee training by gender and employee category are as follows:

Percentage of Employees Received Training ⁷	FY2026	FY2025
Overall	17.24%	3.39%
By Gender		
Male	33.33%	2.70%
Female	5.88%	4.55%
By Employee Category		
Senior Management	100%	20.00%
Middle Management	0%	0%
General	0%	0%
Breakdown of Employees Trained ⁸	FY2026	FY2025
By Gender		
Male	80%	50%
Female	20%	50%
By Employee Category		
Senior Management	100%	100%
Middle Management	0%	0%
General Staff	0%	0%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

The average number of training hours completed per employee by gender and employee category are as follows:

Average Number of Training Hours ⁹ (hours)	FY2026	FY2025
By Gender		
Male	2.33	0.22
Female	1.62	0.38
By Employee Category		
Senior Management	11.10	1.65
Middle Management	0	0
General	0	0

Notes:

7. Formula for calculating the percentage of employees trained = number of employees trained/total number of employees as of 31 March 2026 * 100%. Formula for calculating the percentage of employees in the relevant categories = Employees in the specified category who took part in training/total number of employees in the specified category * 100%.
8. Formula for calculating the breakdown of employees trained = number of employees trained under the specified category/total number of employees trained as of 31 March 2026 * 100%. Formula for calculating the breakdown of employees in relevant categories = Employees in the specified category who took part in training/employees who took part in training * 100%.
9. Formula for calculating average training hours per employee = Total number of training hours/Total number of employees. Formula for calculating average training hours of employees in relevant categories = Total number of training hours for employees in the specified category/number of employees in the specified category.

Labour Standards

The Group maintains a strict policy of prohibiting the use of child labour and forced labour in any of its operations. We are firmly committed to upholding the highest ethical standards and ensuring respect of human rights across our entire value chain. This commitment is a core tenet of our corporate values and business practices.

During the Reporting Period, the Group was not aware of any material non-compliance with relevant laws and regulations, that would have a significant impact on the Group relating to preventing child and forced labour, including but not limited to the Labour Law of the PRC, the Provisions on the Prohibition of Using Child Labour of the PRC, the Employment Ordinance (Cap. 57) of Hong Kong and the Employment of Children Regulations (Cap. 57B) of Hong Kong.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Prevention of Child and Forced Labour

The Group strictly adheres to regulations regarding the employment of minors. During the recruitment process, the human resources department will verify the applicant's identity documents and ensure that they have reached the minimum age for employment. If any violations were to be detected, the Group would immediately cease any labour activities. Any false documents would be considered fraudulent, and the Group would have the right to terminate the labour contract immediately.

The Group promotes efficient work and encourages employees to complete their tasks during work hours. Working days and rest time for employees are stipulated in the employment contract to eliminate forced labour and carefully monitor the employee working hours and schedules to ensure employees have adequate rest time. When overtime is required, employees are properly compensated as required by law.

Managers are responsible for ensuring compliance with the Group's policies to eliminate the exploitation of workers by raising concerns about abnormal work conditions or behaviours. If any child labour or forced labour is found, the Group will immediately stop all work of the identified child labour or forced labour. Follow-up investigations will be conducted to find out the reasons and modify the employment management measures to rectify the loopholes.

Supply Chain Management

The Group integrates sustainability into its procurement lifecycle through a structured supply chain risk management framework. To ensure rigorous compliance across all operational boundaries, the Group enforces a comprehensive Supplier Code of Conduct. This policy formally mandates that all suppliers, vendors, and subcontractors strictly adhere to applicable environmental, labor, and anti-corruption legislations, while actively aligning their practices with the Group's corporate sustainability standards. All the Group's suppliers and business partners, including subcontractors, are expected to comply with relevant environmental and social laws and regulations. They are also required to align their practices with the Group's own environmental and social policies. This holistic approach enables the Group to work collaboratively with its supply chain partners to uphold the highest standards of ethical and sustainable business conduct.

During the Reporting Period, we had 116 major suppliers, 22 and 94 of which were located in Hong Kong, China and Mainland China respectively.

Geographical region	FY2026	FY2025
Hong Kong, China	22	8
Mainland China	94	234

All the above suppliers are subject to relevant supply chain policies and practices relating to engaging suppliers mentioned below.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Supplier and Subcontractor Management

The Group has implemented comprehensive supply chain procedures to select suppliers and subcontractors that meet the quality, service level, environmental, and safety standards required by its customers. An approved list of suppliers and subcontractors is maintained, with factors such as financial and operational background, pricing, and contractual terms taken into consideration during the annual review process.

Additionally, the Group conducts thorough safety performance evaluations on all subcontractors on the approved list. This ensures they are fully aware of, and in compliance with, the Group's stringent safety standards. Subcontractors who fail to meet these requirements may be suspended or removed from the approved list. By rigorously vetting its supply chain partners, the Group ensures seamless delivery of high-quality products and services while upholding its commitment to environmental protection and workplace safety.

