VPower Group International Holdings Limited
偉能集團國際控股有限公司
(Incorporated under the laws of the Cayman Islands with limited liability)
Stock Code: 1608

2024 SUSTAINABILITY REPORT

CONTENTS

ABOUT THIS REPORT

VPower Group International Holdings Limited ("**VPower Group**", together with its subsidiaries, hereinafter referred to as the "**Group**", or "**we**") publishes its sustainability report (the "**Report**") annually to provide stakeholders with a comprehensive overview of its environmental, social and governance ("**ESG**") performance. This Report, reviewed and approved by the board of directors of VPower Group (the "**Board**"), covers the reporting period for the financial year ended 31 December 2024 (the "**Year**"). For more information on our business operations and financial performance, please refer to our annual report for the year ended 31 December 2024 (the "**2024 Annual Report**").

Report Scope

This Report presents the ESG performance of the Group's business over which VPower Group has operational control. The entities included in this Report are consistent with those included in the Group's audited consolidated financial statements. The reporting boundary covers the Group's Hong Kong headquarters, the Chinese Mainland and regional office premises, the system integration factory in Shenzhen, China (the "**Shenzhen Factory**"), and operational power projects during the Year. Unless otherwise specified, the Group's joint ventures, contractors and suppliers are excluded from this Report's scope.

Reporting Basis

This Report has been prepared with reference to the Global Reporting Initiative ("**GRI**") Standards, and in accordance with the reporting principles and disclosure requirements of the Environmental, Social and Governance Reporting Code under Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("**SEHK**") (the "**HKEX ESG Reporting Code**").

Reporting Principles

Materiality	We conduct annual materiality assessments to identify and prioritise topics most significant to our business and stakeholders.
Quantitative	We assess our performance using measurable targets and metrics. Detailed information on the standards, methodologies, assumptions, calculation tools and conversion factors used for emissions/consumptions is available in the "Performance Data Summary" section of this Report.
Balance	We are committed to presenting our performance in a transparent, objective, and unbiased manner.
Consistency	Unless stated otherwise, we apply consistent methodologies from prior years to ensure data comparability.

Access to this Report

This Report is available in both English and Chinese on the official websites of VPower Group (www.vpower.com) and HKEXnews (www.hkexnews.hk). In the event of any discrepancies between the English and Chinese versions, the English version shall prevail. Should you have further inquiries or suggestions on this Report and our approach to sustainability, you are welcome to fill out our feedback form or contact us at esg@vpower.com.

ABOUT VPOWER GROUP

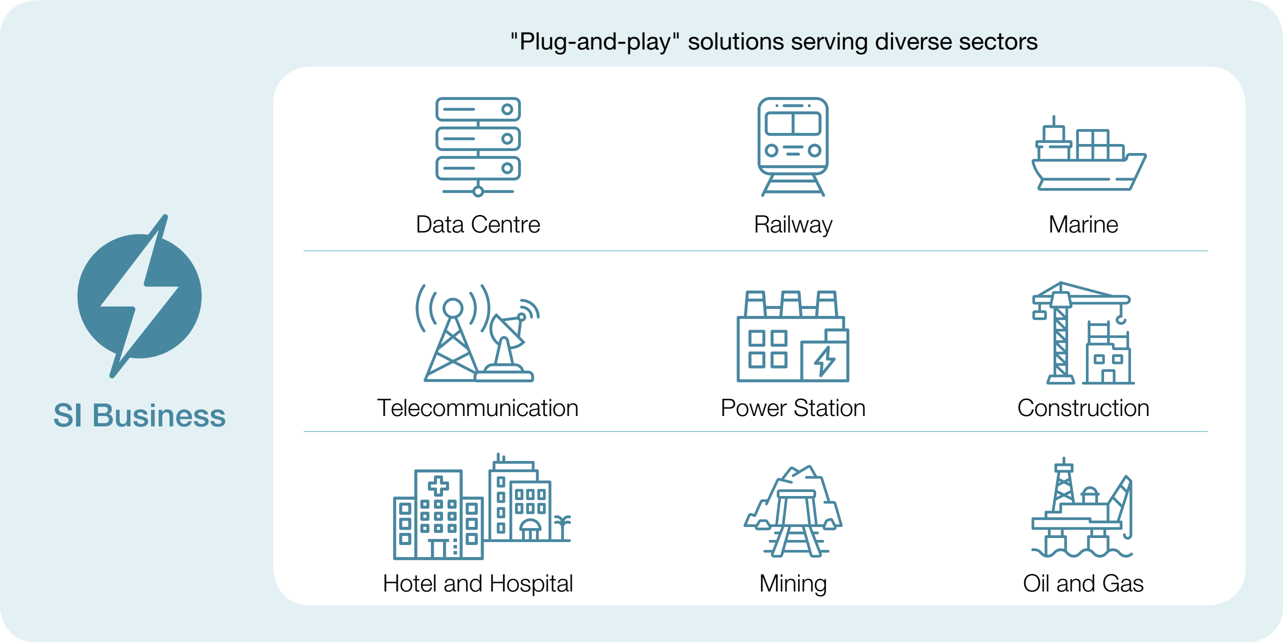
VPower Group is one of the world's leading large-scale generator set ("**gen-set**") system integration providers and one of the leading owners and operators of gas-fired engine-based distributed power generation stations in Asia. With more than 20 years of operational excellence in the energy market, we provide reliable, flexible, and sustainable turnkey energy solutions to power the world, and light up possibilities.

Headquartered in Hong Kong, VPower Group is listed on the main board of SEHK (Stock code: 1608). More information on our business portfolio and financial performance is available in our 2024 Annual Report.

We deliver much-in-demand electricity to support regional economic growth through two principal business segments:

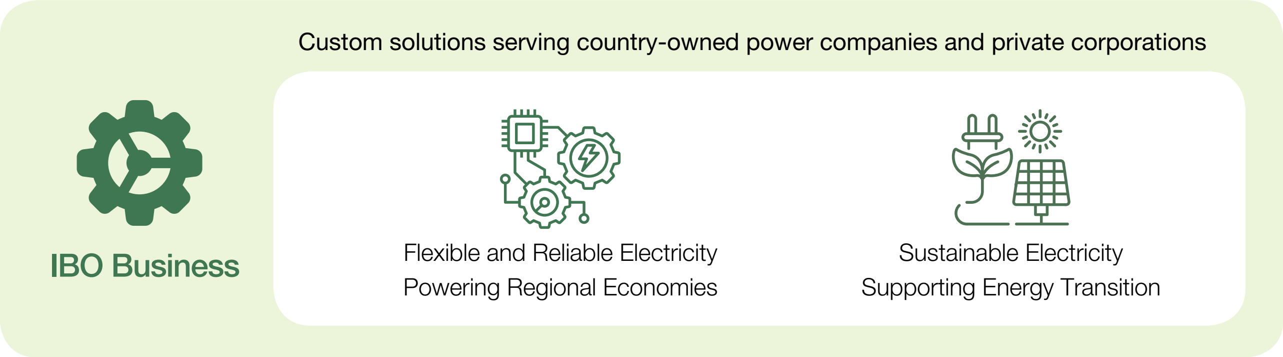
1. **System Integration ("SI") business**: designing, integrating and selling gen-sets and power generation systems
2. **Investment, Building and Operating ("IBO") business**: designing, investing in, building and operating distributed power stations for off-takers

Our solutions are customised to meet the various needs of customers in terms of fuel selection, capacity requirements, applications, and operating modes.



SI Business

"Plug-and-play" solutions serving diverse sectors



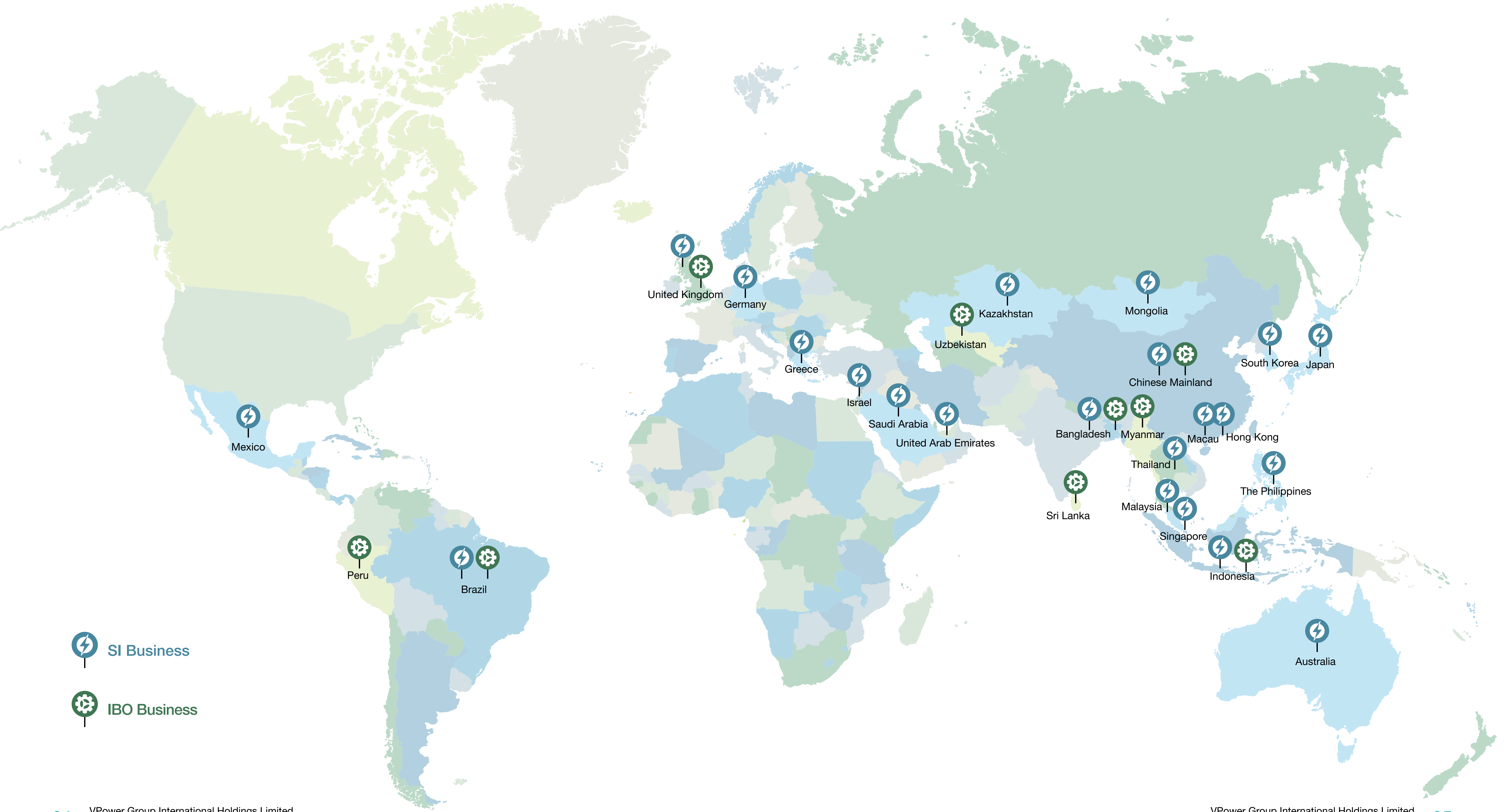
IBO Business

Custom solutions serving country-owned power companies and private corporations

Flexible and Reliable Electricity Powering Regional Economies
Sustainable Electricity Supporting Energy Transition

Global Presence

We have developed a global network in the last two decades reaching more than 20 countries and regions.



MESSAGE FROM CHAIRMAN

In 2024, we successfully navigated a challenging global landscape, demonstrating operational resilience and strategic agility. Despite tightening regulations, volatile fuel markets, and persistent geopolitical uncertainties, we remained steadfast in pursuing sustainable growth and creating long-term value for our stakeholders.

At the forefront of the global transition to a net-zero economy, distributed power generation is reshaping how electricity is produced and consumed — propelled by regional and sectoral electrification, surging demand from data centres, and advancements in grid integration and battery storage technologies.

By embracing these opportunities, we continue to drive business innovations, strengthen strategic partnerships, and position the Group to play a leading role in the transition toward cleaner, more resilient and accessible energy. Our commitment to sustainability not only defines our business strategies but also reinforces our role in driving positive change across industries and communities worldwide.

Gao Zhan
Chairman

Empowering Sustainable Future

The 29th United Nations Climate Change Conference signalled the continued acceleration in the global energy transition, with commitments to triple renewable energy and climate finance. This momentum reflects the imperative for strategic action and technological innovation in decarbonisation. Aligned with regional climate agendas and guided by international frameworks such as the Taskforce on Climate-related Financial Disclosures (TCFD), our roadmap sets a clear trajectory: phasing out pure diesel-based power generation by 2030 and achieving carbon neutrality by 2050.

To realise these ambitions, we are integrating sustainability at every level of our operations and harnessing innovative technologies to reshape power generation. From intelligent control systems that optimise the operational efficiency of combined heat and power generators to tailored hybrid energy solutions which seamlessly integrate generator sets, renewables, and battery storage technologies, our commitment to enabling cleaner, more efficient power generation is unwavering. In August 2024, we successfully integrated solar power into our existing biodiesel power station in Brazil, upgrading it to a hybrid generation solution. This facility generated over one million kilowatt-hours of photovoltaic electricity, avoiding more than 800 metric tonnes of carbon dioxide equivalent emissions, comparable to the carbon sequestered by 13,200 trees grown over a decade.

Listening and Acting with Purpose

Active listening is the foundation of meaningful social responsibility, transforming empathy into impactful initiatives that empower our stakeholders. We listen to our employees who dedicate their skills and passion, to suppliers who partner with us in delivering reliable energy, to clients who trust us to power their growth, and to the local communities which host us. Guided by robust governance, comprehensive management systems, and rigorous risk controls, we cultivate relationships built on trust, transparency, and shared growth.

In 2024, this commitment came to life through tangible initiatives. Picture the smiles of children receiving a new backpack full of school supplies, or the pride of employees restoring local habitats through tree planting. Envision rural communities where repurposed industrial wastes become vibrant artworks that raise awareness of biodiversity. Throughout the year, we rolled out more than 30 engagement initiatives, covering our employees and communities worldwide. Each action, big or small, underscores our dedication to building stronger, healthier, and more resilient communities.

Collaborating for Shared Prosperity

We strategically leverage the extensive networks, resources, and expertise of our controlling shareholder, China National Technical Import & Export Corporation, to strengthen our market position and expand our global footprint. In alignment with the Belt and Road Initiative's vision of sustainable infrastructure development and international cooperation, we deliver decentralised power to both mature and emerging markets across Asia, Europe, the Middle East, and Latin America. By fostering local employment and supporting community development, we extend the benefits of reliable power solutions to all areas of our operations.

As we move forward, we reaffirm our unwavering commitment to achieving sustainable business growth, environmental excellence, and enduring social value. On behalf of the Board, I express sincere gratitude to our employees, business partners, and communities for your invaluable contributions and continued support. Together, you are the driving force behind our success, essential in reinforcing our operational resilience, enhancing our sustainability performance, and delivering turnkey energy to light up possibilities for generations to come.

Gao Zhan
Chairman
28 March 2025

OUR APPROACH TO SUSTAINABILITY

Corporate Governance

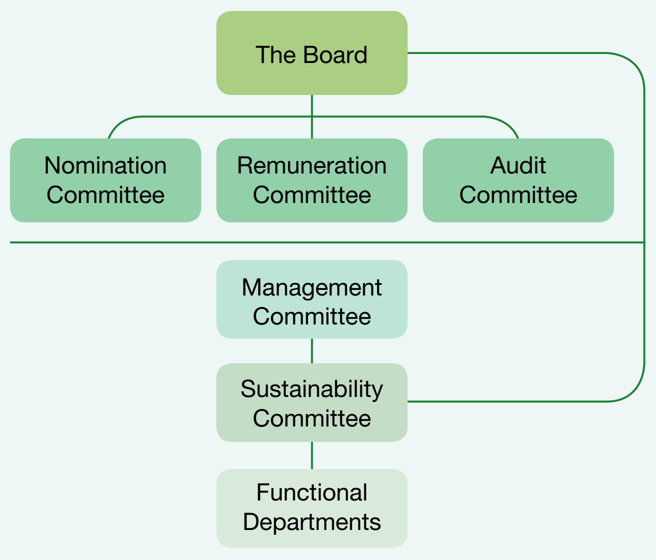
At VPower Group, we prioritise transparency, accountability, and effective governance to create sustainable, long-term value for stakeholders. Our governance framework is built upon established corporate governance standards and is regularly reviewed to ensure compliance with evolving regulations and best practices.

The Board is the highest governance body of the Group and has oversight of the Group's management and business activities. It comprises five executive directors, one non-executive director, and three independent non-executive directors. The Board upholds balanced decision-making by complying with established independence requirements. To remain adaptable to the ever-changing business landscape, the Board participates in annual training programmes that cover critical topics, including regulatory updates and sustainability trends. In 2024, a total of 340 hours of training were completed.

The Board is supported by three specialised committees — the Audit Committee, the Nomination Committee, and the Remuneration Committee — which assist in fulfilling its oversight responsibilities, ensuring that financial reporting and internal control, director and management appointments, and management remuneration are conducted with care and diligence. Each committee operates under written terms of reference and reports to the Board regularly. In order to improve governance efficiency, the Board implements a structured delegation of authority framework. Decision-making on material issues such as significant transactions and investments remains under the direct purview of the Board while operational management is delegated to the chairman of the Board, the chief executive officer of the Group and the management team according to the respective authorisation policies. In 2024, the Board held 8 meetings, operating in accordance with the articles of association.

In addition to the Board and its key committees, the Management Committee and Sustainability Committee play crucial roles in reinforcing governance and strategic execution. The Management Committee implements the Board's directives and oversees daily operations. The Sustainability Committee, reporting to the Management Committee, integrates sustainability into the Group's long-term strategy and leads initiatives to achieve this objective.

Governance Structure



2024 Highlights

8 Meetings held

340 Hours of training

8 Training topics covered

1. Governance
2. Business Ethics
3. Anti-corruption
4. Capital Market
5. Sustainability
6. Production Safety
7. Occupational Health
8. Cybersecurity

Sustainability Governance

We are committed to embedding sustainability principles into governance structure, ensuring ESG considerations are integrated at every level. Sustainability is more than a goal; it is a foundational pillar of how we operate and make decisions. Our governance framework ensures that sustainability principles are integrated into business strategy, decision-making, and operations. This framework is regularly reviewed in line with stakeholder expectations, industry practices, and global sustainability trends.

Management — The Board

- Bears ultimate responsibility of the Group's sustainable development and performance
- Oversees and manages the Group's sustainability strategy, goals, and risks
- Reviews and approves the annual sustainability report and sustainability-related disclosures

Decision-making — Management Committee and Sustainability Committee

- Integrate sustainability principles into business operations, management systems and internal controls
- Establish sustainability targets, policies, and initiatives in collaboration relevant departments
- Evaluate progress against sustainability performance indicators and refine strategies as required
- Facilitate concerted efforts across departments and subsidiaries, ensuring group-wide alignment

Implementation — Sustainability Department and Functional Departments

- Monitor and report on key sustainbility performance indicators and metrics
- Review and update sustainability strategy, policies, and initiatives
- Identify and prioritise opportunities and risks most relevant to the Group and its stakeholders
- Adopt best practices to ensure ongoing compliance and operational excellence

Guided by a comprehensive set of ESG-related policies and performance targets, we ensure that ethical, sustainable, and responsible practices are ingrained in all areas of our business. The key policies below are designed to manage risks and reflect our steadfast dedication to robust governance, environmental stewardship, and social responsibility.

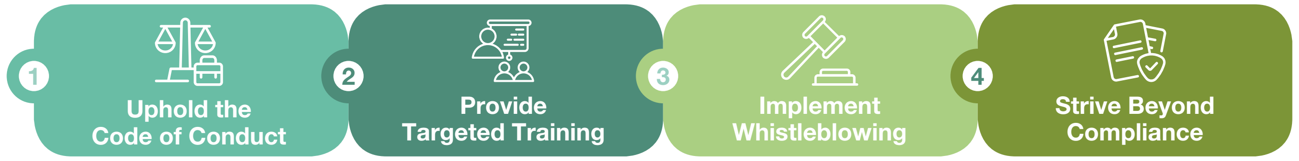
Social Policies
Health and Safety Policy
Training Policy
Breastfeeding Friendly Policy
Prevention of Sexual Harassment Policy
Use of Internet, Email and Social Media Policy

Environmental Policies
Environmental Management Policy
Climate Change Policy

Governance Policies
Code of Conduct
Anti-Bribery and Corruption Policy
Conflict of Interest Policy
Whistleblowing Policy
Inside Information Policy
External Communication Policy

Business Ethics

We remain unwavering in our commitment to business integrity and ethical practices throughout every facet of our operations. Beyond adhering to the legal and regulatory requirements of the regions where we operate, we strive to proactively prevent and address unethical behaviours. Our dedication to business ethics is deeply rooted in our corporate values of integrity, accountability, and fairness, which guide our actions and decisions. This commitment extends to employees at all levels and our business partners.



Code of Conduct

The Group's Code of Conduct establishes ethical standards for our directors, employees, and business partners, applying to all subsidiaries and controlled affiliates. It requires adherence to principles of integrity, fairness, and accountability in all business dealings. Upholding the Code of Conduct is a shared responsibility across the Group. This Code is supported by a robust set of internal policies and procedures that addresses key areas such as corruption and bribery, conflict of interest, discrimination and professional development. In 2024, we undertook a comprehensive review of the Code of Conduct to align it with evolving global standards and regulatory requirements. To facilitate thorough understanding and adoption by employees, the updated Code is communicated through internal training programmes and awareness campaigns regularly.

Targeted Training

To foster awareness and compliance, we integrate ethical principles into mandatory training programmes for all employees. These training programmes are designed to empower our employees to act with integrity and confidently address ethical challenges in their roles. In 2024, the Group delivered over 600 hours of training focused on business ethics, anti-corruption, and fraud prevention. Our training framework encompasses interactive lectures, case studies, knowledge assessments, and role-specific training tailored to employees' functions and responsibilities.

600+ **Hours of training provided to employees on business ethics and anti-corruption**

Whistleblowing

Our whistleblowing mechanism provides employees and external stakeholders, such as contractors and suppliers, with a confidential and anonymous channel to report suspected misconduct, fraud, or policy violations. Reports can be submitted through multiple channels, including a secure online platform, hotline, or email. We uphold a zero-tolerance policy against misconduct and pledge to investigate all reports impartially and take necessary actions while protecting whistleblowers from retaliation, such as unfair dismissal or disciplinary measures. In 2024, no material violations relating to business ethics — such as bribery, corruption, extortion, fraud, or money laundering — were identified, and no whistleblowing reports were received.

Beyond Compliance

To ensure continuous improvement of our ethical management system, we conduct regular assessments of policy effectiveness and employee compliance. We are committed to going beyond compliance by embedding business ethics into our corporate culture and aligning with local and international standards such as the United Nations Global Compact (UNGC) Principles and relevant anti-corruption frameworks. In 2025, we plan to enhance shared accountability with our partners across the value chain by delivering clearer ethical expectations through our supplier code of conduct.

Risk Management

In today's dynamic global environment, proactive risk management is critical to maintaining resilience, ensuring stable corporate growth, and safeguarding long-term shareholder value. Our risk management framework is reviewed and updated regularly to ensure responsiveness to evolving market conditions and effective prioritisation of material risks across operational, financial, environmental, social, and governance areas.

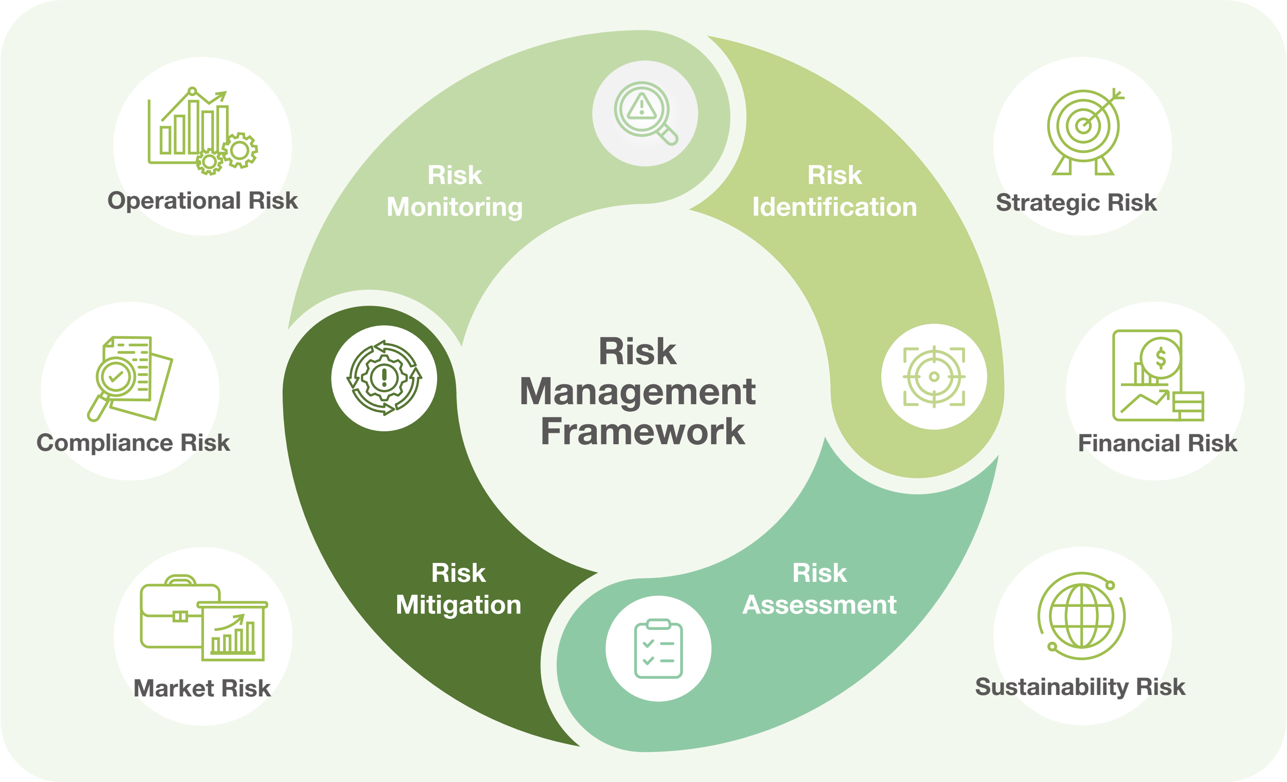
Risk Governance Structure

The Board, supported by the Audit Committee, maintains oversight of the Group's risk management and defines risk appetite by establishing clear boundaries for acceptable risk-taking in alignment with our strategic objectives.

Internal Audit provides independent assurance on the adequacy and effectiveness of risk management and internal control systems, systematically reviewing key control processes and procedures and reporting findings to the Audit Committee.

Risk Management Framework

Our risk management framework is designed to balance robust risk control with sustainable growth. Our structured delegation of authority framework integrates risk management into every stage of decision-making, enabling early identification, assessment, response, and timely resolution of risks, from investment decisions and project selection to operational execution. Critical matters are escalated to the Board, ensuring informed decision-making that appropriately balances strategic objectives with operational stability and long-term profitability.



Resilience Planning

Resilience planning is central to our risk management strategy. We actively monitor geopolitical and economic shifts, implementing robust response strategies such as business continuity planning, resource reallocation and supply chain diversification. Furthermore, we adopt a forward-looking perspective to address emerging risks, such as cybersecurity and climate-related impacts, integrating these considerations into our risk management framework.

Commitment to the UNGC and SDGs

As a participant of the UNGC, we unequivocally support its 10 principles which address fundamental standards in human rights, labour, environment and anti-corruption, as well as the 17 Sustainable Development Goals (SDGs). We are committed to the systematic integration of these global frameworks into our business strategy, operational procedures, and corporate culture. Each year, we actively communicate on our sustainability initiatives and progress through our annual sustainability reports and Communication on Progress (COP), providing stakeholders with insights into our performance.

To ensure focused and impactful contributions, we analysed the 17 SDGs and their 169 associated targets. This comprehensive mapping exercise facilitated the identification of 6 key SDGs that exhibit the strongest alignment with our business activities and possess the greatest potential for positive impact on our stakeholders.

SDG 7 — Affordable and Clean Energy

Ensure access to affordable, reliable and sustainable energy for all.

Reliable energy is the lifeblood of thriving economies, and we are committed to delivering solutions that power progress. Our expertise in decentralised power generation allows us to reach off-grid communities with customised solutions tailored to diverse energy sources, geographic conditions, and applications, expanding access to affordable, reliable, and modern energy services. Leveraging our market position, we actively champion for increasing the share of cleaner fossil fuels and renewables in our clients' energy mix, providing technical support for their transition to cleaner energy sources. Our innovative and hybrid power solutions demonstrably improve energy efficiency and reduce reliance on fossil fuels.

1,000,000 kWh photovoltaic electricity generated at our first hybrid power station in Amazonas, Brazil in 2024

7 AFFORDABLE AND CLEAN ENERGY

Report Sections
Energy

SDG 11 — Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient and sustainable.

We recognise that powering sustainable cities and communities requires more than just electricity; it demands a holistic approach that prioritises environmental responsibility and community well-being. As a responsible corporate citizen, we minimise our environmental footprint by rigorously controlling emissions and waste from our operations. Furthermore, we engage with local communities to understand their unique challenges and priorities, taking these insights to guide our community initiatives. Over the years, we have continuously channelled resources into the development of safer, more resilient buildings and vital communal spaces.

29 Neighbouring communities reached by our global engagement initiatives in 2024

11 SUSTAINABLE CITIES AND COMMUNITIES

Report Sections
Emissions
Waste
Community

SDG 13 — Climate Action

Take urgent action to combat climate change and its impacts.

Recognising the energy sector's pivotal role in both contributing to and mitigating climate change, we are strategically decarbonising and diversifying our energy solutions portfolio to support this global imperative. These efforts are grounded in a comprehensive assessment of climate-related risks and opportunities, and are instrumental in realising our ambitious climate commitments: the phase-out of pure diesel-based power generation by 2030 and the achievement of carbon neutrality by 2050. Extending our responsibility beyond direct operations, we seek to enhance collaboration with our business partners, fostering a value chain committed to delivering energy solutions that power a sustainable future.

400+ Hours of sustainability training delivered to employees in 2024

13 CLIMATE ACTION

Report Sections
Climate-related Disclosures

SDG 4 — Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

We believe that empowered individuals drive progress. Based on this belief, we invest in educational resources to cultivate future-proof workforces and communities. The Group's Training Policy offers a supportive framework for employees at all levels, from trainees to executives, to pursue external training and certifications to meet dynamic industry needs. Our learning and development strategy emphasises continuous professional growth, offering a variety of training, workshops, and online resources for employees to enhance both soft skills and job-related capacities.

19,000+ Hours of training delivered to employees in 2024

At the same time, we strive to uplift underserved communities by empowering local students with quality education and essential resources, so they can achieve their full potential and become agents of positive change in their communities.

11 Communities in Peru reached by our joint venture through "school kits" donation campaign in 2024

4 QUALITY EDUCATION

Report Sections
Employees
Communities

SDG 8 — Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

We are dedicated to cultivating a supportive workplace where each individual has a strong sense of belonging, feels valued for their contributions, and operates with complete assurance regarding their health and safety. As an Equal Opportunity Employer, we uphold fair treatment across all recruitment and employment processes, ensure equitable access to opportunities and resources, and foster an environment where diverse contributions are welcomed and valued. Our commitment to employee well-being is reflected in our provision of comprehensive benefits, including decent wages, robust healthcare coverage, paid leaves, training subsidies, as well as flexible and family-friendly work policies. In emerging markets, we create decent work opportunities by actively recruiting and training local talents, providing fair wages and safe working conditions, and contributing to local economic growth.

Report Sections
Employees

32% Female representation in executive roles in 2024 (2023: 24%)

100% Employee coverage by health and safety management system

SDG 12 — Responsible Consumption and Production

Ensure sustainable consumption and production patterns.

We continuously enhance resource and energy efficiency through operational excellence. Our production factory and power stations invest in sustainable initiatives, including the adoption of closed-loop cooling systems to reduce water consumption during power generation; the development of lubricant oil recycling system to extend resource lifecycle and reduce waste; and the creative upcycling of used oil drums into artistic installations to promote environmental awareness among local communities. In parallel, our offices adopt initiatives such as opting for sustainable office supplies, recycling common and digital wastes, promoting paperless workflows, and influencing our employees to make responsible consumption choices in their day-to-day work and personal lives.

Report Sections
Energy
Water
Waste

11% Reduction in consumption of purchased electricity, compared to 2023

24% Reduction in consumption of water, compared to 2023

HKEX Mandatory Disclosure Requirements, Aspect B8
GRI 2-29, 3-1

Stakeholder Engagement

We communicate openly and transparently with our key stakeholders to gain a comprehensive understanding of, and proactively address, diverse stakeholder priorities and expectations. To facilitate effective and ongoing dialogue, we utilise a variety of engagement opportunities to gather actionable insights that inform our decision-making.

Employees

Our employees are the driving force behind our growth and success. Currently, our global team comprises approximately 380 individuals, with whom we communicate through a variety of channels. To facilitate continuous improvement, we provide anonymous feedback and suggestion platforms, promote accessible leadership styles, and encourage bottom-up initiatives.

1, 2, 4, 8, 10

Customers

We adopt a customer-centric approach, providing customised energy solutions applicable to diverse sectors and regions. Our business development, engineering, and project teams engage frequently with customers to understand and address their needs, including sustainability targets. This collaborative engagement ensures efficient project execution and dependable operations.

1, 3, 5, 7, 10

Suppliers and Business Partners

We build trust-based relations with our suppliers and business partners to foster shared success and promote value chain collaboration. Guided by our Code of Conduct, we communicate clear expectations regarding business ethics, labour and environmental standards.

1, 3, 7, 10

Shareholders and Investors

We engage responsibly with shareholders and investors, providing regular updates on our performance and outlook through various occasions and channels. These include our official company website, annual general meetings, investor meetings, roadshows, announcements, press releases, and other financial disclosures.

1, 3, 5, 6, 10

Governments and Regulators

We monitor regulatory trends and developments in Hong Kong, Chinese Mainland, and other regions where we operate to ensure full compliance with national and international rules and regulations at all times. Steadfast in maintaining business integrity, we are committed to the continuous enhancement of our governance structure and internal controls.

3, 5, 7

Communities

We care deeply about the local communities in which we operate and are committed to making a positive impact on our surroundings. Our community engagement approach is based on understanding and addressing the pressing needs and challenges of local communities, and channelling resources and efforts accordingly.

3, 5, 9, 10

How we engage:

1. Meetings and discussions
2. Trainings and workshops
3. Group official website
4. Intranet and internal communications
5. Financial and sustainability reports
6. Announcements and press releases
7. Visits, inspections, audits
8. Suggestion box and feedback form
9. Charitable donations and events
10. Calls, interviews, and consultations

Materiality Assessment

An annual materiality assessment underpins our sustainability strategy and reporting, ensuring that we focus on the issues most relevant to our stakeholders and our business. Insights from this process directly inform our risk mitigation and strategic development to facilitate effective resource allocation for opportunities.

Identification of Sustainability Topics

Each year, we undertake a structured and comprehensive topics mapping exercise to identify emerging topics and shifts in stakeholder expectations across 6 key dimensions. In 2024, we identified 34 material sustainability topics, the same number as in 2023. These included 9 environmental, 19 social, and 6 governance-related topics.

Regulatory Frameworks
Sustainability Landscape
Stakeholder Expectations
Group Strategy
Sector Dynamics
Peer Benchmarking

In response to the revised Work Safety Law of the People's Republic of China, we strategically separated "Production Safety" from "Occupational Health and Safety", designating it as a standalone topic. This adjustment not only aligns with regulatory requirements but also allows for more focused management of safety risks and reflects our commitment to the well-being of our employees.

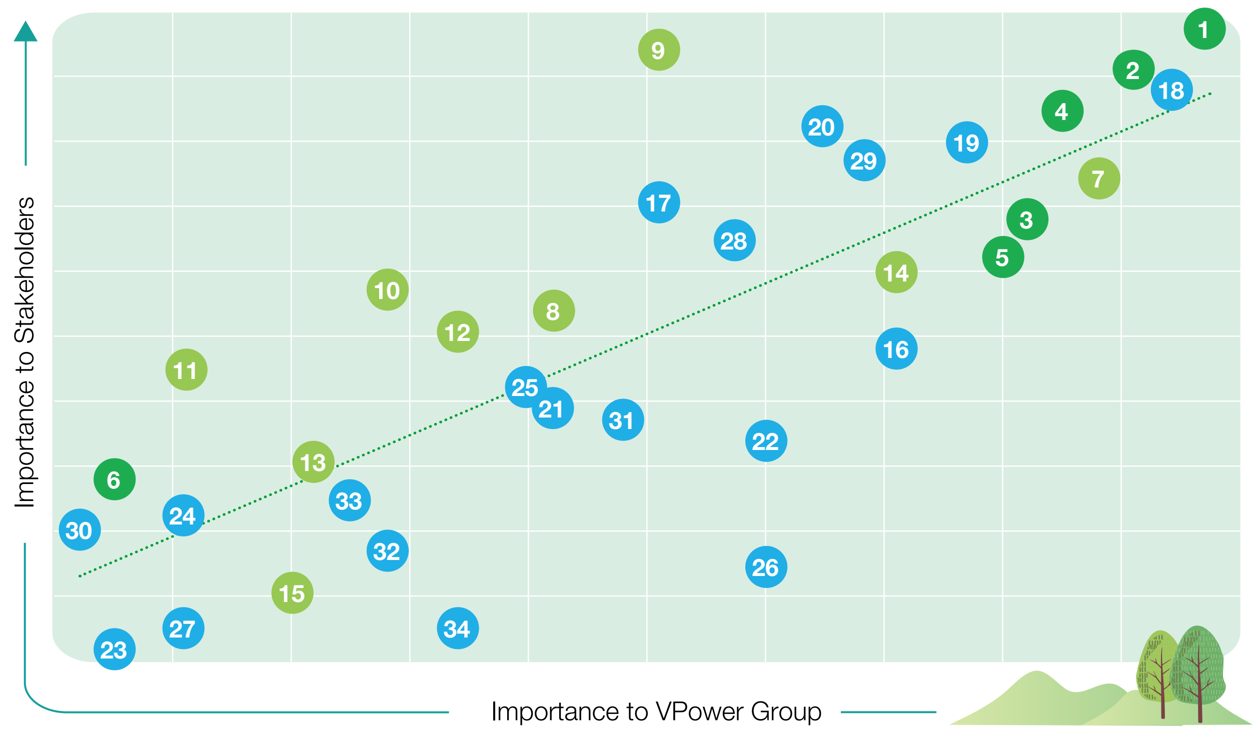
Prioritisation of Sustainability Topics

We adopted a double materiality approach to prioritise the 34 identified sustainability topics. To understand stakeholder priorities, we engaged with a diverse group of stakeholders, from employees, customers, suppliers, contractors, investors, banks, and shareholders, to representatives of industry associations, inviting them to rank topics according to their perceived importance. Our questionnaire yielded 90 valid responses, a 25% increase from 2023, indicating enhanced stakeholder participation.

Each identified sustainability topic was systematically scored based on the valuable input received from stakeholders. These scores were then integrated with insights from senior management and business leaders, gathered through one-on-one consultations focusing on the potential impact of these topics on the Group's business performance, including operational efficiency, reputation, and regulatory compliance. Our materiality matrix, visually represents the relative importance of each topic along the dimensions of stakeholder importance (Y-axis) and business importance (X-axis). We further identified our top 10 material sustainability topics, which are addressed throughout this Report and form the foundation of our sustainability strategy.

Notably, our comparison with the previous reporting year's matrix shows an improved alignment between stakeholder and management views on materiality, reflecting our continuous efforts to enhance stakeholder engagement and integrate stakeholder insights into our strategic decision-making.

Materiality Matrix



Our Approach to Sustainability

1. **Strategy of Sustainable Development**
2. **Governance Structure**
3. **Business Ethics**
4. **Anti-Corruption**
5. Fair Competition
6. Cybersecurity

Preserving Our Planet

7. **Response to Climate Change**
8. Greenhouse Gas Management
9. **Energy Efficiency**
10. Materials Usage
11. Wastewater and Waste Management
12. Environmental Education
13. Biodiversity
14. Environmental Compliance
15. Environmental Grievance Mechanisms

Supporting Our Stakeholders

16. Market Presence
17. Employment Practice
18. **Production Safety**
19. **Occupational Health**
20. **Training and Development**
21. Diversity and Equal Opportunity
22. Employee Grievance Mechanisms
23. Child Labour and Forced Labour
24. Human Rights Assessment
25. Sustainable Supply Chain Management
26. Customer Health and Safety
27. Customer Privacy
28. Product Service Availability and Reliability
29. **Technological Innovation**
30. Marketing and Labelling
31. Disaster and Emergency Planning and Response
32. Indirect Economic Impacts
33. Community Involvement and Development
34. Grievance Mechanisms for Impacts on Society

OUR APPROACH TO SUSTAINABILITY

Managing Material Topics

	Relevant GRI Topics and SDGs
Strategy of Sustainable Development Sustainable development is integral to our core business strategy, driving financial performance, enhancing trust and reputation, fostering innovation, and ensuring our long-term success in a dynamic global landscape. To maintain the strategy's relevance and effectiveness, we conduct annual reassessments of our material topics through comprehensive industry benchmarking, robust stakeholder engagement, and thorough risk assessments. We are committed to the continuous improvement of our sustainability performance beyond regulatory obligations, striving to generate balanced value creation for the Group, society, and the environment.	GRI 302: Energy GRI 305: Emissions SDG 7 SDG 13
Governance Structure We operate within a well-defined governance structure designed to promote balanced decision-making, enhance business integrity and accountability, and ensure responsible disclosure practices. We are committed to upholding the highest standards of corporate governance by adhering to and fully complying with all applicable rules, codes, guidelines, and recommendations in order to safeguard the best interests of our shareholders and stakeholders. Our future efforts will prioritise the enhancement of policies and the delivery of training to ensure appropriate handling of conflict of interests. Parallel to this, we will expand our due diligence practices across the value chain through closer collaboration with our suppliers and partners to promote responsible sourcing practices.	GRI 205: Anti-corruption GRI 206: Anti-competitive Behaviour SDG 16
Production Safety Safety is a shared priority across our value chain. Upholding the Prevention-First principle, we conduct regular pre-emptive safety inspections and ensure a 100% resolution rate. To proactively protect our employees, we provide comprehensive training programmes that equip them with hazard awareness and advanced work skills. We regularly conduct emergency drills to translate knowledge into action, providing hands-on experience in various scenarios, alongside clear contingency response protocols. We are unwavering in our commitment to continuously enhancing our safety management systems with a focus on three key areas: enforcing accountability, tightening risk controls, and fostering a proactive safety culture.	GRI 403: Occupational Health and Safety SDG 8 SDG12

PRESERVING OUR ENVIRONMENT

We acknowledge our critical role in meeting global energy demands while driving sustainable development. Our sustainability strategy is anchored in a robust environmental management framework, ensuring strict compliance with laws and regulations, proactive adoption of industry standards and best practices, and continuous enhancement of our policies and procedures. We are committed to minimising our environmental impact through effective energy management strategies, optimised resource efficiency initiatives, and the responsible management of emissions and waste streams.

Environmental Stewardship

Guided by our Environmental Management Policy, we actively monitor and strictly comply with applicable environmental laws and regulations in regions where we operate. During the reporting year, we maintained full compliance, with no penalties incurred for violations. In order to minimise our environmental footprint throughout all production and operational activities, we implement a comprehensive ISO 14001 certified environmental management system, supported by a robust framework of policies and procedures that ensures the continuous and systematic identification, evaluation, and monitoring of key environmental aspects, including resource consumption, noise pollution, waste generation, emission levels, and impacts on neighbouring communities.

> **We strive to deliver the energy that fuels progress today while safeguarding the planet for future generations.**
>
> Our vision is built on a steadfast commitment to environmental stewardship and operational resilience, ensuring that sustainable growth and responsible resource management remain at the heart of everything we do. With all our efforts, we aim to create lasting value — empowering communities, driving economic development, and preserving the natural world for those who will follow.
>
> **Natalie Yip**
> Director, Sustainability

Operational Resilience

Recognising the crucial connection between operational resilience and environmental stewardship, we proactively implement robust business continuity planning to safeguard uninterrupted operations and minimise environmental and business risks. Across our offices, factory, and power stations, we maintain regularly reviewed and updated contingency plans, clearly outlining procedures and roles across a broad spectrum of potential disruptions — from extreme weather events and natural disasters such as floods, hurricanes, and earthquakes, to operational emergencies like power outages and fires, as well as security threats, public health crises, and technological incidents. These comprehensive plans provide structured guidelines for proactive risk assessment, clearly defined responsibilities, standardised emergency responses, and efficient recovery processes.

Proactive Risk Assessment

Clear Responsibilities

Standardised Contingency Actions

Efficient Recovery

Energy

As a responsible energy provider, we actively support the global energy transition by delivering reliable, decentralised power generation solutions. Our goal is to help industries and communities gradually shift away from reliance on heavy-polluting fossil fuels, enabling more sustainable and resilient access to electricity. Through these efforts, we contribute to society's long-term objectives of achieving net-zero electricity and building a future-ready, sustainable energy infrastructure.

Our primary energy consumption arises from electricity generation activities, involving both direct fuel use and indirect consumption from purchased electricity. To maximise efficiency and minimise overall energy usage, we consistently invest in operational excellence and technical innovation. This includes deploying world-class engines engineered with sustainability in mind, designing capacity configurations carefully tailored to meet specific power demands, and maintaining efficient system operations through rigorous inspection and maintenance procedures.

Hybrid Renewable Energy Solutions

We are gradually increasing the share of renewable energy in our fuel mix to reduce reliance on natural gas, diesel, and other fossil fuels. In 2024, our first hybrid solar-biodiesel power station in Brazil generated over 1 million MWh of photovoltaic electricity, significantly reducing diesel consumption and avoiding carbon dioxide equivalent emissions comparable to the carbon sequestered by 13,200 trees grown over ten years.

800+ Estimated tonnes CO_2e emissions avoided through diesel displacement in 2024

Amazonas, Brazil

Waste-to-Energy Solutions

We leverage combined heat and power (CHP) systems to maximise the energy efficiency of our power generation systems. Our award-winning biogas power station in Shandong, China, converts waste gas into electricity and steam, avoiding an estimated over 160,000 tonnes of carbon dioxide equivalent emissions over a 15-year project lifespan by reducing fuel consumption.

160,000+ Estimated tonnes CO_2e emissions avoided through fuel displacement over 15 years' project lifespan

Shandong, China

Energy Consumption and Intensities in 2024

Offices	**Shenzhen Factory**	**IBO projects**
Total: 942 GJ	Total: 2,040 GJ	Total: 10,297,182 GJ
Intensity: 0.29 GJ/m^2 of floor area	Intensity: 3.38 GJ/HK$'000,000 of revenue from SI business	Intensity: 0.01 GJ/kWh of electricity generated

Emissions

Recognising the global urgency of climate change, we are committed to proactively managing and reducing our greenhouse gas (GHG) emissions and air pollutants. We systematically measure and monitor our emissions performance by regularly collecting, reviewing, and analysing environmental data in alignment with the Greenhouse Gas Protocol and the HKEX ESG Reporting Guide.

Our direct (Scope 1) emissions primarily arise from fuel combustion associated with power generation. Energy indirect (Scope 2) emissions are primarily derived from purchased electricity consumed at our offices, factory, and power stations. Other indirect (Scope 3) emissions — covering water consumption, paper usage, and employee business travel — are reviewed and reported in line with the HKEX ESG Reporting Guide, Appendix 2: Reporting Guidance on Environmental KPIs.

We consistently comply with relevant laws and regulations relating to air emissions, including sulphur dioxide (SO_2), nitrogen oxides (NO_x), and respirable suspended particulates. Our emission control measures include progressively transitioning to cleaner fuels and renewable energy sources, and integrating advanced emissions treatment technologies, such as biogas desulfurisation systems. Through benchmarking against industry peers and regular performance reviews, we identify key emissions reduction initiatives and opportunities for continuous improvement across our operations.

GHG Emissions in 2024

Direct (Scope 1) emissions	Energy indirect (Scope 2) emissions	Other indirect (Scope 3) emissions
222,897.87 **tonnes CO_2e**	**419.86** **tonnes CO_2e**	**236.20** **tonnes CO_2e**

Total gross GHG emissions **223,553.93 tonnes CO_2e** − GHG emissions offset **51,358.75 tonnes CO_2e** = Net GHG emissions **172,195.17 tonnes CO_2e**

GHG Emissions Intensities

Offices	**Shenzhen Factory**	**IBO projects**
0.09 tonne CO_2e/m^2 of floor area	0.23 tonne CO_2e/ HK$'000,000 of revenue from SI business	0.00015 tonne CO_2e/kWh of electricity generated

Water

We recognise the growing global risk of water scarcity, highlighted by the United Nations' projection of a potential 40% global water shortfall by 2030. While our operations do not consume large amounts of water, we remain committed to responsible water consumption. Guided by our water resource conservation policy, we systematically monitor water consumption through regular data collection and analysis. Throughout the reporting year, we did not experience interruptions in water supply, with the majority of water sourced reliably from municipal systems. We are strengthening our internal risk assessment processes to identify, prioritise, and mitigate water-related risks across our global footprint, while continuously exploring innovative and sustainable ways to further reduce our water consumption.

Strategic Planning
Evaluate sustainable water sourcing options and design efficient water management systems

Operational Optimisation
Adopt closed-loop cooling systems and water-efficient equipment to reduce water consumption

Resource Recovery
Treat and recycle wastewater on-site to maximise water reuse, reduce freshwater dependence, and ensure compliance with all applicable local discharge regulations

Water Consumption and Intensities in 2024

Offices	Shenzhen Factory	IBO projects
Total: 583 m^3	Total: 3,842 m^3	Total: 65,591 m^3
Intensity: 0.18 m^3/m^2 of floor area	Intensity: 6.37 m^3/HK$'000,000 of revenue from SI business	Intensity: 0.000045 m^3/kWh of electricity generated

Waste

We strive to minimise waste generation, promote resource efficiency, and reduce environmental impacts across all operations. Although our operational waste volumes are relatively small, we maintain rigorous waste management procedures aligned with applicable regulations and best practices. Our environmental data management system captures detailed, site-level information on waste generation, recycling, and disposal, enabling focused resource conservation measures and transparent reporting.

For non-hazardous waste, we actively encourage recycling and reuse across our operations. At our headquarters office, dedicated recycling areas have been established to segregate recyclable materials such as paper and board, plastics, metals, and glass. Regular training sessions are organised to educate employees on recycling practices and waste reduction behaviours, fostering active participation and continuous improvement.

Hazardous waste — including waste oil, batteries, and chemical by-products — is securely stored, safely handled, and disposed of by licensed contractors in strict compliance with regulatory requirements. To further minimise hazardous waste volumes, we continue investing in research and development of innovative technologies designed to extend resource lifespan and reduce resource consumption. In addition, we collaborate with an artist to creatively repurpose used oil drums into artistic installations, transforming industrial waste into valuable community assets. For further details on this initiative, please refer to the Communities section.

Waste Generation and Intensities in 2024

Non-Hazardous Waste			Hazardous Waste
Offices	Shenzhen Factory	IBO projects	IBO projects
Total: 4,456 kg	Total: 9,854 kg	Total: 22,549 kg	Total: 121,236 L
Intensity: 1.39 kg/m^2 of floor area	Intensity: 16.34 kg/HK$'000,000 of revenue from SI business	Intensity: 0.000016 kg/kWh of electricity generated	Intensity: 0.00008 L/kWh of electricity generated

Climate-Related Disclosures

Climate change demands decisive action from businesses and governments alike. As a responsible energy solutions provider, we have set an ambitious target to achieve carbon neutrality by 2050, aligning our long-term strategy with the Paris Agreement and relevant national climate frameworks.

Our climate-related disclosures are prepared with reference to the IFRS S2 Climate-related Disclosures published by the International Sustainability Standards Board (ISSB), which fully incorporates the recommendations outlined by the TCFD. In addition, we proactively reference the enhanced climate-related disclosure requirements introduced by the HKEX ESG Reporting Code, effective for reporting periods starting on or after 1 January 2025, preparing for full adoption by the next reporting year. The following disclosures are structured by four sections, covering climate governance, strategic approach, risk management processes, and performance metrics.

Governance

Effective climate governance underpins our ability to systematically identify, assess, manage, and transparently disclose climate-related risks and opportunities. Guided by our Climate Change Policy and relevant reporting standards, we conduct annual climate scenario analyses covering the geographical regions where we operate, embedding key insights into operational planning and climate initiatives. The Board retains overall accountability for climate strategy, overseeing and making decisions on material climate-related matters with potential significant financial impacts, supported by the Management, Audit Committee, and Sustainability Committee.

The Board

- Establishes and approves the Group's Climate Change Policy, setting strategic direction on climate-related issues
- Oversees the Group's risk management framework and monitors sustainability-related risks and opportunities, including climate-related risks and opportunities

Management Committee

- Reviews significant climate-related risks and opportunities, formulates response strategies
- Reviews performance in achieving climate-related goals, targets, and KPIs

Sustainability Committee

- Facilitates the integration of climate-related factors into the Group's operations
- Fosters cross-functional climate initiatives and measures

Strategy

In 2024, we evaluated our exposure and vulnerability to climate-related risks and opportunities through comprehensive scenario analyses and benchmarking exercises. Specifically, we assessed physical risks associated with increased frequency and severity of extreme weather events, rising temperatures, sea-level rise, and changing precipitation patterns, recognising the potential impacts on our assets, operations, employees, and supply chains. Concurrently, we evaluated transition risks driven by evolving regulatory landscapes, shifting market dynamics, technological disruptions, and reputational concerns linked to insufficient climate action.

Climate challenges also offer significant opportunities to drive innovation and accelerate the transition toward a net-zero economy. Our established and growing expertise in decentralised power generation positions us favourably to capture market opportunities and generate sustainable revenue growth.

We categorise and manage these climate-related risks and opportunities across three distinct time horizons: short-term (2025–2030), medium-term (2031–2040), and long-term (2041–2050).

Short-term 2025–2030	**Phase out pure diesel-based power generation by 2030**
Medium-term 2031–2040	
Long-term 2041–2050	**Achieve carbon neutrality by 2050**

Climate-related Physical Risks

Risk Factor	Timeframe	Potential Impacts	Mitigation Measures
Acute Risks Heatwave Typhoon Flood Wildfire	Short-term	Compromised power generation capacity due to operational and supply chain disruptions Increased expenditure for equipment repair and maintenance Reduced workforce productivity due to safety restrictions on working hours and commuting disruptions	Review and update contingency plans Conduct regular preventive equipment inspections Conduct regular emergency drills and employee training Assess insurance coverage of operations vulnerable to physical risks
Chronic Risks Persistent high temperatures Rising sea levels Shifting precipitation patterns	Medium – Long-term	Increased expenditure on equipment cooling to prevent overheating Increased maintenance costs to address accelerated equipment wear and tear	Continue to incorporate climate resilience into the design, construction, and operational phases of power generation projects Invest in the research and development of climate-resilient technologies

Climate-related Transition Risks

Risk Factor	Timeframe	Potential Impacts	Mitigation Measures
Policy and Legal Risks Increasingly stringent regulations on emissions and carbon taxes Transition away from fossil fuel-reliant power generation	Medium – Long-term	Increased costs on procurement, research and development, and operations to foster our transition towards cleaner fuels and improve energy efficiency Increased spending on carbon taxes and credits Increased investment in talents and technologies to meet sustainability disclosure, reporting and certification requirements	Continue to monitor updates in relevant laws and regulations across the jurisdictions where we operate, and proactively adopt best practices Ensure the management is well-informed of policies and regulations that may have a significant impact on the Group Explore transition business models to accelerate the increase of cleaner fuels and renewables in our energy mix
Market Risks Increased customer awareness and preference for sustainable energy solutions	Short – Medium-term	Challenges in maintaining our competitive edge in the face of the rising trend for more sustainable energy solutions, displacing coal- and gas-fired power generation	Closely monitor market trends and diversify solutions offerings Continue to explore customised hybrid energy solutions and battery storage solutions
Technology Risks Cost-effective, sustainable, and resilient power generation technologies displacing less favourable and outdated technologies	Medium – Long-term	Increased investments in procuring, developing, or upgrading current power generation systems to adopt cleaner, more stable and energy-efficient technologies Increased risk of existing assets becoming stranded assets in the face of disruptive technological breakthroughs	Explore climate-resilient technologies through research and development or strategic partnerships Enhance business adaptability to potential technology shifts
Reputation risks Insufficient climate action undermines stakeholder trust	Medium – Long-term	Risk to brand reputation in case of failure to deliver on sustainability and climate commitments	Enhance regular, open, and effective stakeholder engagement

Climate-related Opportunities

Opportunity Factor	Time Frame	Potential Impacts	Our Approach
Increased market demand for energy- and resource-efficient power generation solutions	Medium – Long-term	Lower fuel costs, higher power generation output, and enhanced competitiveness through optimising energy utilisation	Proactively implement advanced monitoring systems to optimise fuel efficiency Invest in leading, high-performance, and energy-efficient power generation systems
Increased market demand for climate-resilient power generation solutions	Medium – Long-term	Enhanced revenue streams supported by growing market demand for clean and sustainable decentralised power generation solutions Expansion into new markets that are undergoing energy transition	Diversify solutions offerings to meet diverse demands across different countries, sectors, and communities Integrate climate resilience into core business strategy in alignment with evolving market trends and opportunities
Increased financing opportunities from climate-focused public-sector incentives and policies	Short — Medium-term	Access to favourable financing conditions and incentives Enhanced financial flexibility enabling accelerated investment in sustainable energy projects and technologies Improved risk management through diversified funding sources tailored to climate-aligned initiatives	Actively engage with investors, banks, and financial institutions to leverage climate-focused incentives Pursue targeted financing instruments, including green bonds, green loans, sustainability-linked loans, and government-backed energy grants

Our Climate Strategy

The climate-related risks and opportunities identified above form the foundation of our climate strategy. Building upon these insights, we formulated our climate roadmap with clearly defined short-, medium-, and long-term priorities, outlining a structured pathway to achieving carbon neutrality by 2050.

Short-term (2025–2030)

- **Fully understand climate risk impact on our operations:** systematically assess climate-related physical and transition risks affecting existing assets, operational efficiency, and supply chain stability
- **Enhance operational climate preparedness:** implement targeted training programmes and regular emergency drills to improve employee preparedness, responsiveness, and resilience to climate-induced contingency events
- **Expand stakeholder engagement and collaboration:** communicate with key stakeholders on climate-related risks, mitigation strategies, and expectations regularly, explore partnerships to facilitate joint efforts in pursuing climate-related emerging opportunities

Medium-term (2031–2040)

- **Strengthen asset climate resilience:** integrate climate resilience criteria into the site selection, design, and operational management of our IBO projects, consolidate early warning systems, insurance coverages, and contingency plans against climate-related disruptions
- **Advance sustainable power generation technologies and solutions:** accelerate research, development, and deployment of low-carbon decentralised energy solutions, including hybrid generation, integrated energy management systems, and battery storage technologies
- **Optimise energy- and resource-efficiency:** continuously reduce resource consumption and emissions intensity across all operational units through the use of cleaner fuels and renewables, the implementation of targeted technology upgrades, and operational improvements

Long-term (2041–2050)

- **Develop strategic partnerships:** strengthen cooperation between upstream and downstream partners in the energy supply chain to explore synergies in decarbonisation
- **Transition towards carbon-neutral power generation:** evaluate carbon offsetting approaches and emerging technologies to complement direct emission reduction efforts

Risk Management

Risk Identification and Assessment

The scope of our annual assessments of climate-related risks and opportunities covers our global operational footprint, accounting for specific regional vulnerabilities. For instance, we assess coastal flooding and urban climate risks pertinent to our operations in Hong Kong, and evaluate tropical rainforest and river-system sensitivities affecting our power stations in the Brazilian Amazon. In line with TCFD recommendations, we evaluate potential impacts on our operations under two climate scenarios:

- **High-carbon scenario:** assuming "Business as usual" trajectory with limited global decarbonisation efforts beyond currently enacted policies
- **Low-carbon scenario:** assuming alignment with 1.5°C warming and the ambitious global decarbonisation that is needed to avoid the worst impacts of climate change

This structured scenario analysis provides a comprehensive view of potential risks and opportunities, allowing us to stress-test and enhance the resilience of our business strategy, operations, and value chain against diverse climate futures.

Risk Management

Recognising climate change as one of our top 10 material sustainability topics in 2024, we ensure focused oversight of climate risk management through the Board, Management Committee, and Sustainability Committee. This governance structure facilitates and coordinated action on climate-related risk mitigation, adaptation, and strategic planning.

Our climate risk management approach is guided by our dedicated Climate Change Policy and operationalised through our ISO 14001-certified Environmental Management System, ensuring systematic integration of climate considerations into the Group's broader enterprise risk management system, business decisions and operational practices. We are committed to continuously enhancing our climate scenario analyses, incorporating qualitative and quantitative methodologies supported by the latest climate science.

Metric and Targets

We track and analyse climate-related targets to effectively manage our climate-related risks and opportunities and drive continual improvement. Our primary target focuses on reducing the carbon emissions intensity measured in terms of carbon emissions per kilowatt-hour (kWh) of electricity sold. This target directly helps us evaluate and continuously enhance our energy efficiency performance.

Indicator	Target Type	Unit
Carbon emissions per kWh of electricity sold	Intensity*	Reduction of the carbon emissions per kWh electricity sold

* The carbon intensity indicator reflects the Group's carbon reduction efforts in supplying electricity to customers. Relevant data is collected half-yearly for emissions calculations and the Group analyses the target gap to adjust strategies regularly.

SUPPORTING OUR STAKEHOLDERS

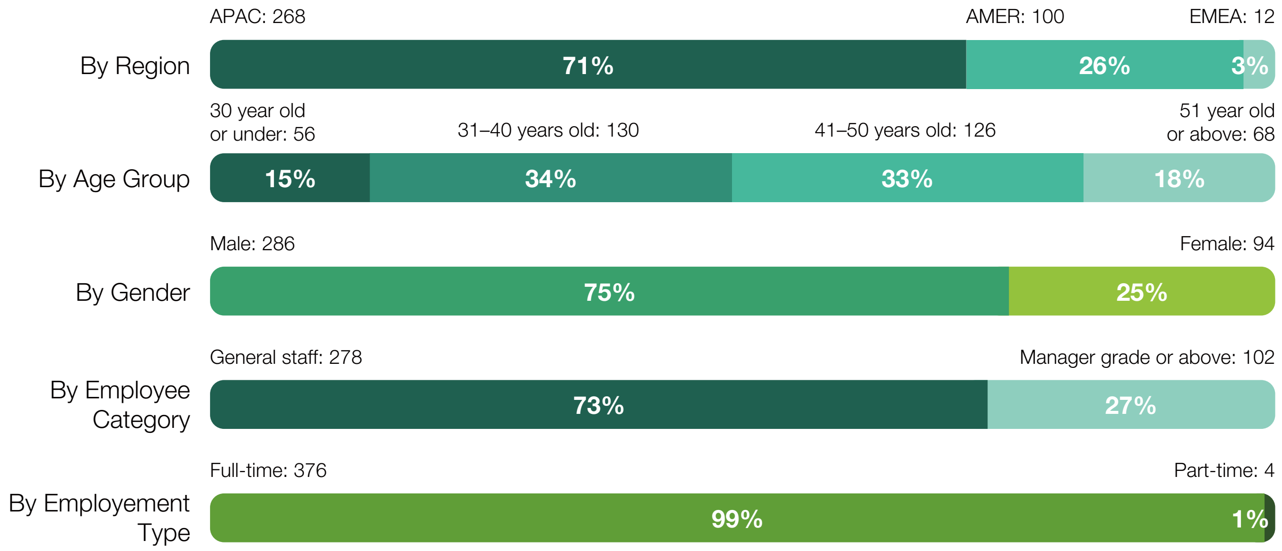
We value our employees, customers, contractors, and suppliers as essential partners in driving our business forward. By fostering transparent communication and equitable collaborations, we align all parties towards shared success. Internally, we cultivate an inclusive, skilled and thriving workforce by investing in talent development and professional training programmes. Externally, we establish rigorous standards with partners, focusing on environmental stewardship, responsible procurement, and innovation-driven collaboration, to collectively address industry challenges.

Employees

We are committed to upholding the highest ethical standards. All employees are required to adhere to our Code of Conduct, which is reinforced by comprehensive policies such as the Anti-Bribery and Corruption Policy and the Conflict of Interest Policy. In 2024, we refreshed our Code of Conduct to address the challenges in an era of dynamic transformation for the energy sector. The principles stipulated under the Code of Conduct are seamlessly integrated into operational practices through mandatory training programmes that have achieved 100% employee participation.

Employee feedback is fundamental to driving continuous improvement and achieving long-term success. Through our Employee Suggestion Scheme, employees can raise concerns via either physical suggestion boxes or a dedicated, confidential email. Our whistleblowing system provides a secure and discreet channel for reporting unethical or illegal misconduct, backed by strict anti-retaliation measures to protect whistleblowers. In 2024, we received zero reports of misconduct. Additionally, our support for collective bargaining and freedom of association fosters a workplace built on collaboration, trust, and open dialogue.

2024 Employee Profile[1, 2]



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[1] Employees who are directly employed by the Group

[2] Asia Pacific (APAC), the Americas (AMER), Europe, Middle East, and Africa (EMEA)

Remuneration and Performance Management

Our remuneration practices are designed to attract, retain, and reward top talent while ensuring employee contributions align with corporate goals. For all employees, remuneration is governed by a Board-approved remuneration system, which defines clear policies on salary structures, dismissal compensation, and benefits. This system is regularly reviewed to remain competitive within the industry.

For executives, a performance-based compensation framework directly links remuneration to individual achievements and corporate profitability, fostering accountability and alignment with organisational objectives. Our Staff Appraisal System supports holistic evaluations through multi-dimensional performance assessments and annual reviews, providing constructive feedback to promote professional growth.

Diversity, Equity, and Inclusion

We actively champion workplace diversity, equity, and inclusion to drive innovation, enhance employee engagement, and foster a culture of belonging.

Talent acquisition is essential to corporate development. Our hiring process is designed to provide fair and equal opportunities for all candidates, in strict compliance with the Employment Ordinance and Equal Opportunity Ordinance in Hong Kong and applicable employment laws and regulations in other jurisdictions. We ensure all recruitment decisions are based solely on job requirements and qualifications, applying objective screening criteria to eliminate bias. To reinforce these principles, our Code of Conduct provides a transparent and accessible process for employees to report and address cases of discrimination related to personal characteristics such as race, ethnicity, or gender.

We maintain a strict zero-tolerance policy for unethical practices, including the employment of child labour, forced labour, discrimination, harassment, and bullying. In addition, our Sexual Harassment Prevention Policy establishes clear procedures for identifying, reporting, and addressing inappropriate behaviour, ensuring a safe and respectful working environment.

We recognise the invaluable contributions of individual employees regardless of their race, ethnicity, or gender. Through a balanced talent recruitment and development strategy, we notice an increased female representation across our workforce. In 2024, the proportion of female executives rose to 32% (2023: 24%).

32%
Female Executives

79
New Hires

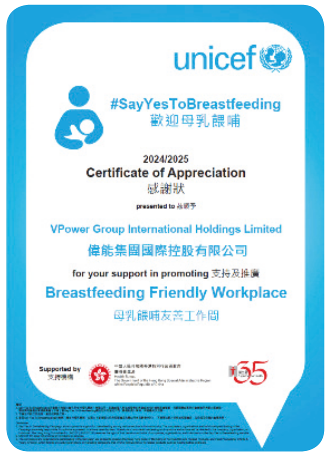
17%
Turnover Rate

Benefits and Wellbeing

We are committed to prioritising employee well-being by offering a comprehensive benefits package and fostering a workplace culture that supports both personal and professional growth. Beyond competitive remuneration, we provide inclusive benefits designed to promote the physical, mental, and financial wellness of our employees.

We support employees with family-friendly leave arrangements, including paid maternity and paternity leave, care leave, and flexible working arrangements. These initiatives help employees balance professional and family responsibilities while ensuring they have time to rest, recharge, and maintain a healthy work-life balance.

To support breastfeeding mothers, we upheld a breastfeeding-friendly policy stipulating our commitments in providing dedicated, private nursing spaces and breastfeeding breaks during work hours. We are honoured to receive the United Nations International Children's Emergency Fund (UNICEF) Certificate of Appreciation as a Breastfeeding Friendly Workplace for the fourth consecutive year, underlining our dedication to creating a supportive environment for working mothers and promoting maternal health. In 2024, 80% of our female employees returned to work after maternity leave.



unicef

#SayYesToBreastfeeding
歡迎母乳餵哺

2024/2025
Certificate of Appreciation
感謝狀
presented to 頒發予

VPower Group International Holdings Limited
偉能集團國際控股有限公司

for your support in promoting 支持及推廣
Breastfeeding Friendly Workplace
母乳餵哺友善工作間

Supported by
支持機構

Growth and Development

We continue to invest in our workforce, equipping our employees with the skills required for the future. We encourage employees to actively participate in discussions about their career aspirations. Through personalised development plans and clearly defined role profiles, we align individual career goals with business objectives to enhance both engagement and performance.

To support professional advancement, we provide development resources designed for employees at various career stages. Together, employees and direct managers identify skill gaps through regular communications and annual performance appraisals, ensuring training initiatives are specific and relevant. In addition, we offer financial subsidies for external certifications and professional training courses to empower continuous learning.

19,000+
Hours of Training

50
Hours per Employee

100%
Employee Coverage

In 2024, our employees completed over 19,000 hours of training, averaging 50 hours per individual and covering 100% of our directly employed workforce. Our training programmes focus on two key areas:

Ethics and Compliance

- Code of Conduct
- Anti-bribery and Corruption
- Conflict of Interest
- Data Privacy and Cybersecurity

Professional and Technical Development

- Job-related Certifications
- Occupational Health and Safety
- Interpersonal and Communication Skills
- Digital and Technical Upskilling

Management Trainee Programme

In 2024, we launched our first management trainee programme to develop high-potential graduates into future leaders. This two-year programme offers trainees tailored rotational experiences across key business areas such as business development, investor relations, and sustainability. Guided by experienced mentors and senior leaders, trainees gain practical, hands-on exposure to diverse functions, equipping them with a comprehensive understanding of the operational and strategic priorities of the Group. By blending immersive learning with targeted professional development, the programme cultivates essential skills, cross-functional expertise, and leadership capabilities.

> **My journey at VPower has been transformative.** In six months, I've tackled a number of projects that challenged me to think critically and grow quickly, including analysing financial reports, drafting for internal communications, and planning corporate social responsibility events. With supportive mentorship, I've gained the confidence to take on new challenges. I'm excited about the upcoming rotations to explore new areas.
>
> **Jenny Zhang**
> Trainee, Investor Relations

Health and Safety

Our commitment to employee health and safety is unwavering. We adhere strictly to the ISO 45001 Occupational Health and Safety standard and integrate our Occupational Health and Safety Policy consistently across the Group's operations. By regularly evaluating our management systems, reviewing our emergency responses, and conducting employee trainings, we empower our workforce to respond effectively to challenges and foster a supportive work environment.

Production Safety

In 2024, we strengthened safety management systems by focusing on three key areas: enforcing accountability, tightening risk controls, and fostering a proactive safety culture. Oversight is embedded at every organisational level, with responsibilities spanning from on-site engineers and general staff to senior management. Primary leaders act as the first line of accountability, while supervisors oversee safety and compliance within their respective domains. This multi-tiered approach ensures that safety responsibilities are clearly defined and consistently executed, supported by robust monitoring systems and ongoing training programmes.

To enhance safety awareness, we periodically revise our Safety Handbook and supporting procedures to ensure that onsite engineers and general staff are well-versed in safety protocols and contingency plans. Guided by a prevention-first approach, we have stepped up pre-emptive inspections of fire suppression systems, electrical equipment, and storage facilities to identify and mitigate risks. In 2024, we conducted 15 safety inspections, maintaining a 100% resolution rate for risks identified. Our zero-tolerance policy extends beyond inspections, addressing any form of negligence or non-compliance in safety practices. These efforts underpin our annual record of zero high-consequence work-related injury.

In compliance with the Work Safety Law of the People's Republic of China on and applicable laws and regulations in other jurisdictions where we operate, we have developed comprehensive contingency plans for our Shenzhen Factory and power stations worldwide. These plans address four primary emergency scenarios: natural disasters, operational incidents, public health incidents, and civil security issues. Each plan is designed to ensure swift and effective action, guided by the structured protocols of our safety management teams.

15
Safety Inspections

100%
Resolution Rate

Road Safety Campaign

In May 2024, we launched an employee engagement campaign to promote road safety awareness in contribution to the global initiative led by the World Health Organization and United Nations to reduce traffic-related risks and promote safer commuting behaviours. The campaign featured expert-led lectures on practical road safety knowledge. At our office in Manaus, Brazil, employees showed their support by wearing yellow, a universal symbol of road safety.

Occupational Health

We place a strong emphasis on occupational health, ensuring full compliance with both local and international laws and regulations. In 2024, we maintained a record of zero reported occupational diseases. To address occupational health risks, we conduct regular workshops to provide employees with practical knowledge on identifying and mitigating hazards. These workshops addressed common risks, including ergonomic challenges faced by office staff and exposure to physical hazards for on-site workers, safeguarding employee health across all operations. Beyond compliance, we are committed to fostering a culture of health and well-being through holistic wellness programmes.

9
Health Initiatives

5
Regions Covered

Health Awareness Campaigns

Our global occupational health initiatives focused on raising awareness about mental health and cancer prevention through expert-led lectures, health screenings, diagnostic testing, and free vaccinations. By providing education and access to care, we supported employees in taking proactive steps to manage their health and reinforced our commitment to building a healthier, more resilient workforce.

Suppliers

Responsible Procurement

A robust and resilient supply chain is fundamental to our commitment to responsible and sustainable business development. To uphold unwavering integrity throughout the procurement process and in all supplier engagements, we require our employees to strictly adhere to our Code of Conduct, Anti-Bribery and Corruption Policy, and Conflict of Interest Policy, reinforced by regular refresher training sessions.

In 2024, we further introduced specific procurement policies addressing connected transactions. These policies ensure strict compliance with the Rules Governing the Listing of Securities on the SEHK, guaranteeing that all such transactions are conducted on fair and reasonable terms. A rigorous framework for tendering and quotations has been established, requiring all suppliers, including connected parties, to follow the same transparent quotation and price review process based on objective market benchmarks and comprehensive cost analysis.

Supplier Selection and Evaluation

We systematically integrate responsible procurement principles into our supplier lifecycle management, implementing a series of policies and procedures, including the Procurement Procedure and Supplier Evaluation and Control Procedure, to select reputable and responsible suppliers. We evaluate suppliers based on their credentials and capabilities, including the legality of their business qualifications, their demonstrated past performance, and any history of legal disputes. We prioritise suppliers that hold internationally recognised certifications in environmental, health and safety, and quality management, and those that demonstrate consistent progress and a strong commitment to sustainability.

Supplier Engagement

We proactively engage with our suppliers to cultivate a shared understanding of, and ensure their adherence to, our sustainability standards. Recognising the growing significance of sustainable supply chain management for both our stakeholders and the Group's operational resilience, we are in the advanced stages of preparing for the formal launch of our supplier code of conduct. This document outlines our minimum standards and expectations for suppliers across the areas listed on the right. We expect all suppliers to acknowledge and adhere to the standards set forth in our supplier code of conduct.

To facilitate effective understanding and implementation, we will introduce targeted capacity-building training programmes and communication initiatives.

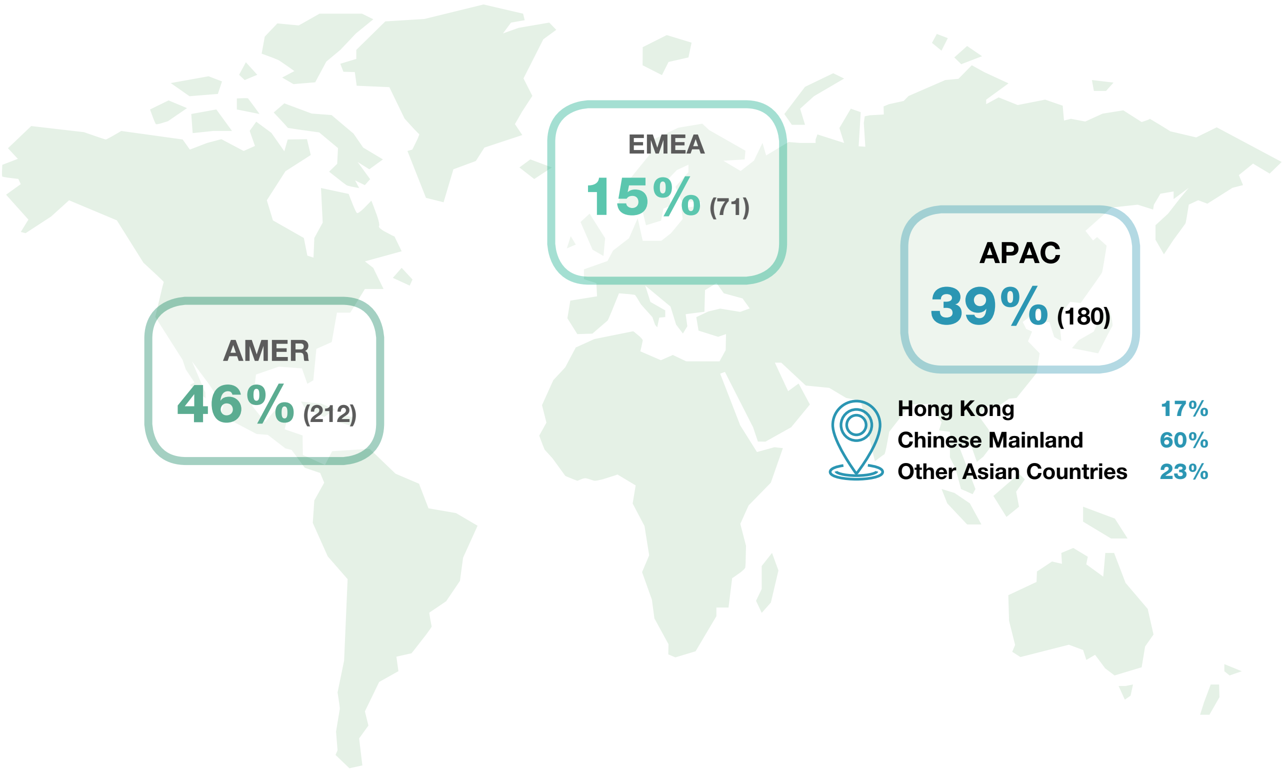
- ☑ Compliance
- ☑ Business Ethics
- ☑ Labour Rights
- ☑ Health and Safety
- ☑ Product Responsibility
- ☑ Environmental Protection
- ☑ Information Security

Risk Identification and Management

Our risk management framework includes a comprehensive evaluation of key supply chain vulnerabilities, such as price volatility, product quality assurance, geopolitical instability, climate-related impacts, and logistical challenges. To mitigate identified risks, we foster strong business partnerships with key suppliers, strategically diversify our sourcing regions to reduce reliance on single locations, and develop robust contingency plans for swift and effective responses to any unforeseen disruptions. We also conduct ongoing supplier assessments, including price and delivery evaluations, quality assessments, and service evaluations, to manage risks associated with supplier performance.

2024 Supply Chain Profile

We work closely with a diverse range of suppliers, which fall mainly into the following categories: gen-sets and engines, components and spare parts, fuels, service providers, and contractors. In 2024, we had approximately 460 active suppliers, with around 39% based in Asia and the remainder distributed across Europe, the Middle East, and the Americas.



Clients

Product Responsibility

With over two decades of experience in power generation system integration, we take pride in our expertise in delivering customised and reliable energy solutions to help our clients achieve their goals. We promote strong collaboration between our engineering, production, business, and operations teams to ensure product quality remains a top priority throughout the entire product lifecycle, from design and assembly to application and ongoing support.

Design

Our product design philosophy prioritises sustainability, efficiency, and adaptability. We develop modular, containerised power generation solutions that optimise resource use, significantly reducing energy consumption and emissions. These flexible systems enable rapid deployment and scalable configurations tailored precisely to diverse energy demands. To further enhance energy efficiency and minimise environmental impact, we integrate combined cooling, heating, and power (CCHP) technologies, alongside advanced battery storage and intelligent centralised control systems. These innovations ensure optimal energy dispatch and reduced carbon footprint.

Assembly

We prioritise product responsibility by sourcing from industry-leading suppliers. At our dedicated system integration factory in Shenzhen, China — certified to ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety) — we implement rigorous quality control processes aligned with stringent international standards. Under our comprehensive Inspection Control Procedure, we conduct thorough testing and validation of each gen-set prior to delivery, ensuring consistent performance, safety, and environmental compliance.

Application

Leveraging our extensive expertise, we deliver customised power generation solutions engineered for optimal performance across diverse environments — from plains and mountainous terrains to tropical and polar climates. Our tailored systems offer dependable standby, peak, and continuous power for critical applications and sectors, including data centres, construction, industrial operations, shipping, and public utilities. In recent years, we've seen significant growth in demand from data centre clients, who rely on our robust and uninterrupted power solutions to meet their critical demands for computing reliability, operational stability, and energy efficiency.

Response

Our Global Service Support Unit provides expert technical assistance and responsive after-sales service to customers worldwide. We uphold strict standards for protecting customer information and rigorously adhere to privacy regulations. In 2024, we recorded zero incidents of product recalls, quality, health, or safety complaints, and no breaches concerning advertising, labelling, or consumer data privacy compliance. Looking forward, we will continue engaging clients to incorporate their valuable feedback into our ongoing business improvements.

Communities

In many developing countries and remote rural areas where we operate, electricity is not just a convenience — it is a catalyst for social development. As an energy provider serving many underserved regions across the world, we witness firsthand how reliable electricity sparks opportunities, strengthens local economies, enables critical healthcare services, and opens doors to better education and brighter futures.

In 2024, we took tangible action to amplify our social impact, launching 15 targeted initiatives covering 29 communities across five countries. Through close collaboration with trusted local organisations, we identified and addressed pressing community needs in education, public health, environmental conservation, arts and culture. Our support ranged from direct financial contributions and in-kind donations to awareness-raising campaigns and employee volunteering activities. As we look ahead, our ambition is clear: to continue working hand-in-hand with communities to light a path toward sustainable development.

2024 Community Engagement Highlights

5
Countries Worldwide

29
Neighbouring Communities

15
Targeted Initiatives

Seeding Bright Futures

Our initiatives integrate education with sustainability to empower the next generation while building the long-term resilience of the communities we serve. In Iquitos, Peru, where we operate through a joint venture partnership, we provided essential school supplies — including backpacks, notebooks and stationery — to approximately 1,200 students across 11 neighbouring communities. By equipping students with the tools they need to succeed, we strive to break down barriers and foster equitable access to education.

Aligned with the United Nations Environment Programme's #GenerationRestoration initiative, we are committed to building a meaningful legacy of care for both people and the planet. Building upon this commitment, we donated 120 tree saplings — comprising citrus, palm, and ornamental species — to 6 local schools in celebration of World Environment Day. Students, teachers, and volunteers enthusiastically worked together to plant these saplings in schoolyards and community gardens, transforming these spaces into vibrant hubs of environmental stewardship.

SDG 4	**Quality Education**
SDG 13	**Climate Action**

Transforming Waste into Wonder

In Amazonas, Brazil, we unlocked new value from waste by creatively repurposing lubricant oil drums from our power stations into meaningful community assets. After thoroughly cleaning the drums to comply with environmental standards, we collaborated with a renowned local artist who transformed them into vibrant artistic installations.

These vibrant masterpieces, adorned with depictions of endangered local wildlife such as toucans, jaguars, and colourful parrots, were donated to local schools. Repurposed as gardening pots, storage units, and waste bins, they bring bursts of colour to public spaces.

We hope that these artistic installations spark curiosity and meaningful conversations among students, teachers, and the broder community, raising awareness of biodiversity conservation.

687
Oil drums donated
since 2020

> This initiative started with a simple but powerful idea: giving used oil drums from our power plant a new life. It is deeply rewarding to see how a creative approach to sustainability can make a meaningful difference, not only protecting our environment but also benefiting the community we care about. As someone who helped organise this effort, I'm incredibly proud of how far we have come.
>
> **Victor Hugo Santos Vieira**
> Site Manager

SDG 11	**Sustainable Cities and Communities**
SDG 14, 15	**Life Below Water, Life on Land**

Building Resilient Infrastructure

We recognise that resilient infrastructure goes beyond bricks and concrete; it serves as the bedrock to build thriving communities. Upholding the Belt and Road Initiative's core values of mutual benefit, shared growth, and sustainable development, we actively partner with local communities to forge long-lasting relationships. By deeply engaging with these communities, we gain insight into their unique challenges, allowing us to tailor our support for relevance and impact.

In 2024, we provided financial donations and construction materials to support building residential facilities and renovating communal halls in two countries where we operate, strengthening the fabric of vital communal spaces.

SDG 9 **Industry, Innovation and Infrastructure**

Strengthening Community Health

Recognising the vital connection between community health and resilience, we collaborated with local health agencies and disease prevention authorities to implement targeted interventions. In 2024, our efforts focused on underserved communities residing along the Amazon River, where access to medical resources to was limited. Our initiatives provided essential vaccines free of charge to beneficiaries, addressing critical healthcare gaps in the region.

In parallel, we conducted educational programmes to enhance community members' understanding of preventive healthcare practices, symptom recognition, and appropriate treatment protocols. These interventions aim to empower individuals to proactively manage their health, fostering a culture of awareness and resilience. By equipping communities with the tools and knowledge to safeguard their well-being, we contribute to the broader goal of enhancing community health and quality of life.

SDG 3 **Good Health and Well-being**

PERFORMANCE DATA SUMMARY

Environmental Aspect

	Unit	2023	2024
GHG Emissions[1]			
Direct (Scope 1) Emissions[2]			
Offices	tonne CO_2e	43.28	26.12
Shenzhen Factory	tonne CO_2e	29.22	68.26
IBO projects	tonne CO_2e	210,622.37	222,803.49
Energy Indirect (Scope 2) Emissions[3]			
Offices	tonne CO_2e	105.49	86.09
Shenzhen Factory	tonne CO_2e	68.83	69.49
IBO projects	tonne CO_2e	245.87	264.28
Other Indirect (Scope 3) Emissions[4]			
Offices	tonne CO_2e	236.23	196.38
Shenzhen Factory	tonne CO_2e	4.92	3.03
IBO projects	tonne CO_2e	75.53	36.79
Total Gross GHG Emissions	tonne CO_2e	211,431.75	223,553.93
GHG Emissions Intensities			
Offices	tonne CO_2e/m^2 of floor area	0.12	0.096
Shenzhen Factory	tonne CO_2e/HK$'000,000 revenue from SI business	0.15	0.23
IBO projects	tonne CO_2e/kWh of electricity generated	0.00018	0.00015
GHG Emissions Offset[5]			
Shandong Project	tonne CO_2e	75,395.47	51,358.75
Myingyan II Project	tonne CO_2e	10,183.87	–
Net GHG Emissions[6]	tonne CO_2e	125,852.40	172,195.18

Notes:

1 Our calculation standards and methodologies for GHG emissions are primarily based on "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the Environmental Protection Department (EPD) and the Electrical and Mechanical Services Department (EMSD) of the Hong Kong Government. Environmental data of 2023 have been partially restated to ensure comparability with that of 2024, adopting consistent emission factors, calculation scope and methodologies.

2 Scope 1 emissions are direct GHG emissions from sources owned or controlled by VPower Group, including pre-combustion fuel processing. GHG emissions from projects where off-takers regulate fuel supply and consumption are outside VPower Group's operational scope and are therefore not accounted for in our Scope 1 emissions calculations.

3 The sources of emission factors include official guidelines published by the relevant governmental authorities of the regions where we operate, "IEA Emission Factors" published by the International Energy Agency (IEA), and sustainability reports of local utility companies.

4 Scope 3 emissions consider emissions from the disposal of office paper to landfill, the use of electricity for the treatment of potable water and wastewater, and business air travels, which are calculated with the International Civil Aviation Organisation Carbon Emissions Calculator.

5 GHG emissions offset only includes offsets achieved by our environmental projects or technologies. Examples of environmental projects include the use of organic rankine cycle to capture residual heat for further power generation, and the use of biomass and solar energy to replace the use of fossil fuels for power and heat generation.

6 Net GHG emissions represent total gross GHG emissions less any emissions that are offset by VPower Group's business activities.

	Unit	2023	2024
Air Emissions[7]			
Shenzhen Factory			
Sulphur dioxide (SO_2)	tonne	0.003	0.02
Nitrogen oxides (NOx)	tonne	0.47	1.52
Particulate matter (PM)	tonne	0.02	0.04
IBO Projects			
Sulphur dioxide (SO_2)	tonne	92.79	122.04
Nitrogen oxides (NOx)	tonne	2,777.96	3,098.55
Particulate matter (PM)	tonne	66.28	82.89
Energy Consumption[8]			
Electricity Consumption			
Offices	kWh	186,440	163,614
Shenzhen Factory	kWh	156,334	157,818
IBO projects	kWh	991,162	741,445
Natural Gas Consumption			
IBO projects	m^3	166,934,275	138,959,495
Liquid Fuel Consumption			
Offices	L	14,987	9,789
Shenzhen Factory	L	13,617	40,869
IBO projects	L	96,662,295	118,028,778
Biogas Consumption			
Shandong Project	m^3	41,038,290	27,876,654
Total Energy Consumption			
Offices	GJ	1,211	942
Shenzhen Factory	GJ	1,053	2,040
IBO projects	GJ	9,644,016	10,297,182
Total Energy Consumption Intensities			
Offices	GJ/m^2 of floor area	0.38	0.29
Shenzhen Factory	GJ/HK$'000,000 revenue from SI business	1.56	3.38
IBO projects	GJ/kWh of electricity generated	0.01	0.01

Notes:

7 Air emissions include the air pollutants generated from our Shenzhen Factory and power station projects over which VPower Group possesses ownership or operational control. Air emissions from projects where off-takers regulate fuel supply and consumption are outside VPower Group's operational scope and are therefore not accounted for in our air emissions calculations.

8 Energy consumption calculations are performed in accordance with applicable guidelines including the United Nations International Recommendations for Energy Statistics, Series M No. 93 (2018 Edition) published by the Department of Economic and Social Affairs of the United Nations Secretariat and the Key World Energy Statistics (2021 Edition) published by IEA with the use of standard conversion factors.

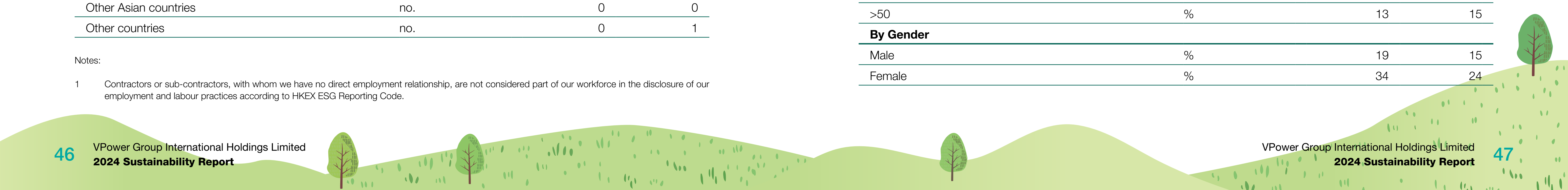
	Unit	2023	2024
Water Consumption			
Offices	m^3	558	583
Shenzhen Factory	m^3	4,111	3,842
IBO projects	m^3	87,075	65,591
Water Consumption Intensities			
Offices	m^3/m^2 of floor area	0.17	0.18
Shenzhen Factory	m^3/HK$'000,000 revenue from SI business	6.09	6.37
IBO projects	m^3/kWh of electricity generated	0.000075	0.000045
Waste			
Non-Hazardous Waste Generated			
Offices	kg	3,542	4,456
Shenzhen Factory	kg	9,707	9,854
IBO projects	kg	69,599	22,549
Non-Hazardous Waste Generated Intensities			
Offices	kg/m^2 of floor area	1.10	1.39
Shenzhen Factory	kg/HK$'000,000 revenue from SI business	14.37	16.34
IBO projects	kg/kWh of electricity generated	0.000060	0.000016
Hazardous Waste Oil Generated			
IBO projects	L	238,637	121,236
Hazardous Waste Generated Intensity			
IBO projects	L/kWh of electricity generated	0.00021	0.00008
Environmental Compliance			
Number of violation cases related to pollutant emissions or environmental impacts	no.	0	0

Social Aspect

	Unit	2023	2024
Employment Profile[1]			
Total Number of Employees	no.	365	380
By Age Group			
<30	no.	45	56
31–40	no.	141	130
41–50	no.	113	126
>50	no.	66	68
By Gender			
Male	no.	279	286
Female	no.	86	94
By Employment Type			
Full-time	no.	363	376
Part-time	no.	2	4
By Contract			
Permanent	no.	283	313
Temporary	no.	82	67
By Region			
Hong Kong & Chinese Mainland	no.	226	231
Other Asian countries	no.	37	45
Other countries	no.	102	104
Full-time			
By Gender			
Male	no.	278	284
Female	no.	85	92
By Region			
Hong Kong & Chinese Mainland	no.	224	228
Other Asian countries	no.	37	45
Other countries	no.	102	103
Part-time			
By Gender			
Male	no.	1	2
Female	no.	1	2
By Region			
Hong Kong & Chinese Mainland	no.	2	3
Other Asian countries	no.	0	0
Other countries	no.	0	1
Permanent			
By Gender			
Male	no.	221	245
Female	no.	62	68
By Region			
Hong Kong & Chinese Mainland	no.	151	180
Other Asian countries	no.	30	31
Other countries	no.	102	102
Temporary			
By Gender			
Male	no.	58	42
Female	no.	24	25
By Region			
Hong Kong & Chinese Mainland	no.	75	51
Other Asian countries	no.	7	14
Other countries	no.	0	2
Non-employee Profile			
Total Number of Non-employee Workers	no.	359	417
By Age Group			
<30	no.	165	214
31–40	no.	138	136
41–50	no.	46	56
>50	no.	10	11
By Gender			
Male	no.	330	383
Female	no.	29	34
By Region			
Hong Kong & Chinese Mainland	no.	38	35
Other Asian countries	no.	296	357
Other countries	no.	25	25
Employee Turnover Rate			
Overall	%	22	17
By Age Group			
<30	%	44	33
31–40	%	21	20
41–50	%	17	8
>50	%	13	15
By Gender			
Male	%	19	15
Female	%	34	24

Notes:

[1] Contractors or sub-contractors, with whom we have no direct employment relationship, are not considered part of our workforce in the disclosure of our employment and labour practices according to HKEX ESG Reporting Code.



	Unit	2023	2024
By Region			
Hong Kong & Chinese Mainland	%	19	14
Other Asian countries	%	54	44
Other countries	%	19	13
New Employee Hire Rate			
Overall	%	13	21
By Age Group			
<30	%	23	73
31–40	%	17	17
41–50	%	7	13
>50	%	6	4
By Gender			
Male	%	11	17
Female	%	19	34
By Region			
Hong Kong & Chinese Mainland	%	10	17
Other Asian countries	%	35	63
Other countries	%	13	15
Health and Safety			
Total working hours[2]	hours	808,963	1,017,475
Number of work-related fatalities[3]	no.	0	0
Rate of work-related fatalities[4]	—	0	0
Number of high-consequence work-related injuries (excluding fatalities)[5]	no.	0	0
Rate of high-consequence work-related injuries (excluding fatalities)[4]	—	0	0
Number of work-related injuries[6]	no.	0	5
Rate of work-related injuries[4]	—	0	0.98
Lost hours due to work-related injuries	hours	0	607
Number of occupational diseases	no.	0	0

Notes:

2 Total working hours are calculated by multiplying the total number of employees per month from January to December 2024 by the number of working days in that month and the 8 hours worked per day.

3 We maintained a zero record of work-related fatalities for the past four reporting years.

4 Following calculations are based on the guidance set out in GRI 403: Occupational Health and Safety 2018:

- Rate of work-related fatalities = (Total number of work-related fatalities/Total working hours) x 200,000
- Rate of high-consequence work-related injuries (excluding fatalities) = (Total number of high-consequence work-related injuries (excluding fatalities)/Total working hours) x 200,000
- Rate of work-related injuries = (Total number of work-related injuries/Total working hours) x 200,000

5 High-consequence work-related injuries (excluding fatalities) refer to work-related injuries from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.

6 Work-related injuries include work-related fatalities and high-consequence work-related injuries.

	Unit	2023	2024
Development and Training			
Employee training rate	%	100	100
Total training hours	hours	16,750	19,071
Average training hours per employee	hours	45.89	49.79
By Gender			
Male	hours	53	58
Female	hours	24	26
By Employment Category			
Directors and executives	hours	11	13
Managers	hours	23	25
General Staff	hours	55	60
Labour Practices			
Number of violation cases related to employment or labour regulations	no.	0	0
Number of violation cases related to child labour or forced labour	no.	0	0
Number of discrimination cases related to gender, ethnicity, age and health during recruitment	no.	0	0
Maternity Leave/Paternity Leave			
Total number of employees that were entitled to maternity/paternity leave			
Male	no.	279	294
Female	no.	86	94
Total number of employees that took maternity/paternity leave			
Male	no.	5	7
Female	no.	5	5
Total number of employees that returned to work in the reporting period after maternity/paternity leave within the same year			
Male	no.	5	7
Female	no.	5	4
Total number of employees that returned to work after maternity/paternity leave ended in the previous year that were still employed 12 months after their return to work			
Male	no.	5	4
Female	no.	3	4
Return to work rate			
Male	%	100	100
Female	%	100	80
Retention rate			
Male	%	63	80
Female	%	100	80

GRI CONTENT INDEX

VPower Group has reported with reference to the GRI Standards for the period of 1 January 2024 to 31 December 2024. The following table provides references and page numbers indicating where the relevant GRI disclosures can be found within this Report and other publicly available documents.

Disclosures	Relevant Section(s) in this Report and/ or Other References/Explanation	Page no.
GRI 2: General Disclosures 2021		
The Organisation and its reporting practices		
2-1 Organisational details	About this Report, About VPower Group	2–5
2-2 Entities included in the Organisation's sustainability reporting	About this Report, 2024 Annual Report — Notes to The Consolidated Financial Statements	2
2-3 Reporting period, frequency and contact point	About this Report	2
2-4 Restatements of information	Performance Data Summary GHG emissions for the previous reporting year ending on 31 December 2023 were restated, adopting consistent emission factors, scope and methodologies for data comparability, resulting in 8.4% increase in the total gross GHG emissions.	43–49
Activities and workers		
2-6 Activities, value chain and other business relationships	About VPower Group, Suppliers, Clients	3, 37–39
2-7 Employees	Employees	31–36
2-8 Workers who are not employees	Performance Data Summary	43–49
Governance		
2-9 Governance structure and composition	Corporate Governance, 2024 Annual Report — Corporate Governance Report	8–11
2-10 Nomination and selection of the highest governance body	2024 Annual Report — Corporate Governance Report	—
2-11 Chair of the highest governance body	2024 Annual Report — Corporate Governance Report	—
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance	8–11
2-13 Delegation of responsibility for managing impacts	Corporate Governance	8–11
2-14 Role of the highest governance body in sustainability reporting	Corporate Governance	8–11
2-15 Conflicts of interest	Corporate Governance, Employees, Suppliers, 2024 Annual Report — Corporate Governance Report	8–11, 31–38
2-16 Communication of critical concerns	Our Approach to Sustainability	8–18
2-17 Collective knowledge of the highest governance body	Corporate Governance	8–11
2-19 Remuneration policies	2024 Annual Report — Corporate Governance Report	—
2-20 Process to determine remuneration	2024 Annual Report — Corporate Governance Report	—
Strategy, policies and practices		
2-22 Statement on sustainable development strategy	Message from Chairman	6–7
2-23 Policy commitments	Our Approach to Sustainability	8–18
2-24 Embedding policy commitments	Our Approach to Sustainability	8–18
2-25 Processes to remediate negative impacts	Our Approach to Sustainability, Preserving Our Planet	8–30
2-26 Mechanisms for seeking advice and raising concerns	Our Approach to Sustainability, Supporting Our Stakeholders	8–11, 31–42
2-27 Compliance with laws and regulations	Compliance with Relevant Laws and Regulations which have Significant Impacts on VPower Group	61–63
Stakeholder engagement		
2-29 Approach to stakeholder engagement	Stakeholder Engagement	15
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	Materiality Assessment	16–18
3-2 List of material topics	Materiality Assessment	16–18
3-3 Management of material topics	Materiality Assessment	16–18
Business Ethics		
GRI 205: Anti-corruption 2016		
205-2 Communication and training about anti-corruption policies and procedures	Our Approach to Sustainability, Employees	8–18, 31–36
205-3 Confirmed incidents of corruption and actions taken	Our Approach to Sustainability, Employees	8–18, 31–36
GRI 206: Anti-competitive Behaviour 2016		
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Our Approach to Sustainability	8–18
Energy Efficiency		
GRI 302: Energy 2016		
302-1 Energy consumption within the Organisation	Energy, Performance Data Summary	20, 43–49
302-2 Energy consumption outside of the Organisation	Performance Data Summary	43–49
302-3 Energy intensity	Energy, Performance Data Summary	20, 43–49
Water Management		
GRI 303: Water and Effluents 2018		
303-5 Water consumption	Water, Performance Data Summary	22, 43–49

Disclosures	Relevant Section(s) in this Report and/ or Other References/Explanation	Page no.
Response to Climate Change, Greenhouse Gas Management		
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	Emissions, Performance Data Summary	21, 43–49
305-2 Energy indirect (Scope 2) GHG emissions	Emissions, Performance Data Summary	21, 43–49
305-3 Other indirect (Scope 3) GHG emissions	Emissions, Performance Data Summary	21, 43–49
305-4 GHG emissions intensity	Emissions, Performance Data Summary	21, 43–49
305-5 Reduction of GHG emissions	Performance Data Summary	43–49
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant	Performance Data Summary	43–49
GRI 201: Economic Performance 2016		
201-2 Financial implications and other risks and opportunities due to climate change	Climate-related Disclosures	24–30
Waste Management		
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	Waste	23
306-2 Management of significant waste-related impacts	Waste	23
306-3 Waste generated	Waste, Performance Data Summary	23, 43–49
Supply Chain Management		
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	Suppliers	37–38
GRI 414: Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	Suppliers	37–38
Employment Practice, Employee Welfare		
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	Employees, Performance Data Summary	31–36, 43–49
401-3 Parental leave	Employees, Performance Data Summary	31–36, 43–49
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	Corporate Governance, Employees	8–11, 31–36
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	Employees, Performance Data Summary	31–36, 43–49

Disclosures	Relevant Section(s) in this Report and/ or Other References/Explanation	Page no.
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	Employees	31–36
403-2 Hazard identification, risk assessment, and incident investigation	Employees	31–36
403-3 Occupational health services	Employees	31–36
403-5 Worker training on occupational health and safety	Employees	31–36
403-6 Promotion of worker health	Employees	31–36
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employees	31–36
403-8 Workers covered by an occupational health and safety management system	Commitment to the UNGC and SDGs, Employees	12–14, 31–36
403-9 Work-related injuries	Employees, Performance Data Summary	31–36, 43–49
403-10 Work-related ill health	Employees, Performance Data Summary	31–36, 43–49
Training and Development		
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	Employees, Performance Data Summary	31–36, 43–49
404-2 Programs for upgrading employee skills and transition assistance programs	Employees	31–36
404-3 Percentage of employees receiving regular performance and career development reviews	Performance Data Summary	43–49
Community Communication		
GRI 413: Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	Commitment to the UNGC and SDGs, Communities	12–14, 40–42
Product Responsibility		
GRI 416: Customer Health and Safety 2016		
416-1 Assessment of the health and safety impacts of product and service categories	Clients	39
GRI 418: Customer Privacy 2016		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Clients In 2024, there were no confirmed incidents of non-compliance with information security related laws or regulations, which have a significant impact on the Group.	39

HKEX ESG REPORTING CODE INDEX

Mandatory Disclosure Requirements

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section(s) in this Report and/or Other References/Explanation	Page No.
Governance Structure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	Our Approach to Sustainability	8–18
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: Materiality, Quantitative, Consistency.	About this Report, Materiality Assessment	2, 16–18
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	About this Report	2

"Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section(s) in this Report and/or Other References/Explanation	Page No.
A. Environmental			
Aspect 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 emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Hazardous wastes are those defined by national regulations.	Emissions, Water, Waste, Compliance with Relevant Laws and Regulations which have significant Impacts on VPower Group	21–23, 61–63
KPI A1.1	The types of emissions and respective emissions data.	Emissions, Performance Data Summary	21, 43–49
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions, Performance Data Summary	21, 43–49
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste, Performance Data Summary	23, 43–49
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste, Performance Data Summary	23, 43–49
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions, Climate-related Disclosures	21, 24–30
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.	Waste	23

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section(s) in this Report and/or Other References/Explanation	Page No.
Aspect A2: Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.	Preserving Our Planet	19–30
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy, Performance Data Summary	20, 43–49
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water, Performance Data Summary	22, 43–49
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy, Climate-related Disclosures	20, 43–49
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.	Water There were no issues related to sourcing water that was fit for purpose.	22
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Our business does not involve significant use of packaging material for finished products.	—
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Preserving Our Planet	19–30
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Preserving Our Planet	19–30
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-related Disclosures	24–30
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-related Disclosures	24–30

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section(s) in this Report and/or Other References/Explanation	Page No.
B. Social			
Employment and Labour Practices			
Aspect 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.	Employees, Compliance with Relevant Laws and Regulations which have Significant Impacts on VPower Group	31–36
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Employees, Performance Data Summary	31–36, 43–49
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Performance Data Summary	43–49
Aspect 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.	Employees, Compliance with Relevant Laws and Regulations which have Significant Impacts on VPower Group	31–36
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Performance Data Summary	43–49
KPI B2.2	Lost days due to work injury.	Performance Data Summary	43–49
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Employees	31–36

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section(s) in this Report and/or Other References/Explanation	Page No.
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	Employees	31–36
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Performance Data Summary	43–49
KPI B3.2	The average training hours completed per employee by gender and employee category.	Performance Data Summary	43–49
Aspect 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.	Employees We are not exposed to a significant risk of having child labour or forced labour. Therefore, we do not consider that the laws and regulations relating to preventing child labour and forced labour have a significant impact on VPower Group.	31–36
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employees	31–36
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Employees We uphold a zero-tolerance policy against such practices. Violations are subject to internal disciplinary actions or handled by relevant authorities.	31–36
Operating Practices			
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Suppliers	37–38
KPI B5.1	Number of suppliers by geographical region.	Suppliers	37–38
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.	Suppliers	37–38

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section(s) in this Report and/or Other References/Explanation	Page No.
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Suppliers	37–38
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Suppliers	37–38
Aspect 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, labelling and privacy matters relating to products and services provided and methods of redress.	Clients Our business does not involve substantial advertising and labelling. Therefore, no dedicated policies are in place and the compliance with relevant laws and regulations does not have a significant impact on VPower Group.	39
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Clients	39
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	There were no product- and service-related complaints received in 2024.	–
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	We protect with best efforts the Group's intellectual property rights, and comply with all applicable laws and regulations, including observing the intellectual property rights of our suppliers.	–
KPI B6.4	Description of quality assurance process and recall procedures.	Clients	39
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Clients	39

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section(s) in this Report and/or Other References/Explanation	Page No.
Aspect 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 bribery, extortion, fraud and money laundering.	Corporate Governance Current policies and measures in place are adequate to comply with generally applicable standards, we do not consider that the laws and regulations relating to bribery, extortion, fraud and money laundering have a significant impact on VPower Group.	8–11
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.	Corporate Governance During the year, no investigation or legal proceeding regarding corruption, bribery, extortion, fraud and money laundering was instituted against VPower Group or its employees.	8–11
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Corporate Governance	8–11
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Corporate Governance	8–11
Community			
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.	Our Corporate Social Responsibility Procedure outlines a structured approach to community engagement designed to proactively understand and respond to local community needs and expectations.	—
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Communities	40–42
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Communities	40–42

COMPLIANCE WITH RELEVANT LAWS AND REGULATIONS WHICH HAVE SIGNIFICANT IMPACTS ON VPOWER GROUP

HKEX ESG Reporting Code Subject Area	
Environment	
Aspect A1: Emissions *Relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.*	Relevant laws and regulations that were significant to the Group based on the scale of operations, the revenue contribution and impacts include the following laws and regulations in the territories set out below: People's Republic of China ("**PRC**"): Environmental Protection Law of the PRC, Regulations on the Environmental Management of Construction Projects, Environmental Impact Assessment Law of the PRC, Air Pollution Prevention and Control Law of the PRC and Solid Waste Pollution Prevention and Control Law of the PRC. Brazil: National Environmental Policy Law 2023, Regulations on Climate Change 2023, Environmental Policy Law, Clean Air Law, National Water Resources Policy Law, National Solid Waste Policy Law and Conama Resolution No. 237. Indonesia: Law No. 32 of 2009 on Environmental Protection and Management, Government Regulation No. 22 of 2021 on Implementation of Environmental Protection and Management, Government Regulation No. 22 of 2020 as the Implementing Regulation of Law No. 17 of 2019 on Water Resources, Minister of Environment and Forestry Regulation No. 93 of 2018 on Emissions Monitoring and Reporting and Minister of Environment and Forestry Regulation Number 19 of 2021 concerning Procedures for the Management of Non-Hazardous and Non-Toxic Waste (Non-B3 Waste). These laws and regulations stipulate the applicable requirements and controls on air and greenhouse gas emissions, discharges into water and land, hazardous and non-hazardous waste management and environmental monitoring and reporting. It is imperative to meet these statutory obligations to the extent applicable as violation of any of applicable environmental laws and regulations may result in penalties, operation suspension, or legal action against the Group. In 2024, we did not identify any confirmed material non-compliance incident in relation to environmental protection in operations. Please refer to the "Preserving Our Planet" section on how VPower Group ensures compliance with applicable environmental laws and regulations.

HKEX ESG Reporting Code Subject Area	
Social	
Aspect B1: Employment *Relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare*	Relevant laws and regulations that are significant to VPower Group based on the scale of operations, the number of employees hired and impacts include the following laws and regulations in the territories set out below: PRC: Labour Law of the PRC, Labour Contract Law of the PRC and Social Insurance Law of the PRC. Brazil: Social Security Law, Equal Pay Law, Gender Pay Equality Law and Brazilian Labor Code. Indonesia: Law No. 13 of 2003 on Manpower, Law No. 6 of 2023 on Job Creation, Government Regulation Number 35, and 36 of 2021 and Minister of Manpower Regulation Number 5 of 2021. Hong Kong: Employment Ordinance The above laws and regulations stipulate the legal obligations and responsibility of employers to provide employment protection and benefits covering compensation and dismissal, working hours, rest periods, anti-discrimination and other benefits and welfare. These laws and regulations are of great importance as they offer appropriate protections to employees, the most important asset of the Group. In 2024, we did not identify any confirmed material non-compliance incident in relation to our employment practices. Please refer to the "Supporting Our Stakeholders, Employees Working with Our Partners" section on how VPower Group ensures compliance with applicable employment laws and regulations.
Aspect B2: Health and Safety *Relating to providing a safe working environment and protecting employees from occupational hazards*	Relevant laws and regulations that are significant to the Group based on the scale of operations and impacts include the following laws and regulations in the territories set out below: PRC: Labour Law of the PRC, Work Safety Law of the PRC and Prevention and Control of Occupational Diseases Law of the PRC. Brazil: Decree Law No. 5452 Consolidation of Labour Laws and Law No. 6514/1977—Occupational Risk Prevention Law. Indonesia: Law Number 1 of 1970 on Occupational Safety, Law Number 13 of 2003 on Manpower and Government Regulation Number 50 of 2012 on the Implementation of Occupational Safety and Health Management Systems (SMK3), Hong Kong: Occupational Safety and Health Ordinance These laws and regulations set out requirements to safeguard labour safety and hygiene, prevent work-related accidents, and reduce occupational hazards. Compliance with these laws and regulations to the extent applicable is paramount as workplace safety is of critical importance to each and every employee of the Group. In 2024, we did not identify any confirmed material non-compliance incident in relation to health and safety. Please refer to the "Supporting Our Stakeholders" section on how VPower Group ensures compliance with applicable laws and regulations relating to health and safety.