中國置業投資控股有限公司*

CHINA PROPERTIES INVESTMENT HOLDINGS LIMITED

(Incorporated in Bermuda with limited liability)

Stock Code: 736

2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

* For identification purposes only

CONTENTS

I ABOUT THIS REPORT 2

II. RISK MANAGEMENT 5

III. STAKEHOLDERS' ENGAGEMENT 6

IV. MATERIALITY ASSESSMENT 9

V. ENVIRONMENTAL PROTECTION 10
1. MANAGEMENT OF EMISSIONS 10
2. MANAGEMENT OF RESOURCES UTILIZATION 12
3. THE ENVIRONMENT AND NATURAL RESOURCES 15
4. CLIMATE CHANGE 15

VI. EMPLOYMENT AND LABOUR PRACTICES 18
1. EMPLOYMENT 18
2. HEALTH AND SAFETY 20
3. DEVELOPMENT AND TRAINING 21
4. LABOUR STANDARDS 21

VII. OPERATING PRACTICES 22
1. SUPPLY CHAIN MANAGEMENT 22
2. SERVICE RESPONSIBILITY 23
3. ANTI-CORRUPTION 25

VIII. COMMUNITY INVESTMENT 25

IX. VISION OUTLOOK 26

X. ENVIRONMENTAL PERFORMANCE DATA SUMMARY 27

XI. SOCIAL PERFORMANCE DATA SUMMARY 29

XII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE HKEX 31

ENVIRONMENT, SOCIAL AND GOVERNMENT REPORT

I. ABOUT THIS REPORT

The board of directors (the "**Board**") of China Properties Investment Holdings Limited (the "**Company**") is pleased to present this Environmental, Social and Governance (hereinafter called "**ESG**") Report (the "**Report**" or "**ESG Report**") of the Company and its subsidiaries (collectively as the "**Group**" or "**we**" or "**us**"). This ESG Report summarizes the policies, sustainability strategies, management approach, initiatives and performance made by the Group in the environmental and social aspects of its business.

Both English and Chinese versions of this Report are available on the website of the Stock Exchange of Hong Kong Limited (the "**Stock Exchange**") and the Company's website at www.736.com.hk. If there is any conflict or inconsistency, the English version shall prevail. Corporate governance section can be found in the Group's 2025 Annual Report on pages 19 to 28 therein.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRUCTURE

The Board has overall responsibility for the Group's ESG strategy and reporting. The Board is responsible for identifying, evaluating and determining the Group's ESG-related risks and ensuring that appropriate and effective ESG risk management and internal control systems are in place. The executive directors of the Company are responsible for formulating ESG management policies, strategies, goals, and annual reporting and promoting related implementation. They also identify, evaluate, review, and manage major ESG issues, risks, and opportunities while other departments are responsible for organizing, promoting, and implementing various ESG related tasks under the Group's ESG management policies and strategies. The Group believes that ESG risks have gradually becoming an important factor in its business, and has taken the approach to incorporate ESG risks into its routine risk management process as a means of enhancing its overall risk evaluation, prioritizing and management and control capabilities (Please refer to the section "Risk Management" below for details). The Board understands that the establishment of ESG targets aids in the Group's ESG governance. Therefore, the Board sets ESG targets related to the Group's business where appropriate. All tasks will be reported to the Board regularly in order to review and reformulate the policies and plans for achievement of goals and targets, which are vital and closely related to the core business of the Group. By comparing the progress reported against the ESG-related goals and targets to be set out in this ESG Report, it ensures the goals and targets complement and support the Group's strategic business development efforts, with an ultimate aim to reduce risks faced by the Group on ESG matters, improve the Group's operations and development directions, and enhance the Group's ESG compliance culture in the long-run. The Board is committed to integrating ESG principles into the business management practices.

The Group has set short-term and long-term sustainable development vision and goals to achieve ongoing emission reduction according to governmental requirements. Relevant emission reduction targets and corresponding strategies are established, and sustainable development factors have been incorporated into the Group's strategic planning, business model and other decision-making processes. The Board annually monitors and reviews the effectiveness of management approach, including reviewing the Group's ESG performance and adjusting corresponding action plans.

ENVIRONMENT, SOCIAL AND GOVERNMENT REPORT

REPORTING PERIOD

The Report illustrates the Group's initiative and performance regarding the environmental and social aspects during the reporting period from 1 April 2024 to 31 March 2025 (the "**Reporting Period**" or "**Year**").

REPORTING SCOPE

The Report covers subsidiaries of the Group including the operations in Hong Kong and Shanghai, the People's Republic of China ("**PRC**") only with core business principally engaged in properties investment and money lending (the "**Reporting Scope**"), unless otherwise stated, as the revenue from the aforementioned business segments accounted for approximately 100% of the total revenue of the Group, and its number of employees accounted for approximately 100% of the total number of employees of the Group during the Reporting Period. The Reporting Scope is consistent with that of previous year in 2023/24. The Group will continue to assess the impacts of its business on the major ESG aspects and to include in the ESG Report.

REPORTING BASIS

The Report is prepared in accordance with the ESG Reporting Guide (the "**ESG Guide**", which was renamed as the "Environment, Social and Governance Reporting Code" since 1 January 2025) set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("**HKEX**"). This ESG Report is prepared in compliance with the disclosure requirements of the "mandatory disclosure requirements" and "comply or explain" provisions set out in the ESG Guide, and also with reference to the Sustainability Accounting Standards Board ("**SASB**") Standards. Certain key performance indicators ("**KPIs**") which are considered as material by the Group during the Reporting Period are disclosed in the Report. The Group will continue to optimize and improve the disclosure of KPIs. The relevant provisions and details are listed out in the Report.

ENVIRONMENT, SOCIAL AND GOVERNMENT REPORT

During its preparation, the Group adheres to the reporting principles of materiality, quantitative, balance and consistency by:

Reporting Principles	Interpretation	The Group's Application
Materiality	The Report should disclose significant impacts on the environment and society, or aspects that materially affect how the stakeholders assess the company and make decisions.	The Group conducts questionnaires and communicates with stakeholders and conducts the materiality assessment for identifying material ESG issues, and reports the Group's material sustainability issues.
Quantitative	The KPIs disclosed in the report shall be calculable and comparable where applicable.	Under feasible situation, the Group records, calculates and discloses quantitative information and conducts comparisons with past performance. KPIs in respect of historical data are to be measurable. Information of the standards, methodologies, references and source of key emission of these KPIs are stated wherever appropriate.
Balance	The issuer should objectively and truthfully report its current year ESG performance.	The Group follows the principles of accuracy, objectivity, and fairness to report its achievements and challenges in sustainable development.
Consistency	The ESG report should be prepared in a consistent manner, its ESG's KPIs can be compared to understand corporate performance.	The Group ensures consistency in preparing the report and manage its ESG data for future comparison. Any changes that could affect a meaningful comparison of the KPIs have been disclosed accordingly.

APPROVAL OF THE REPORT

This ESG Report was approved by the Board on 30 June 2025.

CONTACT INFORMATION

The Group welcomes your feedback on this ESG Report for its sustainability initiatives. Please contact us through the Company's website at www.736.com.hk.

II. RISK MANAGEMENT

The Group identifies and manages ESG risks in order to achieve its business objectives and ensure its stable development. We adopt a risk management system under a top-down risk management structure. The Board is responsible for developing the Group's sustainable development strategy and emission reduction goals, assessing actual and potential climate-related risks and opportunities that affect the Group's operations, and ensuring the appropriateness and effectiveness of the Group's ESG management and internal control systems. Through exercising oversight on the Group's management and active and conducive communication with management personnels and employees who are involved in the day-to-day operation of the Group's business, the Board is able to identify material ESG risks in the aspects of emissions, consumption of resources, impact on natural resources and climate change, as well as other social aspects pertaining to our Group. As part of this, the Board is responsible for identifying and assessing the Group's significant ESG risks, determining related risk levels, and formulating counter measures for which management is implemented by relevant departments and business units. The Group believes that ESG risks have gradually becoming an important factor in its business, and has taken the approach to incorporate ESG risks into its routine risk management process as a means of enhancing its overall risk evaluation, prioritizing and management and control capabilities.

Risk	Description	The Group's Response
Strategy		
Catastrophic Risk	Sudden and destructive risks are unpredictable, such as public health emergencies or pandemic which affect employees' health and safety and the efficiency of corporate operations, and lead to issues such as supply chain instability, all of which pose challenges to corporate business operations.	The Group has established relevant guidelines to ensure employees' health and safety. The Group has also strengthened the cleaning and disinfection of operating sites and provided materials such as sanitizer to ensure workplace and personal hygiene.
Low-carbon Economy Transition	The globe is transitioning to a low-carbon economy, and countries are also accelerating their energy transformation and policy adjustments to replace traditional energy with clean and renewable energy technologies. If an enterprise fails to respond to changes in government policies, regulations, technology and market structure in a timely manner, it may result in negative impacts on its operational stability and profitability.	In view of the nature of the Group's business, we will implement energy-efficient upgrades while increasing renewable energy adoption, integrate ESG criteria into credit assessments to reduce to high-carbon sector exposure, and conduct regular policy impact analyses to enhance operational resilience.

Risk	Description	The Group's Response
Operational Risk		
Human Resources Risk	With the increasing emphasis on sustainable development requirements, the demand for skilled personnel is expected to grow significantly. A lack of adequate knowledge transfer or training programs may result in a shortage of critical expertise, posing challenges to meeting sustainability objectives.	The Group's relevant departments will develop training plans based on employees' needs and operational requirements. These plans will be discussed and coordinated with department heads to ensure that the most appropriate and effective professional courses are provided to employees.
Compliance Risk		
Tightening Environmental Policy Risk	Energy efficiency regulations are expected to become increasingly stringent, leading to higher time and resource demands for complying with enhanced emissions reporting requirements and implementing ESG reporting standards.	The Group closely monitors changes in policies and regulations to ensure timely compliance with all requirements. Additionally, the Group actively implements energy-saving and emissions reduction initiatives, demonstrating its commitment to minimizing environmental impact throughout its operations.
Corruption Risk	From a financial and governance perspective, incidents of financial fraud and corruption can severely harm the company's interests and reputation, diminish shareholder value, and result in regulatory penalties from government authorities, among other adverse consequences.	The Group has adopted a zero-tolerance approach for all kinds of corruption, bribery and extortion situation, and encourage employees to report any issue related to corruption, bribery and extortion to reduce violations of laws and regulations.

III. STAKEHOLDERS' ENGAGEMENT

The Group is committed to maintaining the sustainable development of its business and the environmental protection of the communities in which it operates. The Group maintains a close tie with its stakeholders, including government/regulatory organizations, shareholders/investors, employees, customers, suppliers, community, etc. and strives to balance their opinions and interests through constructive communications in order to determine the directions of its sustainable development. The Group assesses and determines its environmental, social and governance risks, and ensures that the relevant risk management measures and internal control systems are operating effectively. The following table shows the means of communication with the stakeholders and the management response to the stakeholders' expectations and concerns:

ENVIRONMENT, SOCIAL AND GOVERNMENT REPORT

Stakeholders	Expectations and concerns	Communication channels	Management response
Government/ Regulatory organizations	➢ Compliance with laws and regulations ➢ Fulfill tax obligation	➢ Periodic report/interim announcement ➢ Correspondence ➢ Handle official business through government affairs website or application	➢ Uphold integrity and compliance in operations ➢ Timely tax payments to fulfil its legal obligations while actively contributing to the betterment of society ➢ Establish comprehensive and effective internal control system
Shareholders/ investors	➢ Return on investment ➢ Information transparency ➢ Corporate governance system	➢ Information disclosed on the HKEX website ➢ Annual general meeting and other shareholders' meetings	➢ Management possesses relevant experience and professional knowledge in business sustainability ➢ Ensure transparent and effective communication by dispatching websites of HKEX and the Company ➢ Continue to improve the internal control system and focus on risk management
Employees	➢ Labour rights ➢ Career development ➢ Compensation and welfare ➢ Health and workplace safety	➢ Employee performance evaluation ➢ On-the-job training ➢ Internal meetings and announcements ➢ Contact via email, employees' mailbox, phone and communication applications	➢ Establish contractual provisions to safeguard labour rights and ensure fair treatment of employees ➢ Encourage employees to participate in continuous education and professional training ➢ Establish a fair, reasonable and competitive remuneration scheme ➢ Pay attention to occupational health and safety

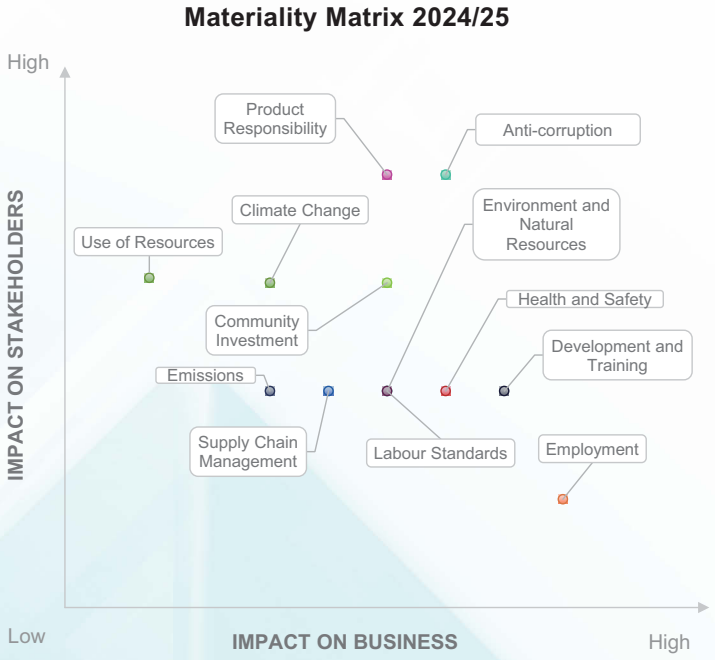
ENVIRONMENT, SOCIAL AND GOVERNMENT REPORT

Stakeholders	Expectations and concerns	Communication channels	Management response
Customers	➢ High quality services	➢ Contact via email and phone call	➢ Improve the quality of services continuously in order to maintain customer satisfaction ➢ Ensure proper contractual obligations are in place
Suppliers	➢ Stable demand ➢ Good relationship with the Company ➢ Corporate reputation	➢ Contact via email and phone call	➢ Ensure proper contractual obligations are in place ➢ Establish policy and procedures in supply chain management ➢ Establish and maintain stable and long-term relationships with suppliers ➢ Select suppliers with due care
Community	➢ Environmental protection ➢ Community contribution ➢ Economic development	➢ Information disclosure via website managed by government department ➢ Community activities	➢ Pay attention to climate change ➢ Maintain good and stable financial performance and business growth

IV. MATERIALITY ASSESSMENT

The Group has adopted the principle of materiality in the ESG reporting by understanding the key ESG issues that are important to the business of the Group. During the Reporting Period, the Company undertook its annual materiality assessment exercise. The objective of materiality assessment is to identify ESG topics that are material and relevant to the Group's operation. This included distributing questionnaires to stakeholders so as to identify the most significant environmental and social impacts on its business and various stakeholders. To identify potential material topics for disclosure in this ESG Report, we took reference to the ESG Guide and set possible topics for assessment.

According to the results of the materiality assessment, the Group's materiality matrix below demonstrates the ESG topics and aspects material to the Group:



V. ENVIRONMENTAL PROTECTION

The Group attaches great importance to environmental protection, energy conservation and emission reduction, and adheres to the management philosophy of sustainable development to achieve green operation and balanced development. In response to the global environmental protection trends, the Group upholds the environmental policy of "energy conservation, carbon reduction, compliance with regulations" and implements energy saving and emission reduction measures to mitigate the environmental risks and negative impacts from the Group's business activities. We continue to promote awareness of environmental conservation in the workplace and to our employees and encourage our employees to save energy and reduce waste. To maintain a balance between efficient operation and environmental protection, we have established a set of comprehensive environmental protection policies to cover air pollutant and greenhouse gas (the "**GHG**") emission reduction, energy efficiency, water conservation, and hazardous and non-hazardous waste management. We have also formulated corresponding indicators and various measures to manage natural resources. The relevant data of environmental performance is shown in the section "Environmental Performance Data Summary".

1. MANAGEMENT OF EMISSIONS

The Group engages primarily in properties investment and money lending businesses. These businesses do not involve any production activities and hence, no packaging materials are used, and no material hazardous waste and air pollutants are produced in their ordinary course of business. The environmental impact of the Group mainly comes from its use of natural resources, generation of office and domestic waste, and discharge of domestic wastewater. Energy conservation and emission reduction are one of the important items for the Group and thus we undertake various measures to reduce energy consumption, enhance energy efficiency and minimize our impact on the environment (Please refer to the section "Conservation of Energy" below for details). Our waste management initiatives are focused on the collection of wastepaper for recycling (Please refer to the section "Conservation of Paper" below for details). Illegal disposal of regulated electrical equipment is prohibited, and chemicals that are harmful to the environment and wastewater that contains hazardous substances are not allowed to discharge into water pipelines. The office and domestic waste are collected and centrally processed by the property management office of the Group's office. No material hazardous and non-hazardous waste was generated during the Reporting Period in view of our nature of business. The Group will continue to assess, record and disclose its GHG emissions and other environmental data annually, and evaluate the effectiveness of existing measures.

In addition, the Group advocates emission reduction, and is committed to achieving sustainable operations. To this end, the Group has set emission targets to evaluate the effectiveness of our policies and measures. We have identified the use of vehicles, energy, water, and waste as our key ESG areas by setting performance targets accordingly. Using 2022/23 as the baseline year, the following targets are expected to be achieved by or before 2025/26. The Group will review the progress regularly and take timely actions to achieve the environmental protection goals.

Environmental aspects	Targets	Steps taken to achieve the targets	2024/25 vs. 2023/24	2024/25 vs. 2022/23 (Baseline year)	Achievement Status
Air Pollutants Emissions	The Group will actively implement the air pollutants control plan and measures to achieve: Air Pollutant Intensity 10% reduction	– Carrying out regular maintenance of vehicles with good condition for operational efficiency – Planning the routes in advance before departure – Turning off the engine when stop by – Encouraging the use of public transportations	Decreased by 18.81%	Decreased by 8.83%	In progress
GHG Emissions	The Group will actively implement the electricity-saving plan and measures to achieve: GHG Emission Intensity 10% reduction	– Setting the temperature of air-conditioning system in a range between 25°C to 26°C – Switching off lights and unnecessary energy-consuming devices when they are not in use – Keeping energy-consuming devices in good condition – Promoting environmental protection such as saving water and electricity by slogan or poster in office	Decreased by 11.95%	Increased by 6.15%	In progress

Compared to the corresponding period of 2023/24, the reduction in air pollutants and GHG emissions intensity were primarily attributable to decreased fuel consumption following the disposal of one motor vehicle and reduced towngas usage at staff quarter by implementing towngas saving initiatives during the Reporting Period.

Compliance

The Group has been in strict compliance with the relevant laws and regulation in the PRC and Hong Kong, including but not limited to the Environmental Protection Law of the PRC* (《中華人民共和國環境保護法》), the Law of the PRC on the Prevention and Control of Atmospheric Pollution* (《中華人民共和國大氣污染防治法》) and the Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong). During the Reporting Period, there was no material breach of nor non-compliance with the applicable laws and regulations related to environmental protection that have significant impact on the Group.

2. MANAGEMENT OF RESOURCES UTILIZATION

In order to comply with the applicable laws and regulations, the Group carefully manages the use of resources, encourages our employees to use resources in a prudent manner to ensure the best use of resources. We continually seek to identify and reduce environmental impacts attributable to our operational activities, demand our employees focus on energy conservation and follow our environmental policies and measures so as to achieve the win-win situation for the Group and the earth.

Conservation of Energy

Conservation of Gasoline and Towngas

Gasoline is mainly used in vehicles. The Group has implemented a number of conservation measures to reduce exhaust gas and GHG emissions. For example, drivers have to plan their routes in advance before departure, when passengers are going to the same or nearby locations, the same vehicle should be used so as to shorten the driving distance and reduce the consumption of gasoline. The driver must stop and turn off the engine to reduce energy consumption and exhaust gas. The departments using the vehicles have to ensure that there is no fuel leakage and conduct regular repairs and maintenance for better energy use efficiency, and reduce fuel consumption and exhaust gas emission due to part failure. We promote the concept of "green travel" and encourage employees to use public transport to reduce the use of vehicles. We deploy various communication tools to communicate with business partners to reduce the use of vehicles and the number of business trips, thereby reducing the generation of GHG and exhaust gas. During the Reporting Period, the Group consumed 11,457.63 (2023/24: 12,164.56) liters of gasoline, representing a reduction of 706.93 liters or 5.81% as compared with the previous year. This is mainly attributable to the disposal of a motor vehicle by the Group during the Reporting Period.

Towngas is mainly used in the staff quarter. We encourage our employee to save towngas and switch it off when not in use. The staff quarter is provided to PRC employees. During the Reporting Period, employees adopted the Group's towngas conservation initiative by reducing consumption and improving usage efficiency. Therefore, the Group consumed 11,509.00 (2023/24: 13,530.00) megajoules (MJ) of towngas during the Reporting Period, representing a decrease of 2,021.00 megajoules or 14.94% as compared with the previous year.

* The English name is for identification purposes only

Conservation of Electricity

The Group consumes electricity mainly in offices, and controls the use of electricity in an efficient and reasonable manner through daily management. We set up a series of measures to save electricity and to improve energy use efficiency for electrical appliances, and to educate employees on the relationship between energy use and sustainability of the planet, and to raise their awareness of conservation so that they can build good habit in use of electricity. For example, we use energy-efficient equipment and strictly control the temperature and duration of use of air-conditioners. Electrical equipment, including lighting, air-conditioners, computers, personal electronic devices and common office equipment, etc. are turned on according to actual need during office hours, and staff are encouraged to switch off the equipment when it is not in use and after work. Employees have to strictly follow the manual to operate electrical equipment properly in order to keep them in good condition and use electricity effectively. We also pay attention to the maintenance of electrical equipment. Employees must report to the Office immediately for repair to avoid any electricity wastage in case of any abnormality found. During the Reporting Period, mainly due to the extensive air conditioning usage caused by unusual high temperatures in Shanghai, the PRC, the electricity consumption increased by 3.62 megawatt hours or 10.59% as compared with the previous year, and consumed 37.80 (2023/24: 34.18) megawatt hours of electricity.

Conservation of Water

Water consumption of the Group is mainly barreled drinking water purchased from vendors and water used in sanitary being supplied and managed by the property management company. During the Reporting Period, although the Group did not encounter any water supply problem, the Group understands that water resources are precious and limited. Therefore, in order to reduce water use, the Group actively implemented different water conservation measures, for example, water-saving tips are posted in pantry; drinking water cannot be used in other way; water flow from tap is controlled at low level; water taps are turned off when not in use. The Group consistently reminds employees about the environmental impact of their water usage habits. This aims to encourage the adoption of responsible water usage practices, enhance environmental awareness, and implement water efficiency measures in daily office operations. Water consumption data for the Shanghai office became newly available and is disclosed in the Reporting Period following the change in property management provider. Therefore, the water consumption of the Group was increased by 158.00 cubic meters or 58.52% as compared with the previous year, and consumed 428.00 (2023/24: 270.00) cubic meters of water.

Conservation of Paper

The Group promotes the "paperless office" policy and encourages employees to distribute information and documents in electronic format. The Group recycles envelopes and folders; presets the printer to double-sided printing, posts reminding notice next to the printer to remind employees to use double-sided printing and reuses paper as much as possible, puts the double-sided wasted paper into the recycled paper collection box and recycled by a qualified recycler. Driven by the Group's paperless operation initiatives, during the Reporting Period, the paper consumption decreased by 0.12 tonnes or 70.59%, as compared with the previous year, and consumed 0.05 (2023/24: 0.17) tonnes of paper.

Use of Packaging Materials

During the Reporting Period, the Group did not consume significant packaging materials due to our business nature.

In addition, the Group advocates energy and resources saving, and is committed to achieving sustainable operations. To this end, the Group has set energy and water conservation targets to evaluate the effectiveness of our policies and measures. Using 2022/23 as the baseline year, the following targets are expected to be achieved by or before 2025/26. The Group will review the progress regularly and take timely actions to achieve the environmental protection goals which nurture the environment and cherish natural resources.

Environmental aspects	Targets	Steps taken to achieve the targets	2024/25 vs. 2023/24	2024/25 vs. 2022/23 (Baseline year)	Achievement Status
Energy Conservation	The Group will actively implement the electricity-saving plan and measures to achieve: Energy Consumption Intensity: 10% reduction	– Setting the temperature of air-conditioning system in a range between 25°C to 26°C – Switching off lights and unnecessary energy-consuming devices when they are not in use – Keeping energy-consuming devices in good condition – Carrying out regular maintenance of vehicles with good condition for operational efficiency – Encouraging the use of public transportations	Decreased by 12.19%	Increased by 4.51%	In progress
Water Conservation	The Group will actively implement the water-saving plan and measures to achieve: Water Consumption Intensity: 10% reduction	– Turning off the water tap when not in use – Promoting environmental protection such as saving water and electricity by slogan or poster in office	Increased by 42.67%	Increased by 57.69%	In progress

Compared to the corresponding period in 2023/24, the reduction in energy consumption intensity was primarily attributable to decreased fuel consumption following the disposal of one vehicle and reduced towngas usage at staff quarter by implementing towngas saving initiatives during the Reporting Period. The increase in water consumption intensity primarily reflects the improvement of data availability for Shanghai office, resulting from the change in property management provider.

3. THE ENVIRONMENT AND NATURAL RESOURCES

The Group has a pool of dedicated and diligent employees. When formulating sustainable development strategies, the employees actively support and contribute feasible suggestions speeding up the Group's pace towards green management. In view of the nature of the Group's business, we have no significant impact on the environment. The Group reviews its environmental policy from time to time and will consider implementing further eco-friendly measures and practices in order to enhance environmental sustainability and evaluate and monitor regularly the impact of past and present business activities regarding health, safety and environmental matters. In order to let everyone of the Group have better understanding of any negative impact of our business activities on the environment, we continue to adopt various policies, measures, and actions in reducing carbon footprint (Please refer to "Management of Emissions" and "Management of Resources Utilization" above for details).

The Group will continue to revisit and identify the sources of wastes produced in operations, to evaluate the impacts on the environment for use of resources, so as to establish and implement effective measures including promotion of energy conservation and emission reduction, extensive use of energy-saving products, and the best use of office resources to minimize our carbon footprint. We constantly enhance our employees' awareness in environmental protection and resource conservation, and to fulfill our social responsibilities and obligations in the process of conducting and developing our business, so as to achieve coordinated development of the Group, the society and also the environment together.

4. CLIMATE CHANGE

Climate change has caused frequent extreme weather and has had an impact on the business operations of the Group. Therefore, the Group has formulated working mechanisms to identify, prevent and mitigate climate change issues that may have a significant impact. At the same time, we would adjust the use of resources and energy. In response to disasters and accidents which are easily induced by extreme weather, we always enhance the capability to the disaster response.

Physical Acute Risk

The Group has identified extreme weather such as typhoons, heavy rain, thunder and lightning and flooding that can cause physical acute risk. The potential consequences include damage to documents, equipment and even employees' health and life. The above potential consequences will cause economic losses to and increase operating costs of the Group.

The Group has established different measures below to prevent and minimize the negative effect of extreme weather.

Physical Acute Risk	
Extreme weather	**Preventative and mitigation measures**
Typhoons	– Attach duct tapes to windows to avoid damage – Move materials and equipment to safety areas in advance, or covered with a tarp – Reinforce equipment and components that may be blown away – Arrange work from home for staff according to the rules and guidelines imposed and published by the governments from time to time
Heavy rain and flooding	– Check that all windows are shut as secure as possible – Reinforce equipment and assets which may be damaged or blown away – Arrange work from home for staff according to the rules and guidelines imposed and published by the governments from time to time
Thunder and lightning	– Keep good condition of earthing devices – Remind employees to save data and turn off computers

Physical Chronic Risk

The Group has identified extreme weather such as sustained high temperature which can cause physical chronic risk. The potential consequences include a higher chance of getting heatstroke for employees, increasing turnover rate and work-related injuries. The demand for cooling for the working environment will be increased, which may lead to an increase in power demand and operating costs of the Group.

The Group has established different measures as below to prevent and minimize the negative effects of extreme weather.

Physical Chronic Risk	
Extreme weather	**Preventative and mitigation measures**
Sustained high temperature	– Arrange outdoor work time reasonably – Open windows to allow the air to circulate – Keep a First-aid kit in a convenient location – First aid training for heat stroke or other relevant conditions – Keep cold water available 24 hours a day

Transition Risk

The Group may also face transition risks such as policy risks due to increasingly stringent policies and enhanced emissions-reporting obligations, which may result in higher compliance costs, higher risks of claims and lawsuits and increasing needs of climate-related capital investment to lower GHG emissions. Besides, corporate reputation may decline if we fail to meet the compliance requirements for climate change or transit to a more sustainable and environmentally friendly corporation, which in turn leading to less attractive to co-financiers and/or investors.

The Group has established different measures as below to prevent and minimize the negative effects of transitional risk.

Transitional Risk	
Risk types	**Preventative and mitigation measures**
Policy	
Increasingly stringent policies due to energy efficiency requirements	– Monitored the updates of the relevant environmental laws and regulations against existing products and services, to avoid the unnecessary cost and expenditure due to noncompliance.
Legal risk	
Litigation risk against the tightened law and regulations imposed by the government due to climate change Time cost of meeting enhanced emissions-reporting obligations and fulfilling the ESG reporting standards	– Monitored the updates of environmental laws and regulations and implemented GHG emissions calculations in advance. – Continued monitoring the ESG reporting requirements under the Hong Kong Listing Rules.
Technology risk	
The rising demand for sustainable technology or solutions to address climate change may increase operating costs, in turn, the failure to invest in new technologies may cause increases in expenditure	– Monitored and evaluated the progress of new technology research and development, and strengthened control over investments in new technologies through cost analysis, investment return analysis, and other means.
Market risk	
Inability to attract co-financiers and/or investors due to uncertain risks related to the climate	– Fulfilled the climate-related regulations by the government. – Prioritized the climate change as a high concern in the market decisions to show to the co-financiers and/or investors that the company is concerned about the problem of climate change.

Transitional Risk	
Risk types	**Preventative and mitigation measures**
Reputational risk	
Negative press coverage regarding the Group's business activities that may have adverse impacts on the climate could potentially harm the Group's reputation and stakeholder trust	– Fulfilled the social responsibility by organizing more public relation activities to show how our Group places importance on climate change. – Reviewed the business activities to ensure the projects are environmental-friendly.

VI. EMPLOYMENT AND LABOUR PRACTICES

Employees are the Group's most valuable assets. The Group devotes to create a non-discrimination and harmonious workplace and establishes a comprehensive management mechanism. Our human resources strategies are formulated on the basis of the Group's long-term development plan. The Group also constantly reviews the talent management mechanism, creates favorable conditions to attract, develop, retain and identify high potential talents. Besides, we encourage employees to maintain harmonious interpersonal relationships, promote team spirit of cooperation and unity, bravely face difficulties and overcome challenges. Our human resources policies vary by location to comply with the local labour regulations.

1. EMPLOYMENT

Talent Selection

The Group pays attention to equal opportunity, diversification and anti-discrimination, and selects talents from multiple channels. During the recruitment process, the department head determines the job positions' responsibilities and requirements, and the Human Resources Department assesses and screens applicants according to the requirements. The appropriate candidates would be selected based on the principal of "selective placement", and their morality, knowledge, abilities and job requirements, and regardless of their gender, race, disability, political philosophy, sexual orientation, age, religion, etc. The policy applies to all phases of the employment relationship, including but not limited to, hiring, promotion, performance appraisal, training, personal development and termination. On the basis of equality, the Group hopes to identify talents who are committed and dedicated to work, willing to take responsibility and have high potential, keep learning, continually improving their abilities and willing to move forward with the Group.

Compensation and Welfare

The Group attracts and retains outstanding talents with competitive remuneration packages; benchmarks up-to-date remuneration data in the industry and strives to establish a fair, reasonable and competitive remuneration scheme. Staff salaries level is decided based on one's knowledge, skills, job scope, performance, experiences and education background with reference to the work requirement. Employee compensation varies by companies at different locations. The employee remuneration package includes salary, different types of subsidies, discretionary bonus and/or year-end bonus and so on. The salary level is at least up to or over the minimum wages of the industry or as stipulated by laws. In order to enhance employees' work quality and efficiencies and to inspire their motivation, we conduct periodic performance appraisal and fairly assess the discretionary bonus, subsidies, commissions, salaries increment and/or promotion recommendations based on a number of criteria (working experience, seniority, knowledge and skills, performance, contribution, etc.).

Besides, in accordance with the local labour laws and social security laws and regulations, the Group provides social security benefits for all employees. The Group contributes to various social security schemes (endowment insurance, medical insurance, unemployment insurance, work injury insurance and maternity insurance) and housing provident fund for the employees in the PRC. For Hong Kong employees, the Group contributes to the Mandatory Provident Fund Scheme for them. The Group handles dismissal and compensation in accordance with the local laws and regulations.

The Group pays attention to its employees' health, encourages work-life balance. Employees' work hours are based on the local labour laws. We also protect employees' rights of holidays, and employees are entitled to rest day and statutory holidays.

Compliance

The Group strictly complies with the laws and regulations in the PRC and Hong Kong, including but not limited to the Labour Contract Law of the PRC* (《中華人民共和國勞動合同法》), the Labour Law of the PRC* (《中華人民共和國勞動法》), the Social Insurance Law of the PRC* (《中華人民共和國社會保險法》), the Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong) and the Employment Ordinance (Chapter 57 of the Laws of Hong Kong). During the Reporting Period, there were no material non-compliance with the laws and regulations regarding employment, compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have significant impact on the Group.

* The English name is for identification purposes only

2. HEALTH AND SAFETY

As the operations of the Group are mainly executed in an office setting where no labour-intensive work is involved, the Group's occupational health and safety risks are relatively low. However, we still recognize that one of our core values is to protect and promote the health, workplace safety and well-being of our employees in the working environment. We always take employees' health and workplace safety as our primary goal and we have created a comfortable and hassle-free environment for our employees.

The Group has established internal policies and procedures; strictly implements office environment sanitation and fire safety management to prevent occupational hazards which might lead to staff injury. All employees have to seriously follow the established safety and fire prevention measures, including no unauthorized installation of power sockets; electrical appliances in the offices should be disconnected when not in use; users have to switch off the air-conditioners, printers, etc. in conference rooms and offices after work or meeting; smoking in the office and carrying flammable substances to offices are absolutely prohibited; fire extinguishers must not be moved and manual alarm must not be triggered without permission. Each employee must be familiar with the location of fire extinguishers and understand their proper usage methods. We also have established clear fire evacuation procedures to ensure our employees are able to respond promptly and safely in the event of a fire.

The Group has established an internal management team responsible for monitoring the implementation of the aforementioned occupational health and safety policies and measures.

Compliance

The Group strictly complies with relevant laws and regulations regarding employment and labour protection including but not limited to the Law on Prevention and Control of Occupational Diseases of the PRC* (《中華人民共和國職業病防治法》) and the Occupational Safety & Health Ordinance (Chapter 509 of the Laws of Hong Kong). During the Reporting Period, there were no material non-compliance with the laws and regulations regarding provision of safe working environment and protecting employees from occupational damage that have significant impact on the Group.

* The English name is for identification purposes only

3. DEVELOPMENT AND TRAINING

An excellent corporate team is critical to the Group's sustainable and long-term business development. Therefore, we establish a long-term talents development training strategy and encourage staff to pursue continuous study and lifelong learning. This not only enhances the quality and capability of employees, but also raises the cohesiveness among them, resulting in increased productivity. We provide on-the-job training and mentorship for new hires to help them adapt to the new work environment quickly, and enhance team cohesion. Training topics for new hires includes organizational structure, corporate culture, rules and regulations, ethics, industry knowledge, job responsibilities, products and services, etc.

4. LABOUR STANDARDS

The Group cherishes human rights and prohibits any unethical hiring practices, including child and forced labour. The human resources department of the Group reviews the identity documents of the candidates in the hiring process to prevent employment of child labour. Once violations are found, the Group will seriously follow up and deal with them in accordance with relevant national and local laws and regulations, for example, we will contact its guardian to escort the child home.

Besides, the Group also strictly implements various measures to prevent any form of forced labour, including prisoner, indentured servitude, bonded labour; for example, labour contract is signed by the employee on a fair and voluntary basis, ensure employees do not need to bear any onboarding costs, never deduct wages, benefits or property of employees without reason, detention of employee's identity card or other identification documents is strictly prohibited, any form of physical abuse, assault, body search or insult, or forcing an employee to work by means of violence, threat or unlawful restriction of personal freedom is all forbidden. Employees' consent for work overtime is required to avoid involuntary overtime work, and the employees are compensated as appropriate in accordance with the applicable labour laws and regulations.

The Group and its employees signed labour contracts in accordance with relevant laws and regulations of which ensure that employees can resign within the terms of their employment contract so to avoid forced labour. For the use of false information or in violation of the provisions of the Group, the Group will terminate the probation period or the labour contract immediately.

Compliance

The Group strictly complies with relevant laws and regulations including but not limited to the Labour Law of the PRC* (《中華人民共和國勞動法》), the Provisions on Prohibition of Child Labour of the PRC* (《禁止使用童工規定》) and the Employment Ordinance (Chapter 57 of the Laws of Hong Kong). During the Reporting Period, we did not identify any issues relating to child labour or forced labour that had a significant impact on the Group.

* The English name is for identification purposes only

VII. OPERATING PRACTICES

1. SUPPLY CHAIN MANAGEMENT

The Group has communicated with service providers and vendors its environmental issues and expectations, and hopes that its service providers and vendors can cooperate with the Group to work together to fulfill the Group's social responsibility to its communities. The Group also aims to maintain long-term, stable and strategic cooperative relationships with its service providers and vendors, and cooperates with its service providers and vendors on the basis of equality to achieve a win-win situation.

To thoroughly fulfill the environmental and social responsibility, management of our business operation including the supply chain cannot be neglected. To ensure that qualified products and service are provided at the request of the Group, we work closely with our supply chain partners in an effort to oversee our supply chain practices thoroughly. In order to establish an efficient and green supply chain system as well as effectively identify and manage service providers and vendors' environmental and social risks, we select service providers and vendors that have good credit history, good reputation, high service quality, proven track records of environmental compliance and sound commitment to social responsibility. Advocating the sustainable development of supply chain, the Group also focuses on strengthening the management and control of ESG risks in the supply chain. The Group reviews the updates of policies and laws related to the supply chain from time to time, and communicates with internal and external stakeholders to understand and identify potential environmental and social risks within its supply chain. The Group by no means tolerates or works with service providers and vendors who are not in compliance with relevant laws and regulations, including in environmental and social aspects. We will stop our cooperation until the situation is rectified if a supplier is found to be inconsistent with the Group's contractual requirements. The Group aims to achieve responsible purchasing and gain a competitive advantage through a green procurement process by selecting environmentally preferable materials and products that minimize negative impacts on the environment and human health. During the Reporting Period, all service providers and vendors are engaged through the aforementioned selection procedures.

The Group has established an internal management team responsible for monitoring the implementation of the aforementioned procedures.

2. SERVICE RESPONSIBILITY

Service Quality

In the pursuit of excellence in service quality, the Group makes every effort to strive for the complete provision of service in accordance with customers' needs and expectations. We have put in place a mechanism for quality management, aiming at ensuring the service that we provide are of high quality. We are also committed to incorporating the concept of quality control into its operations processes. For the money lending business, the Group has obtained and renewed the Money Lender's License in conformity with the Money Lenders Ordinance (Chapter 163 of the laws of Hong Kong). We also have experienced and professional management team with extensive operational expertise and in-depth understanding of the properties investment and money lending services markets, which allows us to be informed of market trends when formulating our market position and developing service portfolio and strategies so as to better fulfill customers' needs and expectations.

During the Reporting Period, there are no disputes between our Group and our customers in respect of the quality of service provided by us. We also did not recall any items due to safety and health reasons.

Customer Services

The Group clearly understands that customer satisfaction is vital to its sustainable business growth, therefore, the Group maintains communication with customers, understands and meets the customer needs and expectations, and makes continuous improvements.

The Group has established internal procedures for handling customer complaints. After collecting their opinions, they are classified according to their contents. The relevant departments will investigate and follow up based on the authenticity and characteristics of the content. Improvement and preventive measures are developed to continuously improve the quality of products and services.

We did not receive any complaints or claims from our customers in relation to our services during the Reporting Period.

Data and Privacy Protection

The Group values the privacy of personal data. We strictly follow the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong) and the Personal Information Protection Law of the PRC* (《中華人民共和國個人信息保護法》) in our operation and adopt them as our Personal Data Privacy Policy.

* The English name is for identification purposes only

We handle client personal data carefully with integrity and in accordance with the applicable laws. All client personal data are kept confidential and secure. We have to inform clients about the purpose of collecting their personal data and to whom their data will be transferred to (if the recipient is within the Company). All client personal data collected can only be used for the sole purpose as agreed in advance. We have to obtain the client's consent prior to disclosing such information to other parties whenever necessary. The Group has established an internal management team responsible for monitoring the implementation of the aforementioned procedures.

Intellectual Property Rights

The Group respects intellectual property rights. Employees are not allowed to possess or use copyrighted material without the permission of the copyright owners. We were not involved in any proceedings with regard to, and we have not received notice of any claims of, infringement of any intellectual property rights that may be threatened or pending in which we may be involved either as a claimant or respondent.

Compliance

The Group strictly adheres to the applicable laws and does not identify any material non-compliance with the relevant laws and regulations on health and safety, advertising, labeling and privacy matters related to products and services provided that have significant impact on the Group during the Reporting Period.

3. ANTI-CORRUPTION

Maintaining an ethical working environment is one of the Group's core values. The Group has adopted a zero-tolerance approach for all kinds of corruption, bribery, extortion, fraud and money laundering situation. To comply with "the Criminal Law of the PRC"* (《中華人民共和國刑法》), "the Prevention of Bribery Ordinance" (Chapter 201 of the Laws of Hong Kong) enforced by Hong Kong Independent Commission Against Corruption, and laws and regulations of other applicable jurisdictions, we demand all employees to build a habit of strict compliance with policies and procedures, and to prevent all bribery. Employees violating our code will be subject to strict disciplinary action, including termination or referral to responsible department to initiate legal proceedings as punishment. We integrate disciplinary monitoring into business processes, ensure that there are mechanism in place for reporting suspected cases of obtaining personal interests in carrying out one's job duties, briberies, extortion, fraud, money laundering in breach of policies, regulations, and laws in strict confidence. We are determinant in combating corruption and contribute to building a clean society. The management of the Group is responsible for overseeing the implementation and monitoring of the Group's measures to prevent bribery, extortion, fraud and money laundering and whistleblowing procedures. During the Reporting Period, updates to policies or regulations that occurred throughout the Year were communicated to our directors and staffs online. Looking ahead, we will invest more resources and devote more efforts to our anti-corruption training and expand the scope of anti-corruption training data disclosure.

During the Reporting Period, the Group did not identify any material non-compliance of laws and regulations related to the prevention of bribery, extortion, fraud and money laundering, and there was no legal case regarding corrupt practices, extortion and money laundering brought against the Group or its employees.

VIII. COMMUNITY INVESTMENT

The Group has consistently paid taxes in compliance with applicable laws since its incorporation and makes every effort to alleviate local employment pressures. Additionally, we support our employees in preparing and planning for their retirement by providing comprehensive social security benefits for all staff. We operate our business in accordance with best practices, actively promote green, energy-saving, and environmentally friendly concepts, and maintain a well-ordered approach to development. To a certain extent, we have contributed to social stability and the creation of a harmonious community.

As a socially responsible company, the Group is committed to understanding the needs of the communities in which we operate. The Group strives to develop long-term relationships with our stakeholders and seeks to make contributions to programmes which have a positive impact on community development. The Group is in the process of determining the focus areas of contributions. Despite no donation is made during the Reporting Period (2023/24: Nil), the Group is considering the appropriate resources to be contributed so as to strike a balance between the financial condition and social investment in the future.

* The English name is for identification purposes only

IX. VISION OUTLOOK

As a good corporate citizen, the Group strives to strike a balance between achieving corporate missions and business objectives, and to fulfill social responsibility. We will continue to evaluate our performance on environmental protection, employee care, service quality and community investment and to build edge for the sustainable development of the Group.

The Group will endeavor to comply with the stringent laws and regulations of environmental protection, and actively promote and participate in various environmental protection activities. We will also put employee satisfaction and workplace safety as our top priority. We aim to attract more talents through providing a comfortable workplace and competitive remuneration scheme. As for customer services, we keep on investing resources and will raise the standard of services quality continuously. At the same time, we committed to fulfilling our social responsibility by actively participating in charitable activities and promoting the community's sustainable development.

The Group aspires to become a respectable enterprise. Going forward, the Group serves to enhance its business performance through implementation of sustainable development strategies and to generate more meaningful long-term value for the enterprise and its stakeholders.

X. ENVIRONMENTAL PERFORMANCE DATA SUMMARY

	Unit	2024/25	2023/24
GHG Emissions[1]			
Scope 1[2]:			
Total	Tonnes	29.47	31.37
Intensity[4]	Tonnes per employee	1.47	1.74
Scope 2[3]:			
Total	Tonnes	19.41	18.59
Intensity[4]	Tonnes per employee	0.97	1.03
Air Emissions[5]			
Nitrogen Oxides	Kilograms	4.21	4.71
Sulfur Oxides	Kilograms	0.44	0.47
Particulate Matters	Kilograms	0.51	0.54
Direct Energy Consumption			
Gasoline[6]:			
Total	Megawatt hours	111.04	117.89
Intensity[4]	Megawatt hours per employee	5.55	6.55
Towngas[7]:			
Total	Megawatt hours	3.20	3.76
Intensity[4]	Megawatt hours per employee	0.16	0.21
Indirect Energy Consumption			
Electricity[8]:			
Total	Megawatt hours	37.80	34.18
Intensity[4]	Megawatt hours per employee	1.89	1.90
Water Resources[9]:			
Total	Cubic meters	428.00	270.00
Intensity[4]	Cubic meters per employee	21.40	15.00

Notes:

1. The Group's GHG inventory includes carbon dioxide, methane and nitrous oxide, and the GHG emissions data is presented in carbon dioxide equivalent. The calculation of GHG emissions is based on the reporting requirements of "Reporting Guidance on Environmental KPIs" issued by the HKEX.

2. Scope 1 refers to the Group's business direct GHG emissions, including combustion of gasoline. The emission factors used for calculating emission is based on the "Reporting Guidance on Environmental KPIs" issued by HKEX, the Guidelines for Accounting and Reporting of GHG Emissions from Industrial Enterprises in Other Industries (Trial) * (《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》) and the Guidelines for Accounting Methods and Reporting of GHG Emissions of Land Transportation Enterprises* (《陸上交通運輸企業溫室氣體排放核算方法與報告指南》) published by National Development and Reform Commission of the PRC.

3. Scope 2 refers to the Group's business indirect GHG emissions, including consumption of purchased electricity and towngas. The emission factors used for calculating emission is based on the "Sustainability Report 2024" provided by the Hongkong Electric Company Limited, the "2024 Sustainability Report" provided by the CLP Power Hong Kong Limited, the "2024 Sustainability Report" provided by the Hong Kong and China Gas Company Limited (Towngas) and the average emission factor of national power grid* (全國電網平均碳排放因子) in 2022 issued by the Ministry of Ecology and Environment of the PRC (中華人民共和國生態環境部).

4. Intensity is measured based on the number of employees.

5. The calculation of pollutant emissions is based on the "Reporting Guidance on Environmental KPIs" issued by the HKEX.

6. The consumption of gasoline is mainly used as vehicle fuels and is calculated based on the energy conversion factor from the "Reporting Guidance on Environmental KPIs" issued by HKEX.

7. The consumption of towngas is mainly used in staff quarter and is calculated based on the energy conversion factor from the "Reporting Guidance on Environmental KPIs" issued by HKEX.

8. The consumption of purchased electricity is calculated based on the actual amount of purchased electricity.

9. The water consumption is calculated based on the actual amount of water consumption.

* The English name is for identification purposes only

XI. SOCIAL PERFORMANCE DATA SUMMARY

Category		2024/25	2023/24
Number of employees[1]			
By gender	Male	11	10
	Female	9	8
By age group	30 years old or below	–	–
	31-40 years old	1	2
	41-50 years old	9	6
	51 years old or above	10	10
By employment type	Full time	20	18
	Part time	–	–
By geographical region	PRC	12	10
	Hong Kong	8	8
By employee category	General	11	10
	Middle management	3	3
	Senior management	6	5
Total		20	18
Employee turnover rate (%)[2]			
By gender	Male	–	10
	Female	–	13
By age group	30 years old or below	–	–
	31-40 years old	–	–
	41-50 years old	–	17
	51 years old or above	–	10
By geographical region	PRC	–	20
	Hong Kong	–	–
Overall		–	11
Percentage of employees trained (%)[3]		60	61

Category		2024/25	2023/24
Breakdown for employees trained (%)[4]			
By gender	Male	45	45
	Female	55	55
By employee category	General	46	46
	Middle management	18	18
	Senior management	36	36
Total		100	100
Average training hours completed per employee (hours)			
By gender	Male	31	31
	Female	38	38
By employee category	General	20	20
	Middle management	67	67
	Senior management	41	41
Overall		34	34

Note:

1. The number of employees disclosed in this ESG Report excludes all members of the Company's Board of Directors.

2. The relevant data is calculated according to HKEX's Appendix 3: Reporting Guidance on Social KPIs in How to prepare an ESG Report to calculate employee turnover rate. The formula used is as follows: Turnover rate for employees in the relevant categories = L(x)/E(x) x 100, L(x) = Number of employees in the specified category leaving employment, E(x) = Number of employees in the specified category at the end of the Reporting Period.

3. The relevant data is calculated according to HKEX's Appendix 3: Reporting Guidance on Social KPIs in How to prepare an ESG Report to calculate percentage of employees trained. The formula used is as follows: Percentage of employees trained = T/E x 100, T = Number of employees who took part in training during the Reporting Period, E = Number of total employees at the end of the Reporting Period.

4. The relevant data is calculated according to HKEX's Appendix 3: Reporting Guidance on Social KPIs in How to prepare an ESG Report to calculate breakdown percentage of employees trained. The formula used is as follows: Percentage of employees trained in the relevant categories = T(x)/T x 100, T(x) = Number of employees who took part in training in the specified category, T = Number of total employees who took part in training.

Category	2024/25	2023/24	2022/23
Health and safety			
Number of work-related fatalities	–	–	–
Rate of work-related fatalities	–	–	–
Lost days due to work injury	–	–	–

Category		2024/25	2023/24
Number of suppliers			
By geographical region	PRC	5	–
	Hong Kong	6	6
Total		11	6

XII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE HKEX

Subject areas, aspects, general disclosures and KPIs		Chapter/Disclosure
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG 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. GHG include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.	ENVIRONMENTAL PROTECTION–MANAGEMENT OF EMISSIONS
KPI A1.1	The types of emissions and respective emissions data.	ENVIRONMENTAL PROTECTION–MANAGEMENT OF EMISSIONS

Subject areas, aspects, general disclosures and KPIs		Chapter/Disclosure
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) GHG emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION– MANAGEMENT OF EMISSIONS
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION– MANAGEMENT OF EMISSIONS
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION– MANAGEMENT OF EMISSIONS
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	ENVIRONMENTAL PROTECTION– MANAGEMENT OF EMISSIONS
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.	ENVIRONMENTAL PROTECTION– MANAGEMENT OF EMISSIONS
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.	ENVIRONMENTAL PROTECTION– MANAGEMENT OF RESOURCES UTILIZATION
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).	ENVIRONMENTAL PROTECTION– MANAGEMENT OF RESOURCES UTILIZATION
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION– MANAGEMENT OF RESOURCES UTILIZATION
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	ENVIRONMENTAL PROTECTION– MANAGEMENT OF RESOURCES UTILIZATION
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.	ENVIRONMENTAL PROTECTION– MANAGEMENT OF RESOURCES UTILIZATION
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	ENVIRONMENTAL PROTECTION– MANAGEMENT OF RESOURCES UTILIZATION

ENVIRONMENT, SOCIAL AND GOVERNMENT REPORT

Subject areas, aspects, general disclosures and KPIs		Chapter/Disclosure
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	ENVIRONMENTAL PROTECTION–MANAGEMENT OF EMISSIONS & MANAGEMENT OF RESOURCES UTILIZATION & THE ENVIRONMENT AND NATURAL RESOURCES
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	ENVIRONMENTAL PROTECTION–MANAGEMENT OF EMISSIONS & MANAGEMENT OF RESOURCES UTILIZATION & THE ENVIRONMENT AND NATURAL RESOURCES
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	ENVIRONMENTAL PROTECTION–CLIMATE CHANGE
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.	ENVIRONMENTAL PROTECTION–CLIMATE CHANGE
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.	EMPLOYMENT AND LABOUR PRACTICES–EMPOLYMENT
KPI B1.1	Total workforce by gender, employment type (for example, full- or part time), age group and geographical region.	EMPLOYMENT AND LABOUR PRACTICES–EMPOLYMENT
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	EMPLOYMENT AND LABOUR PRACTICES–EMPOLYMENT
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.	EMPLOYMENT AND LABOUR PRACTICES–HEALTH AND SAFETY

Subject areas, aspects, general disclosures and KPIs		Chapter/Disclosure
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	EMPLOYMENT AND LABOUR PRACTICES–HEALTH AND SAFETY
KPI B2.2	Lost days due to work injury.	EMPLOYMENT AND LABOUR PRACTICES–HEALTH AND SAFETY
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	EMPLOYMENT AND LABOUR PRACTICES–HEALTH AND SAFETY
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.	EMPLOYMENT AND LABOUR PRACTICES–DEVELOPMENT AND TRAINING
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	EMPLOYMENT AND LABOUR PRACTICES–DEVELOPMENT AND TRAINING
KPI B3.2	The average training hours completed per employee by gender and employee category.	EMPLOYMENT AND LABOUR PRACTICES–DEVELOPMENT AND TRAINING
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.	EMPLOYMENT AND LABOUR PRACTICES–LABOUR STANDARDS
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	EMPLOYMENT AND LABOUR PRACTICES–LABOUR STANDARDS
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	EMPLOYMENT AND LABOUR PRACTICES–LABOUR STANDARDS
General Disclosure	Policies on managing environmental and social risks of the supply chain.	OPERATING PRACTICES–SUPPLY CHAIN MANAGEMENT
KPI B5.1	Number of suppliers by geographical region.	OPERATING PRACTICES–SUPPLY CHAIN MANAGEMENT

Subject areas, aspects, general disclosures and KPIs		Chapter/Disclosure
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.	OPERATING PRACTICES–SUPPLY CHAIN MANAGEMENT
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	OPERATING PRACTICES–SUPPLY CHAIN MANAGEMENT
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	OPERATING PRACTICES–SUPPLY CHAIN MANAGEMENT
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.	OPERATING PRACTICES–SERVICE RESPONSIBILITY
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	OPERATING PRACTICES–SERVICE RESPONSIBILITY
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	OPERATING PRACTICES–SERVICE RESPONSIBILITY
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	OPERATING PRACTICES–SERVICE RESPONSIBILITY
KPI B6.4	Description of quality assurance process and recall procedures.	OPERATING PRACTICES–SERVICE RESPONSIBILITY
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	OPERATING PRACTICES–SERVICE 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 bribery, extortion, fraud and money laundering.	OPERATING PRACTICES–ANTI-CORRUPTION

Subject areas, aspects, general disclosures and KPIs		Chapter/Disclosure
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.	OPERATING PRACTICES–ANTI-CORRUPTION
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	OPERATING PRACTICES–ANTI-CORRUPTION
KPI B7.3	Description of anti-corruption training provided to directors and staff.	OPERATING PRACTICES–ANTI-CORRUPTION
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.	OPERATING PRACTICES-COMMUNITY INVESTMENT
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	OPERATING PRACTICES-COMMUNITY INVESTMENT
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	OPERATING PRACTICES-COMMUNITY INVESTMENT