Green Procurement

The Group prioritises the procurement of environmentally friendly products that are competitively priced and of high quality. This not only safeguards the health and safety of its customers but also helps prevent pollution and promotes the efficient use of natural resources. Before making any procurement decisions, the Group will conduct due diligence and assessments on suppliers to avoid environmental and social risks along the supply chain. Whenever possible, the Group selects local suppliers and eco-friendly products and services, reducing the carbon footprint associated with its procurement activities while supporting local economic development and employment.

Beyond environmental factors, the Group also closely monitors its suppliers and subcontractors to ensure compliance with relevant social laws and regulations. This includes verifying their adherence to standards related to worker health, safety, forced labour, and child labour. Through this comprehensive approach, the Group upholds its commitment to maintaining sustainable and ethical business practices across its entire supply chain.

Product Responsibility

By prioritising quality throughout the project lifecycle, the Group can provide its customers with exceptional experience. This not only strengthens the Group's reputation and competitiveness but also lays a solid foundation for its continued success and expansion.

During the Reporting Period, the Group was not aware of any incidents of non-compliance with related laws and regulations concerning health and safety, advertising, labelling, and privacy matters relating to products and services provided and methods of redress that would have a significant impact on the Group. The relevant laws and regulations include but are not limited to the Advertising Law of the PRC, the Trade Descriptions Ordinance (Cap. 362) of Hong Kong and the Personal Data (Privacy) Ordinance (Cap. 486) of Hong Kong.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Quality Management

Our conduct approach guides us to provide the best for our customers. It is embedded into the way we design, market and manage products and services. Our policies require that products must be fit-for-purpose throughout their lifecycle, meeting regulatory requirements and ethical standards. Before delivery, all contracting projects are subjected to strict quality inspection. Communication and feedback channels are created for quality assurance and recall procedures.

During the Reporting Period, the Group was not aware of any cases where products sold or shipped were subject to recalls for safety and health reasons.

Customer Service

The Group views service excellence, client data integrity, and robust complaint resolution as fundamental drivers of customer loyalty and long-term stakeholder value. In strict compliance with the Trade Descriptions Ordinance (Cap. 362) and the Personal Data (Privacy) Ordinance (Cap. 486) of Hong Kong, the Group enforces stringent internal control mechanisms to guarantee product responsibility and operational transparency across both its foundation services and internet services segments. The Group maintains ongoing communication with our customers through regular meetings as well as phone and email communications. Projects' progress and obstacles are discussed honestly and openly. To improve on how we serve our customers, we are open to feedback and acknowledge our occasional flaws. We have adapted quickly to support our customers in facing new challenges and adopting new ways of working. The Group maintains a centralised and transparent Customer Complaint Management Procedure. Upon receipt of any service grievance, an independent investigation protocol is instantly triggered to track, record, and resolve the case confidentially. Corrective actions are systematically analyzed by senior management to drive continuous quality enhancement, protect customer privacy, and reinforce our client-centric corporate culture. We did not receive any products or service-related complaints during the Reporting Period.

Protection of Customers' Information and Privacy

The Group treats all confidential business and customer data with the utmost care and security. Employees must not share internal company information, business secrets, or provide company data and software to outside individuals without permission. Access to sensitive information such as tender and quotation details is strictly limited, with employees required to sign confidentiality agreements to protect customer privacy. No complaints regarding leakage of data have been reported during the Reporting Period.

Protection of Intellectual Property Rights

Intellectual property plays a vital role in fostering innovation and creativity, ultimately enhancing societal competitiveness and improving human well-being. Recognising the importance of intellectual property, the Group has implemented comprehensive procedures and guidelines to ensure its operations at all levels strictly respect and do not infringe upon intellectual property rights. By safeguarding intellectual property, the Group not only protects its own innovative capabilities but also contributes to an environment that encourages the development of new ideas and technologies. This approach supports the Group's long-term growth and sustainability while upholding its commitment to ethical and responsible business practices.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Advertising and Labelling

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

Anti-corruption

The Group integrates absolute integrity and transparency into its core operational governance. To safeguard corporate resilience, we enforce a comprehensive risk management framework alongside stringent internal control policies designed to systematically prevent, monitor, and investigate any forms of bribery, extortion, fraud, or money laundering. The Group mandates that no personnel shall abuse their official capacity to solicit or accept any improper pecuniary or non-pecuniary advantages, ensuring that all business decisions are executed with undivided loyalty and objective merit.

Operating under a strict zero-tolerance stance against financial malpractice, the Group extends its ethical mandates throughout its supply chain. All business partners, vendors, and subcontractors are strictly required to sign formal anti-bribery covenants as a mandatory prerequisite for transactional engagement. To operationalise this commitment, the Group maintains independent, multi-channel whistleblowing pathways that empower both internal staff and external stakeholders to report suspected breaches under absolute confidentiality and anonymity, backed by a non-retaliation guarantee. Furthermore, to cement a proactive culture of compliance, the Group delivers continuous ethical training programs to its entire governance leadership and operational workforce, reinforcing corporate vigilance and collective accountability.

During the Reporting Period, the Group was not aware of any material non-compliance with related laws and regulations of bribery, extortion, fraud and money laundering that would have a significant impact on the Group. No concluded legal cases regarding corrupt practices have been brought against the Group or its employees during the Reporting Period, including but not limited to the Criminal Law of the PRC, the Company Law of the PRC, and the Prevention of Bribery Ordinance (Cap. 201) of Hong Kong. During the Reporting Period, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees.

Whistle-blowing Mechanism

A whistle-blowing policy is set up and regularly reviewed and monitored to encourage and allow employees to raise concerns about possible improprieties in matters of financial reporting, compliance, and other malpractices at the earliest opportunity.

Employees can raise concerns, in confidence, about possible improprieties, such as misconduct and malpractice, in any matter related to the Group. Complaints received will be handled in a prompt and fair manner. The policy aims at protecting the whistle-blowers from unfair dismissal, victimisation, and unwarranted disciplinary actions.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Community Investment

The Group views long-term community empowerment and stakeholder shared value as integral components of its sustainable business model. To facilitate a just transition toward a low-carbon economy, we institutionalise a proactive community investment strategy that aligns our operational strengths with localised social needs. Our framework prioritises four strategic pillars: empowering education, driving environmental stewardship, safeguarding public health, and supporting underprivileged communities.

To operationalise these commitments and drive systemic social impact, the Group focuses on capacity-building initiatives that bridge human capital gaps within the green economy. We design and sponsor specialised technical training programs to equip local community members with the core competencies required for employment in fast-growing environmental and digital industries.

Simultaneously, the Group actively mobilises corporate resources and employee volunteerism to support local biodiversity preservation and waste reduction campaigns, reinforcing our environmental stewardship from the source. By embedding these inclusive community engagement protocols into our corporate culture, the Group successfully mitigates localised social risks, fulfills its mandate as a responsible corporate citizen, and fosters enduring economic resilience and prosperity across our neighboring communities.

We also encourage staff to participate in community service activities that align with our focus areas, fostering a culture of giving back. This long-term approach to social responsibility and environmental protection will help build a green and harmonious community, addressing the needs of vulnerable populations in various ways.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

THE ESG REPORTING CODE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED

Mandatory Disclosure Requirements

Chapter/Statement

Governance Structure

Reporting Principles

Reporting Boundary

Board Statement — The ESG Governance Structure

Reporting Framework

Reporting Scope

Subject Areas, Disclosures and KPIs	Description	Section/Declaration
Aspect A1: Emissions		
General Disclosure	Information on: (i) the policies; and (ii) 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.	Environmental
KPI A1.1	The types of emissions and respective emissions data.	Emissions Control — Air Emissions
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Emissions Control — GHG Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Emissions Control — Waste Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Emissions Control — Waste Management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Targets
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.	Emissions Control — Waste Management

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

THE ESG REPORTING CODE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED (Continued)

Subject Areas, Disclosures and KPIs	Description	Section/Declaration
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Use of Resources — Energy Management
KPI A2.2	Water consumption in total and intensity.	Use of Resources — Water Management
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Targets; Use of Resources — Energy Management
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources — Water Management
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources — Use of Packaging Materials
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources — Noise Control, Indoor Air Quality
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change — Physical Risks, Transition Risks
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.	Climate Change — Physical Risks, Transition Risks

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

THE ESG REPORTING CODE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED (Continued)

Subject Areas, Disclosures and KPIs	Description	Section/Declaration
Aspect B1: Employment		
General Disclosure	Information on: (i) the policies; and (ii) 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.	Employment
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Employment — Employee Well-being
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment — Talent Attraction and Retention
Aspect B2: Health and Safety		
General Disclosure	Information on: (i) the policies; and (ii) 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.	Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety
KPI B2.2	Lost days due to work injury.	Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety — Occupational Health and Safety Management Systems, Safety Training and Inspection

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

THE ESG REPORTING CODE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED (Continued)

Subject Areas, Disclosures and KPIs	Description	Section/Declaration
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
Aspect B4: Labour Standards		
General Disclosure	Information on: (i) the policies; and (ii) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards — Prevention of Child and Forced Labour
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards — Prevention of Child and Forced Labour

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

THE ESG REPORTING CODE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED (Continued)

Subject Areas, Disclosures and KPIs	Description	Section/Declaration
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management — Supplier and Subcontractor Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management — Supplier and Subcontractor Management, Green Procurement
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management — Green Procurement
Aspect B6: Product Responsibility		
General Disclosure	Information on: (i) the policies; and (ii) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility — Quality Management
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Product Responsibility — Customer Service
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility — Protection of Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility — Quality Management
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility — Protection of Customers' Information and Privacy

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

THE ESG REPORTING CODE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED (Continued)

Subject Areas, Disclosures and KPIs	Description	Section/Declaration
Aspect B7: Anti-corruption		
General Disclosure	Information on: (i) the policies; and (ii) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption — Whistle-blowing Mechanism
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment