CHAMPION TECHNOLOGY HOLDINGS LIMITED

冠軍科技集團有限公司

Stock Code 股份代號：92



2025

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ABOUT THIS REPORT

This report summarises several subjects of Champion Technology Holdings Limited (the "**Company**", together with its subsidiaries, collectively the "**Group**" or "**we**") of business practices for the Environmental, Social and Governance (referred to as the "**ESG**") report (referred to as the "**Report**") and its relevant implemented policies and strategies in relation to the Group's operational practices and environmental protection. For information regarding corporate governance, please refer to the "Corporate Governance Report" in the annual report 2024.

The Report covers the period from 1 July 2024 to 30 June 2025 (the "**Reporting Year**" or "**FY2025**").

關於本報告

本報告概述冠軍科技集團有限公司(「**本公司**」,連同其附屬公司統稱「**本集團**」或「**我們**」)業務實踐中有關環境、社會及管治(「**環境、社會及管治**」)報告(「**本報告**」)的若干主題及其與本集團業務運作及環境保護的政策實施及策略。有關企業管治的資料,請參閱二零二五年年報中的「企業管治報告」。

本報告涵蓋二零二四年七月一日至二零二五年六月三十日(「**報告年度**」或「**二零二五財年**」)。

REPORTING STANDARD

The Report has been prepared with reference to the ESG Reporting guide set out in Appendix C2 to the Main Board Listing Rules of the Stock Exchange of Hong Kong Limited (the "**SEHK**"). To ensure the accuracy of environmental key performance indicators ("**KPIs**"), the Group engaged a professional consultancy firm to conduct the calculation and preparation of the Report.

In preparation for this Report, due diligence has been taken by the Group to adhere to the reporting principles of "Materiality", "Quantitative", "Balance" and "Consistency". The materiality assessment has ensured the Report presents the most material ESG topics pertaining to our businesses. Whenever necessary, the Report details any standards, methodologies, assumptions, and/or calculation tools used, or source of conversion factors used, as well as explanations of any inconsistencies with previous reports.

報告準則

本報告按照香港聯合交易所有限公司(「**香港聯交所**」)主板上市規則附錄C2所載的「環境、社會及管治報告指引」而編製。為確保環境關鍵績效指標計算的準確性,本集團已聘請一家專業顧問公司負責報告的數據計算及編寫。

在編寫本報告時,本集團展開盡職調查以遵守「重要性」、「量化」、「平衡」和「一致性」的報告原則。本報告在重要性評估中,展示了我們業務與環境、社會及管治相關最重要的主題。按需要,本報告詳細說明了所使用的標準、方法、假設和/或計算工具、或所使用的轉換系數來源,以及說明與先前報告任何不一致之處。

REPORTING SCOPE

The Report covers the Group's ESG policies and measures, and compliance for business activities of our major revenue streams. The scope of this report has been determined primarily by the Group's management's assessment of the operating performance of its divisions and the allocation of the Group's resources. The businesses included in the scope of this report include system sales including renewable energy systems and the related engineering work, software development, licensing and customization, of system products including IoT which, in turn, includes smart construction site and smart city, trading of cultural products, and strategic investment.

報告範圍

本報告涵蓋了本集團的環境、社會及管治政策和措施,以及我們主要收入來源相關的業務合規情況。本報告範圍主要由集團管理層對其各分部的營業表現和本集團的資源配置進行評估後釐定,納入本報告範圍的業務包括:系統銷售包括可再生能源系統及相關工程工作、軟件開發,授權及為個別客戶度身定製系統產品,包括物聯網而其中涵蓋智慧工地及智慧城市等,文化產品貿易,及策略投資。

BOARD'S STATEMENT

The Group has formulated robust and stable ESG governance practices. The Board is responsible for developing ESG-related initiatives, managing and monitoring ESG-related risks as well as maintaining the effectiveness of the Group's ESG strategies. The management is designated to supervise the daily implementation of ESG practices, report to the Board as appropriate on a timely basis as well as ensure compliance with all applicable ESG laws and regulations.

Business longevity shall only be granted to those who look beyond short-term gains and consider the external impacts they have on the economy, society, and environment. ESG matters are part of the Board's agenda, and the Group manages its sustainability performance through the respective functions at each region, mainly the operations and product management as well as the human resources department. We identify and evaluate the materiality of the diverse range of ESG topics that are interrelated with our business operations (See below section: Materiality Assessment) to form our future corporate direction.

ESG matters are evaluated and prioritized through an annual materiality assessment. The Board approves the result of the assessment which is incorporated into the Group's strategies and plans. The Board recognises the importance of ESG-related goals and targets set for the Group's long-term success. ESG-related targets have been set at the operational level and the performance against these targets is reviewed and evaluated regularly. Overall ESG performance is reviewed by the Board at least on an annual basis through the approval of this Report.

CONFIRMATION AND APPROVAL

The information presented in the Report came from the official documents and statistical data of the Group. The ESG Report was approved by the Board on 29 September 2025.

COMMENTS AND FEEDBACK

We make every effort to ensure consistency between the Chinese and English versions of this Report. However, in the event of any inconsistency, the English version shall prevail.

The progress of the Group depends in part on valuable comments from stakeholders. For any clarifications or advice regarding the content of this Report, please forward your comments and suggestions to ir@champion.hk.

董事會聲明

本集團已建立健全及穩固的ESG管治常規，董事會負責制定ESG相關措施、管理及監督ESG相關風險以及維持本集團ESG策略的有效性，管理層員負責監督ESG措施的日常實施情況，視乎情況及時向董事會匯報，並確保遵守所有適用的ESG法律及法規。

業務得以長遠發展均為高瞻遠矚並考慮到其對經濟、社會和環境外部影響的企業。環境、社會及管治事項是董事會議程的一部分本集團通過每個營運地區的職能(主要是營運和產品管理以及人力資源部門)來管理其可持續發展績效。我們識別、確定並評估與我們業務營運相關的各種環境、社會及管治主題的重要性(請參閱以下部分：重要性評估)，以形成我們未來企業發展的方向。

ESG事宜均經過年度重要性評估進行評估及排列優次，董事會批准評估結果並將其納入本集團的戰略及計劃。董事會深明ESG相關目標對本集團長遠成功的重要性，本集團已訂立營運層面的ESG目標，並定期審核及評估該等目標的績效，董事會通過審批本報告以至少每年審核一次整體ESG表現。

確認及批准

本報告所呈列的資料來自本集團的官方文件及統計數據。環境、社會及管治報告於二零二五年九月二十九日獲董事會批准。

意見及反饋

我們將盡一切努力確保本報告中英文版本的一致性。但是，如有任何歧義，應以英文版本為準。

本集團的發展有賴於持份者的寶貴意見。如對本報告內容有任何澄清或建議，請將　閣下的意見和建議轉發至ir@champion.hk。

STAKEHOLDERS ENGAGEMENT

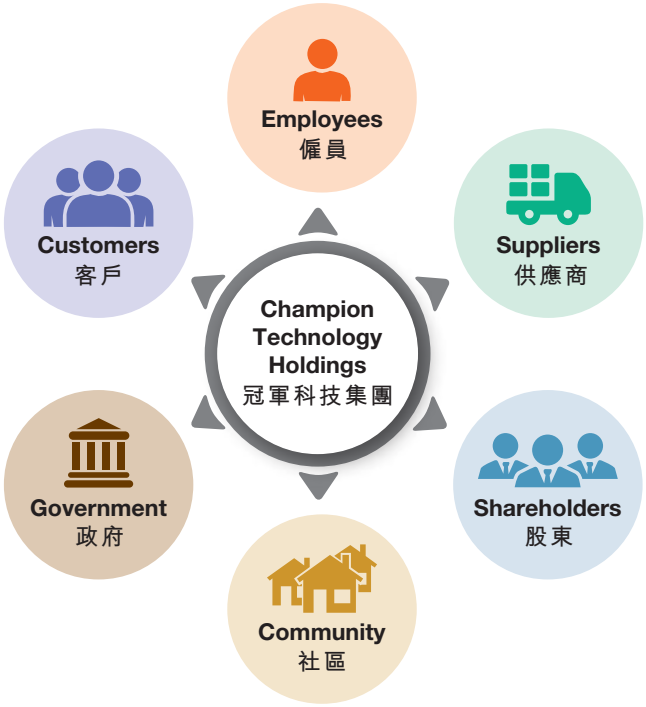
The Group believes that the feedback from the stakeholders not only facilitates a comprehensive and pertinent assessment of its ESG performance but also helps improve our performance accordingly. Engaging with our key stakeholders (including our shareholders, business partners, employees, suppliers, service providers and the community) on an ongoing basis provides an opportunity for the Group to listen to their concerns and build on common goals. This will in turn drive our business development initiatives in the right direction and make our operations sustainable. Accordingly, the Group communicates with the stakeholders in an open, honest and positive manner through various channels, including results announcements and annual reports.

The operation of the Group affects a spectrum of stakeholders, such as our shareholders, employees, suppliers and service providers, who have different expectations of the Group. The Group will continue to maintain its communications with them for the purpose of improving its ESG approaches.

持份者參與

本集團相信，持份者的反饋不僅有助於對其環境、社會及管治表現進行全面和中肯的評估，而且有助於相應地改善我們的表現。與我們的主要持份者(包括我們的股東、業務合作夥伴、員工、供應商、服務供應商和社區)持續接觸，為集團提供了傾聽他們的關注並建立共同目標的機會。這將反過來推動我們的業務發展計劃朝著正確的方向發展，並使我們的營運可持續。因此，本集團通過業績公告和年報等多種渠道，以公開、誠實和積極的方式與利益相關者進行溝通。

本集團的營運影響一系列持份者，例如我們的股東、僱員、供應商、服務供應商，他們對本集團有不同的期望。本集團將繼續與他們保持溝通，以改善其環境、社會及管治的方針。



The Group develops multiple engagement channels that provide opportunities for stakeholders to express their views on the Group's general business conduct and sustainability management. The engagement channels are summarized in the following table. To reinforce mutual trust and respect, the Group is committed to maintaining effective communication channels with stakeholders in both formal and informal ways. This can enable the Group to better shape its business strategies in order to respond to its needs and expectations, anticipate risks and strengthen key relationships.

本集團建立了多種參與渠道，為持份者提供表達他們對本集團的業務及可持續發展管理意見的機會。下表總結了持份者的參與渠道。為了加強相互的信任和尊重，本集團開放正式和非正式的渠道與持份者保持有效的溝通。此舉使本集團更好地制定業務戰略，以回應他們的需求和期望，並評估風險及加強與持份者關係。

Stakeholders 持份者	Engagement channels 參與渠道	Topics of interest/concern 利益／關注主題	Company's actions 公司行動
Shareholders 股東	• General meetings 股東大會 • Regular corporate publications including financial reports and ESG Report 定期企業公布，包括財務報告及環境、社會和管治報告 • Circulars and announcements 通函和公告 • Corporate website 企業網站	• Business strategies and sustainability 業務策略與可持續性 • Financial performance 財務表現 • Corporate governance 企業管治	The Group has been able to demonstrate superior business continuity. 本集團已展現出卓越的業務連續性。
Employees 僱員	• Performance appraisals 表現評估 • Training sessions 培訓課程 • Social media 社交媒體	• Training and development 培訓和發展 • Employee remuneration policy 僱員薪酬政策 • Working hours 工作時間 • Occupational health and safety 職業健康及安全 • Equal opportunities 平等機會	To safeguard the health and safety of our employees, our offices adopt flexible working arrangements and provide daily necessities (e.g. masks, and anti-allergy disinfectants). Employee welfare is a top priority for the Group. 為了保障員工的健康和安全，我們的辦公室採取了靈活的工作安排，並提供了日常用品（如口罩及防敏消毒劑）。員工福利是本集團的重中之重。

Stakeholders 持份者	Engagement channels 參與渠道	Topics of interest/concern 利益／關注主題	Company's actions 公司行動
Customers 客戶	• Corporate website 企業網站 • Complaint and feedback channels 投訴與反饋渠道	• Service quality and reliability 服務質素與可靠性 • Client information security 客戶信息安全 • Business ethics 商業操守	The Group is committed to protecting the privacy and confidentiality of the personal data collected. We adopt best practices by taking reference to the ISO27001 Information Security Management Systems standards. 本集團致力於保護收集到的個人資料的隱私和機密性。我們通過參考ISO27001信息安全管理系統標準來採用最佳做法。
Suppliers 供應商	• Supplier assessment 供應商管理 • Continuous direct communication 持續直接溝通	• Fair competition 公平競爭 • Business ethics 商業操守	The Group promotes fair and open competition that prohibits cartels, and any activity of trade associations and industry bodies which prevents, restricts or distorts competition. The abuse of market power, such as in the form of predatory pricing, anti-competitive tying and bundling, and exclusive dealing, is also forbidden. 本集團提倡公平和公開競爭，禁止壟斷聯盟以及阻止、限制或扭曲競爭行業協會和行業團體的任何活動。本集團還禁止濫用市場力量，例如掠奪性定價，反競爭性搭售和捆綁銷售，及獨家交易。
Government 政府	• Statutory filings and notification 法定文件存檔及通知 • Regulatory or voluntary disclosures 監管或自願披露	• Compliance with law and regulations 遵守法律及法規 • Business strategies and sustainability 商業策略及可持續性	The Group is committed to achieving and maintaining the highest standards of openness, probity and accountability. Our whistle-blowing mechanism ensures all cases of suspected malpractice or misconduct are handled in an independent and confidential manner. Regarding the risk of customer corruptive practices, all new customers are required to submit legitimacy proofs, as well as screening of historical financial statements by professional credit rating agencies. 本集團致力於實現並保持最高標準的開放性、廉潔和負責任。我們的舉報機制可確保能以獨立和保密的方式處理所有涉嫌舞弊或不當行為的個案。關於客戶貪污行為的風險，所有新客戶都必須提交合法證明文件，並由專業信用評級機構對歷年財務報表進行評核。

Stakeholders 持份者	Engagement channels 參與渠道	Topics of interest/concern 利益／關注主題	Company's actions 公司行動
Community 社區	• Corporate donations 企業捐贈 • Corporate website 企業網站 • Social media 社交媒體	• Fair employment opportunities 公平就業機會 • Environmental protection 環境保護	The Group's renewable energy segment is contributing direct impacts to the mitigation of climate change. During the reporting year, we completed solar energy projects that will generate a total of 1,288,684 kWh of clean energy annually. It is estimated that the equivalent of 489.7 tons of CO^2 emissions from power plants will be avoided annually. The Group is proud to be advancing the renewable energy frontier in Hong Kong. 本集團的可再生能源業務為緩解氣候變化做出正面影響。在報告年度，我們新增完成了的太陽能發電項目，這些項目每年可產生總計1,288,684 kWh的潔淨能源。估計每年可避免相當於489.7噸由發電廠排放的二氧化碳，本集團為能發展新興科技業務而感到自豪。

MATERIALITY ASSESSMENT

In accordance with relevant rules and in the context of the latest sustainability landscape, the Group has determined the following 21 ESG Materiality topics that are deemed to have impact on the environment and society through our operations.

重要性評估

根據相關的條例及在最新的可持續發展形勢下，本集團確定了以下二十一個主題，這些主題被認為是通過我們的營運對環境方面和社會方面有影響的主題。

ESG Aspects 環境、社會及管治方面		ESG Materiality Topics for the Group 本集團有關環境、社會及管治重要性的主題
A. Environmental Responsibility 環境責任	A1. Emissions and Waste Generated 產生的排放物及廢棄物	1. Emission Management (Air Pollutants and Greenhouse Gas) 排放管理(廢氣及溫室氣體)
		2. Waste Management 廢棄物管理
	A2. Use of Resources 資源使用	3. Energy conservation 節約能源
	A3. The Environment and Natural Resources 環境及天然資源	4. Water Management 用水管理
		5. Sewage Discharges 污水排放
	A4. Climate Change 氣候變化	6. Climate Change Strategy 應對氣候變化戰略

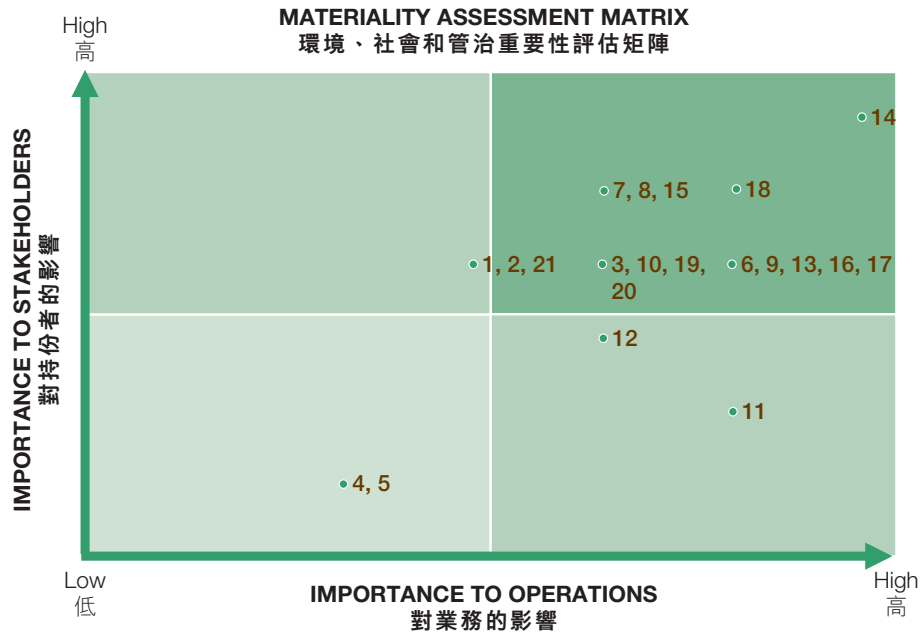
ESG Aspects 環境、社會及管治方面		ESG Materiality Topics for the Group 本集團有關環境、社會及管治重要性的主題
B. Social Responsibility 社會責任	B1. Employment 僱傭	7. Employment remuneration and benefits 員工薪酬及福利
		8. Diversity and equal opportunity 多元化及平等機會
	B2. Workplace Health and Safety 工作場所的健康與安全	9. Occupational safety and health 職業安全及健康
	B3. Development and Training 發展及培訓	10. Trainings and development 員工培訓及發展
	B4. Labour Standards 勞工準則	11. Prevention of child and forced labour 防止童工及強迫勞動
	B5. Supply Chain Management 供應鏈管理	12. Supply chain management 供應鏈管理
	B6. Product Responsibility 產品責任	13. Customer service quality 客戶服務品質
		14. Product/service quality and safety 產品／服務品質和安全
		15. Personal data privacy protection 個人資料隱私保護
		16. Product research and development 產品研發
		17. Intellectual property rights protection 知識產權保護
		18. Data security 數據安全
		19. Operational safety management 營運安全管理
	B7. Anti-Corruption 反貪污	20. Anti-corruption 反貪污
	B8. Community Investment 社區投資	21. Community investment and engagement 社區投資和參與

During the Reporting Year, we obtained an update of the materiality assessment on each aspect of ESG from internal stakeholders, including directors, senior management and middle management through questionnaires from the perspectives of long-term development strategies, management enhancement, urgency of investment and competitiveness advantages of the Group. We will also continually pay attention to all stakeholders, constantly review and update the materiality assessment, and include external stakeholders when the conditions are appropriate, so as to achieve a more accurate and thorough understanding of the demands of various parties, and to provide guidance and direction to the enterprise's business operations and controls over environmental and social governance.

於報告年度，我們以問卷形式從本集團長期發展戰略、管理提升、投資急切性及競爭優勢等角度向內部利益相關方(包括董事、高級管理人員及中層管理人員)取得對環境、社會及管治各方面的最新重要性評估。我們亦將繼續關注所有利益相關方，堅持檢討及更新重要性評估，並在條件適當時納入外部利益相關方，以更準確及全面地了解各方需求，並為企業業務營運及對環境及社會管治的控制提供指引及方向。

Based on the analysis and summary of the results of the materiality assessment from all stakeholders, we have formed the following materiality assessment matrix, in which the following substantial issues are disclosed in the materiality assessment matrix as the major influential aspects of the Group's sustainable development. While taking all environmental and social responsibilities into consideration, the Group will be paying more attention to these areas.

根據對所有利益相關方重大性評估結果的分析及總結，我們得出了以下重要性評估矩陣，其中重要性評估矩陣所披露的下列重要事宜乃本集團可持續發展的主要影響層面。於考慮所有環境及社會責任時，本集團將尤其關注此等方面。



To address topics that matter most to our stakeholders, more depth is detailed for topics of high materiality throughout the Report.

為了回應對我們持份者最關注的主題，本報告對具有高度重要性的主題進行了更詳細的介紹。

ENVIRONMENTAL PROTECTION

In order to seek long-term environmental sustainability, the Group is increasingly prudent in controlling the consumption of resources as well as its emissions and has strictly adhered to the applicable environmental laws and regulations during its daily operations. The Group acknowledges the threats of climate change and realises that we have responsibilities to better manage energy use to reduce greenhouse gas (GHG) emissions. Since the Group is principally engaged in system sales including renewable energy systems and the related engineering work, software development, licensing and customisation, of system products including IoT which, in turn, includes smart construction site and smart city, trading of cultural products, and strategic investment. The direct impact on the environment is minimal. As such, the Group's main contribution to the carbon footprint comes from indirect greenhouse gas (GHG) emissions. The source of these emissions is from the usage of office equipment in the workplace, including but not limited to the lighting systems, air-conditioning and office equipment.

We are committed to reducing the impact on the environment. We strive to minimise our environmental footprint through energy conservation and waste reduction. The following sections disclose the Group's approaches and data on energy consumption, GHG emissions data and waste.

Emissions and Waste Generated

The Group implements robust environmental systems at each of our business line operations to ensure all environmental aspects are controlled according to regulatory standards. During the Reporting Year, the Group has encountered no incident of non-compliance with applicable laws and regulations related to air emissions discharges, hazardous and nonhazardous waste disposal and handling. Major applicable laws and regulations are detailed in respective sections.

Emissions

The Group persistently strives to operate its business in an environmentally friendly manner, making every effort to achieve environmental conservation. Our main emissions are greenhouse gas ("**GHG**") emissions from the energy consumption and non-hazardous waste generated in our daily operations. Due to our business nature, the Group's operations do not involve a significant amount of air emissions, discharges into water and land, and generation of hazardous waste. Therefore, the Group considers the relevant emissions to be immaterial, and thus the relevant information is not disclosed in this Report and corresponding targets are not set for air emissions and hazardous waste. During the Reporting Period, the Group has encountered no incident of non-compliance with applicable laws and regulations related to air emissions discharges.

環境保護

為尋求長期的環境可持續發展，本集團倍加審慎控制資源耗用及其排放，並在日常營運中嚴格遵守適用的環境法律法規。本集團深明氣候變化的威脅，並意識到我們有責任更妥善地管理能源使用，以減少溫室氣體排放。由於本集團主要從事系統銷售包括可再生能源系統及相關工程工作、軟件開發、授權及為個別客戶度身定製系統產品，包括物聯網而其中涵蓋智慧工地及智慧城市、文化產品貿易及策略投資，本集團業務對環境的直接影響甚微。因此，本集團的碳排放主要來自間接排放的溫室氣體。該等排放來自工作場所使用的辦公設備(包括但不限於照明系統、空調裝置及辦公設備)。

我們致力減少對環境造成的影響，通過節約能源及減少廢棄物，我們得以全力減少環境足跡。下列各節披露本集團針對能源消耗、溫室氣體排放數據及廢物採取的方法及相關數據。

產生的排放及廢棄物

本集團在每項業務內均實施可靠的環境系統，以確保所有環境層面均受到控制及符合法規標準。於本報告年度，本集團沒有發生違反廢氣排放、有害及無害廢棄物處置及處理的適用法律及法規的事項。主要適用法律和法規在相應的章節中有詳細說明。

排放物

本集團一直致力採用環保方式經營業務，竭力保護環境。我們的主要排放物為能源消耗產生的溫室氣體(「**溫室氣體**」)排放，以及日常運營產生的無害廢棄物。基於我們的業務性質，本集團的運營過程並不涉及大量的廢氣排放、向水及向土的排污和有害廢棄物。故本集團認為相關排放量並不重大。因此，本報告未披露相關信息，亦未設立相應的廢氣排放及有害廢棄物目標。於報告期間，本集團並無發生違反廢氣排放的適用法律及法規的事項。

In light of the growing concerns over air pollution and climate change, the Group has established a GHG emissions target, which aims to reduce the GHG emissions intensity by the year ending 30 June 2027 ("**FY2027**") by at least 5% as compared with the level in the year ended 30 June 2024.

Note (1): Air emissions from vehicle usage are calculated using "How to prepare an ESG Report? — Appendix 2: Reporting Guidance on Environmental KPIs" issued by Hong Kong Exchanges.

Greenhouse gas emissions and climate change mitigation

Climate change mitigation is no longer only a subject of international-level agenda, but highly relevant to all members of society. To implement an effective approach to climate change mitigation, it is important to possess a comprehensive understanding of the carbon emission sources of the Group. Our GHG emissions are mainly direct GHG emissions caused by the petrol consumed by vehicles and indirect GHG emissions caused by the use of purchased electricity. The increase in Group's carbon intensity, presented in the chart and table below, is primarily due to the mobile combustion of vehicles and increased electricity purchased.

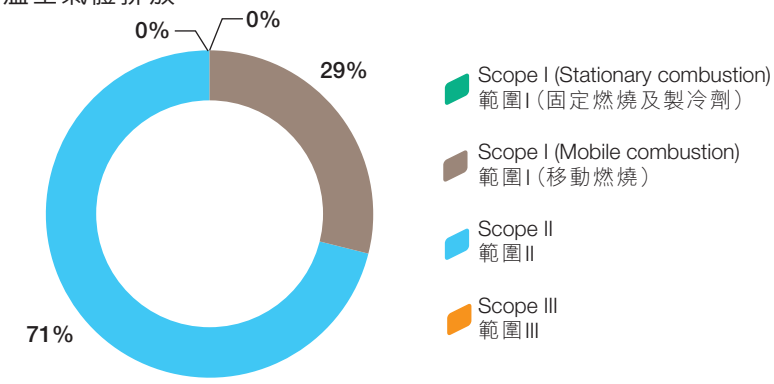
由於空氣污染與氣候變化漸受關注，本集團已設定溫室氣體排放目標，旨在於截至二零二七年六月三十日止年度(「**二零二七財年**」)前將溫室氣體排放密度較截至二零二四年六月三十日止年度的水平減少5%。

註(1)：車輛使用產生的廢棄排放量按由香港聯交所發佈的「如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引」計算得出。

溫室氣體排放與減緩氣候變化

緩解氣候變化不僅是國際層面議題，而且與社會所有成員息息相關。為實施有效的緩解氣候變化措施，全面了解本集團的碳排放源頭甚為重要。我們的溫室氣體排放主要包括由車輛所消耗的汽油所產生的直接溫室氣體排放，以及由使用外購電力所產生間接的溫室氣體排放。如下圖和表格所示，集團碳強度的增加主要是由於車輛的移動燃燒和購買的電力增加。

Greenhouse gas emissions
溫室氣體排放



Greenhouse gas emissions[2] **溫室氣體排放[2]**		**Unit** **單位**	**FY2025** **二零二五財年**	FY2024 二零二四財年
Scope I (Direct Emissions) 範圍I（直接排放）		tCO_2e 二氧化碳當量噸數	**12.0**	11.9
Stationary combustion 固定燃燒		tCO_2e 二氧化碳當量噸數	**0.0**	0.0
Mobile combustion 移動燃燒		tCO_2e 二氧化碳當量噸數	**12.0**	11.9
Scope II (Indirect Emissions) 範圍II（間接排放）		tCO_2e 二氧化碳當量噸數	**29.8**	18.3
Electricity purchased 購電		tCO_2e 二氧化碳當量噸數	**29.8**	18.3
Scope III (Other Indirect Emissions) 範圍III（其他間接排放）		tCO_2e 二氧化碳當量噸數	**0.0**	0.0
Business air travels 商務航空旅行		tCO_2e 二氧化碳當量噸數	**0.0**	0.0
Paper waste disposed at landfills 堆填區處置的廢紙		tCO_2e 二氧化碳當量噸數	**0.0**	0.0
Total 總共	(Scope I & II) （範圍I和II）	tCO_2e 二氧化碳當量噸數	**41.8**	30.2
	(Scope I & II & III) （範圍I、II和III）	tCO_2e 二氧化碳當量噸數	**41.8**	30.2
Carbon intensity 碳強度	(Scope I & II) （範圍I和II）	tCO_2e per million revenue in HKD 二氧化碳當量噸數／百萬港元收益	**0.73**	0.14
	(Scope I & II & III) （範圍I、II和III）	tCO_2e per million revenue in HKD 二氧化碳當量噸數／百萬港元收益	**0.73**	0.14

Note (2): In accordance with the Greenhouse Gas Protocol, the approach used to set the boundary uses operational control in FY2025.

Scope I refers to direct GHG emissions from sources resulting from activities such as stationery and mobile fuel combustion. Scope II GHG emissions will be accounted for, as it refers to the consumption of purchased electricity. Scope III GHG emissions refer to all other indirect emissions that occur in a company's value chain, mainly from the disposal of paper waste in landfills and business travel by employees.

GHG emissions associated with Scope I are calculated using "How to prepare an ESG Report? — Appendix 2: Reporting Guidance on Environmental KPIs" issued by Hong Kong Exchanges and the 100-year Global Warming Potentials, provided by the Intergovernmental Panel on Climate Change (IPCC) in its Fifth Assessment Report (CO_2: 1, CH_4: 28, N_2O: 265).

GHG emissions associated with electricity purchased are based on the latest available emission factors provided by power companies.

註(2): 按照溫室氣體盤查議定書，本集團於二零二五財年根據營運控制方法設定報告範圍。

範圍I指固定及移動燃料燃燒產生的直接溫室氣體排放。範圍II指購買電力的消耗量。範圍III指公司價值鏈中發生的其他間接排放，主要是廢棄紙張於堆填區及僱員因出差的商旅航空旅行。

範圍I相關的溫室氣體排放是按由香港聯交所刊發的「如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引」及政府間氣候變化專門委員會(Intergovernmental Panel on Climate Change)在其第五份評估報告中提供的百年全球暖化潛力(100-year Global Warming Potentials)計算得出（二氧化碳：1，甲烷：28，氧化亞氮：265）。

購買電力相關的溫室氣體排放是根據電力公司提供最新可取得的排放因子而定。

During the Reporting Year, the Group generated a total of 41.8 tonnes of carbon dioxide equivalent (tCO_2e) of greenhouse gases (Scope I & II). Due to the significant decrease in our revenue in FY2025, our carbon intensity increased to 0.73 tCO_2e per HKD million revenue. Recognising the upstream and downstream impacts in our value chain, we disclose aspects of our Scope III emissions. Although its contribution to the total carbon footprint is relatively small, we have accounted for our indirect greenhouse gas emissions from business air travel and the methane production from paper waste decomposition in landfills.

在報告年度，本集團共產生了41.8二氧化碳當量噸數(tCO_2e)的溫室氣體（範圍I和II），得益於我們2025財年收益的大幅度下降，每百萬港元收益產生的碳強度為0.73二氧化碳當量噸數。因應對我們價值鏈的上游和下游的影響，我們披露了範圍III排放的各個層面。儘管它對總碳足跡的影響相對較小，但我們已經考慮到了商務旅行帶來的間接溫室氣體排放，堆填區廢紙分解產生的甲烷。

The Group is committed to reducing our carbon footprint. Scopes I and II emissions are addressed through our energy reduction initiatives (See Section: Use of Resources — Energy). Scope III emissions incur throughout our upstream and downstream activities, and we employ the following measures to minimise such emissions.

本集團致力於減少我們的碳足跡。通過我們的節能舉措處理了範圍I和II的排放問題（請參閱章節：資源使用 — 能源）。範圍III排放物在我們的上游和下游活動中產生，因此我們採取以下措施將此類排放降至最低。

- We make utmost effort to avoid business travelling and opt for direct flights when we are given the choice.
- We make extensive use of video-conferencing, as opposed to business travelling.
- We facilitate efficient deployment and minimum travel.

- 我們盡最大努力避免商務航空旅行，並在可供選擇的情況下選擇直航。
- 我們廣泛使用視頻會議，而取代商務航空旅行。
- 我們提供高效的工作部署並盡可能縮短外出行程。

Waste Management

The Group recognises the impacts of waste generation from our business and the importance of sustainable waste management. During the Reporting Year, the operation of the Group's business did not produce significant amounts of hazardous waste and minimised the use of packaging material, therefore the relevant data is not recorded. During the Reporting Period, the Group has encountered no incident of non-compliance with applicable laws and regulations related to hazardous and non-hazardous waste disposal and handling.

The non-hazardous wastes mainly come from various types of recyclable wastes such as paper and non-recyclable daily office wastes such as office supplies and plastics, generated from the offices of the Group. We encourage the recycling of waste. For non-recyclable items, we collect and sort them to be disposed of by recyclers with professional qualifications on a regular basis.

Seeking to contribute to the closed-loop economy, we employ the following initiatives to reduce the generation of non-hazardous waste and raise recycling rates.

- We take recycling seriously. Waste is separated into general, recyclable, and paper types using colour-coded bins, and then they are collected by sub-contractors on a regular basis. For the disposal of confidential documents, we engage in secure information disposal services that recycle paper waste.
- We take solid measures to minimise our paper usage and waste in our office-based operations. Printing volume is monitored, and systems are set to default to duplex and economical modes with printing quota. Electronic systems for filing and documentation have also been adopted in several offices.
- We advocate a green office and paper-free working environment in all business units by reusing wastepaper and adopting double-sided printing. We also encourage the use of our own cups in order to minimise the use of disposable paper cups.

廢棄物管理

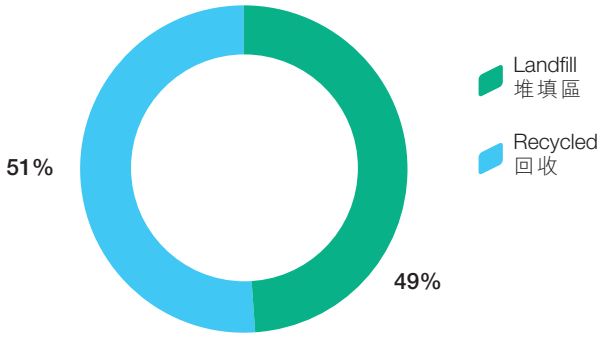
本集團深明我們的業務對廢棄物產生的影響以及可持續廢棄物管理的重要性。於報告年度內，本集團的業務營運並無產生大量有害廢棄物，盡量避免使用包裝材料，故未予以記錄相關數據。於報告期間內，本集團並無發生違反有害及無害廢棄物處置及處理的適用法律及法規的事項。

無害廢物主要來自於本集團的辦公場所產生的各種可回收辦公室廢物例如紙張，及不可回收日常辦公室廢物例如辦公室用品及塑膠。我們鼓勵廢物循環再利用。對於難以循環利用的物品，我們將其分類收集，並定期交由具備專業資質的機構進行回收處置。

為著對循環經濟作出貢獻，我們採取了以下措施來減少無害廢棄物的產生並提高回收率。

- 我們重視回收。使用顏色分類的垃圾箱將垃圾分為普通、可回收和紙張三種類型，然後由承包商定期收集。對於處理機密文件，我們使用保護資料安全的服務商來回收廢紙。
- 我們於辦公室的營運中採取了實質的措施以盡力減少紙張的使用和浪費。我們監察打印量，並且系統默認設置為具有打印配額的雙面打印和經濟模式。數個辦公室均採用了電子系統提交文件和以電子版文件存檔。
- 向所有業務單位倡導綠色辦公及無紙化工作環境。我們亦鼓勵自備水杯，盡量減少即棄紙杯的使用。

Non-hazardous Waste
無害廢棄物產生



Non-hazardous Waste 無害廢棄物	Unit 單位	FY2025 二零二五財年	FY2024 二零二四財年
Landfill 堆填區	Kg 公斤	**250.0**	1
Recycled 回收	Kg 公斤	**255.0**	590.0
Total non-hazardous waste generated 總廢棄物產生	Kg 公斤	**505.0**	591.0
Non-hazardous waste intensity 無害廢棄物強度	Kg per million revenue in HKD 公斤／百萬港元收益	**8.8**	2.8

During the Reporting Year, the Group generated a total of 505 kg of nonhazardous waste, resulting in a non-hazardous waste intensity is 8.8 kg per HKD million revenue. The Non-hazardous waste density increased mainly due to the significant decrease of the Group revenue.

於本報告年度內，本集團共產生505公斤無害廢棄物，即每百萬港元收益產生8.8公斤無害廢棄物，由於集團收入大幅下降，集團無害廢棄物排放密度上升。

Use of Resources

The Group is committed to continually monitoring and improving resource efficiency as an integral part of operating methods, as well as complying with relevant government policies and environmental legislations. During the Reporting Year, the Group has encountered no incident of noncompliance with applicable laws and regulations related to the use of energy and water resources at all operating regions. Major applicable laws and regulations are detailed in respective sections.

Measures to Reduce Energy Consumption

The Group has established an energy conservation target, which aims to reduce the energy consumption intensity by FY2027 by at least 5% as compared with the level in FY2024.

In order to improve our energy efficiency, we encourage our staff to switch off lights for 1 hour during lunch breaks every working day and switch off electrical appliances including lighting and air-conditioners that are not in use during non-office hours. We also conduct cleaning and inspection on the air-conditioners regularly to optimise energy efficiency. We purchase energy-saving appliances with Grade 1 energy labels in offices. Although the direct emissions generated by the Group are low, we encourage our staff to commute by public transport as much as possible to further minimise our carbon intensity.

The Group's major source of energy consumption is for the operation of the vehicles. During the Reporting Year, the Group consumed 148.5 GJ and 125.9 GJ of direct and indirect energy respectively. The total energy intensity in FY2025 is 3.55 GJ per HKD million revenue. The energy consumption intensity increased comparing to that in previous year. It was mainly due to the significant decrease in our revenue in FY2025.

資源使用

本集團致力持續監察及改善資源效率，並作為營運上不可或缺的一部分，同時亦遵守政府相關政策及環境法例。於報告年度內，本集團在所有營運地區均沒有發生違反有關使用能源及水資源的適用法律及法規的事項。主要適用的法律和法規在各個章節中皆進行了詳細說明。

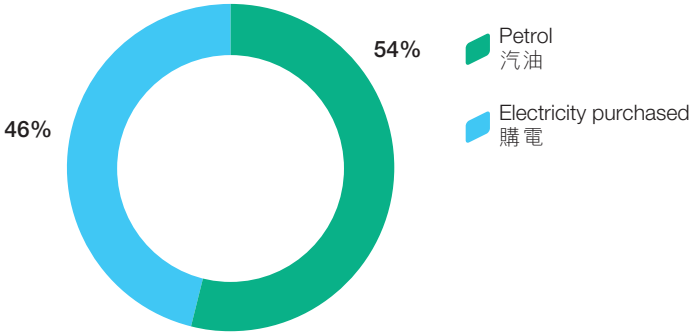
節能措施

本集團已設定節能目標，旨在於二零二七財年前將能源消耗密度較二零二四財年的水平減少5%。

為提高能源效益，我們鼓勵員工在工作日期間每天午休時間熄燈1小時；在非辦公時間內關閉不使用的電器(包括照明系統及冷氣機)。我們亦定期清潔及檢查冷氣機以優化能源效益。於辦公室，我們購買擁有一級能源標籤的節能電器。儘管本集團產生的直接排放量甚少，我們鼓勵員工盡可能使用公共交通工具以進一步將碳足跡減到最低。

本集團的主要能源消耗來自集團的車輛。於本報告年度內，本集團分別消耗148.5千兆焦耳及125.9千兆焦耳的直接及間接能源，每百萬港元收益的總能源強度為3.55千兆焦耳，總能源強度比去年同期增加，主要原因是2025財年收益大幅度下降所致。

Energy consumption
能源消耗



Energy consumption 能源消耗	Unit 單位	FY2025 二零二五財年	FY2024 二零二四財年
Direct 直接	GJ 千兆焦耳	**148.5**	146.7
Petrol 燃油(車用汽油)	GJ 千兆焦耳	**148.5**	146.7
Indirect 間接	GJ 千兆焦耳	**125.9**	77.3
Electricity purchased 購電	GJ 千兆焦耳	**125.9**	77.3
Total (Direct and indirect) 總共(直接及間接)	GJ 千兆焦耳	**274.4**	224.0
Energy consumption intensity 能源消耗強度	GJ per million revenue in HKD 千兆焦耳／百萬港元收益	**4.79**	1.07

As energy consumption is closely linked to global warming, the Group has been striving to improve energy management. Therefore, we have implemented electricity-saving measures in the office to raise the awareness of all our employees on environmental protection. We encourage our staff to turn off all unnecessary lighting systems and other electronic devices, such as printers, computers, etc., to avoid the idling of electrical appliances. Meanwhile, partial lighting of the office has been installed with light-emitting diodes instead of compact fluorescent lamps which can reduce electricity consumption as compared with compact fluorescent lamps.

由於能源消耗與全球暖化密切相關，本集團一直致力改善能源管理。因此，我們在辦公室實施了節電措施，以提高全體員工的環保意識。我們鼓勵員工關閉所有不必要的照明系統及其他電子設備，例如打印機、電腦等，以避免電器閑置。同時，我們在辦事處的部分照明已採用發光二極管取代慳電膽，相比慳電膽可減少用電。

Water Resources

The office operations of the Group require the use of water resources. All the drinking water and toilet flushing water of the Group are provided by municipal water supplies. There are no issues in sourcing water. The major kind of wastewater generated by the Group is domestic sewage, which will be directly discharged to the local drainage system. The water consumption increased comparing to previous year is due to a new office was set up in the PRC during the year.

水資源

本集團的辦公室需要使用水資源。本集團所有飲用水及沖廁水均來自市政供水，在求取適用水源上並無任何問題。本集團主要污水產生為生活污水，該生活污水將直接排入當地排水系統。

The Group recognises that water resources management is one of the material aspects of preserving the natural environment. The Group has put effort into reducing water consumption, such as posting labels to remind and encourage employees to reduce water usage, always turn off the faucet and report any water leakage. During the cleaning of the office, the cleaning workers are strictly controlled for the use of water and the frequency of cleaning. As a result, the consumption of water is saved. The total water consumption and water consumption intensity of the Group increased due to the new office address of the Group in this year and the sharp decline in revenue in FY2025. The Group establish a water conservation target, which aims to reduce the water consumption intensity by FY2027 by at least 5% as compared with the level in FY2024.

本集團意識到水資源管理乃保護自然環境的重要方面之一。本集團致力減少用水量，如張貼標籤以提醒及鼓勵僱員節約用水、時刻關掉水龍頭及報告漏水情況。在辦事處的清潔過程中，本集團嚴格控制清潔人員的用水量及清潔頻率，因此節約了大量用水。由於本年度內集團新增辦公地址以及2025財年收益大幅度下降，所以導致集團耗水總量上升及耗水強度上升。本集團設定節水目標，旨在於二零二七財年前將耗水量密度較二零二四財年的水平減少最低5%。

During the Reporting Year, the data regarding water consumption of the Group are as follows:

於報告年度內，本集團用水量的數據如下：

Resource consumption **資源消耗**	**Unit** **單位**	**FY2025** **二零二五財年**	FY2024 二零二四財年
Water consumption[(3)] 耗水總量[(3)]	Cubic metre 立方米	**66**	24
Water consumption intensity 耗水強度	Cubic metre per million revenue in HKD 立方米／百萬港元收益	**1.15**	0.12

Note (3): Water consumption of our HK facilities is not included as measurement was not possible. For example, we are billed at a fixed rate by the building management.

註(3)：因為無法進行量度，所以我們在香港設施的用水量不包括在內。例如，大廈管理處會以固定費用向我們徵費。

The Environment and Natural Resources

The Group focuses on business impact on the environment and natural resources and pursues the best practice with environmental protection. In addition to complying with relevant environmental laws and regulations and international standards to properly preserve the natural environment, the Group has integrated the concept of environmental protection and natural resources conservation into its internal management and daily operations with the aim of achieving environmental sustainability.

The Group is committed to providing a complete picture of our environmental initiatives. We strive to build an eco-conscious culture that ingrains positive lifestyles and habits among employees. We encourage the use of public transportation. Our event management is also an avenue by which we seek to integrate sustainability principles. Events are usually held on-site and avoid the use of disposal utensils. Green procurement is adopted at some locations through the purchase of eco-friendly cleaning solutions.

Climate Change

As part of the community, we do not live aside from the impact of climate change. The Group manages the issue with respect to the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which outlines four components: Governance, Strategy, Risk Management and Metrics and Targets.

Our governance is mainly driven by the Board, which sets out a clear strategy: to achieve eco-efficiency, and the delivery of satisfactory goods and services while reducing environmental impacts and resource intensity, according to the World Business Council for Sustainable Development. This pushes us to consider the climate when making business decisions. In accordance with the strategy, we have identified the following climate-related risks.

Physical Risks

Firstly, climate change has brought about more frequent and intense extreme weather events such as typhoons, floods and rainstorms, which may cause physical damage to the operations owned and managed by the Group and increase the Group's costs related to maintenance, disaster response, etc. In order to cope with these physical risks, the Group has put in place contingency plans for emergencies in the event that extreme weather affects the Group. In order to cope with such physical risks, the Group has developed contingency plans for emergency situations so as to minimize or avoid losses in the event of extreme weather affecting the facilities of the businesses owned and managed by the Group. In addition, the Group has taken out insurance to protect the interests of its employees and related properties and to minimize potential financial losses. We believe that by making adequate preparations for extreme weather events, we can minimize the potential financial impact.

環境及天然資源

本集團貫徹保護環境的最佳實踐，並關注業務對環境及天然資源的影響。除了遵循相關環境法例、法規及國際標準、妥善保護自然環境外，本集團亦將環境保護及天然資源保護的概念融入內部管理及日常營運當中，致力達成環境可持續發展的目標。

本集團致力營造完整的環保計劃。我們努力建立環保意識的文化，並使這種正面的文化植根於僱員的生活方式和習慣中。我們鼓勵員工使用公共交通工具，我們的企業活動亦體現可持續發展的原則，活動通常統一在公司進行及避免使用一次性用具。本集團在某些地區通過購買環保清潔液而達致綠色採購。

氣候變化

作為社會的一份子，氣候變化的影響我們無法獨善其身。本集團根據氣候相關財務披露工作小組(TCFD)的建議管理相關事宜，該建議概述了四個元素：管治、策略、風險管理以及指標和目標。

我們的管治工作主要由董事會推進，董事會根據世界可持續發展工商理事會建議制定明確策略：提高生態效益，在提供令人滿意的商品及服務的同時，減少對環境的影響及降低資源消耗強度，此舉促使我們在做出商業決策時須考慮氣候因素。根據該策略，我們識別了如下氣候相關風險。

實體風險

首先，氣候變化帶來了更為頻繁且強度更大的極端天氣事件，如颱風、洪水、暴雨等，該等事件可能對本集團擁有和管理的業務造成物理傷害，增加本集團維修、應災等相關費用。為了應對該等實體風險，本集團已就緊急情況制定應急計劃，以便在極端天氣影響本集團所擁有和管理的業務設施時減少或避免損失。此外，本集團已為員工及相關財產購買了保險，以保護相關的利益並減少潛在的財務損失。我們相信，透過為極端天氣事件作充足準備，可將潛在財務影響減至最低。

Transition Risks

In addition to the physical risks mentioned above, the Group is also exposed to restructuring risks arising from the transition to a low-carbon economy. There are more and more aggressive climate policies and regulations to support the global decarbonization vision. For example, the Stock Exchange of Hong Kong has required listed companies to enhance climate-related disclosures in their environmental, social and governance reports. China has also made a solemn commitment to "peak carbon" by 2030 and "carbon neutral" by 2060, and has promulgated relevant action plans and policies. If the Group fails to incorporate sustainable development into its business operations promptly and effectively address the issues arising from climate change, it may lose its competitiveness in the market.

In order to cope with policy and legal risks as well as reputational risks, the Group regularly monitors existing and emerging trends related to climate change, minimizes carbon dioxide emissions and unsustainable factors related to its business, office premises and supply chain, and adjusts the Company's business model, market positioning and technology roadmap, etc., to adapt to the requirements of the low-carbon policy or technological trends.

Nevertheless, we continue to pay close attention to the possible impacts of climate change on our business, strategy and finances, and fully support global climate-related initiatives.

SOCIAL RESPONSIBILITY

The Group ingrains social responsibility into all aspects of its operations. Maintaining an honest and authentic dialogue with our staff, the Group seeks to address their needs and views that ensure our conduct is responsible at all times. We commit to offering a fair and safe workplace with staff development opportunities. Furthermore, the Group commits to the delivery of quality products grounded in ethical business conduct and supply chain management, as well as to meaningful engagements with the community.

轉型風險

除了上述的實體風險，本集團亦面臨向低碳經濟轉型所引致的轉型風險。現時已有愈來愈多進取的氣候政策和條例來支持全球去碳化的願景。例如，聯交所已要求上市公司在其環境、社會和管治報告中加強與氣候相關的披露。中國也已經做出了二零三零年「碳達峰」和二零六零年「碳中和」的莊重承諾，並頒佈了相關的行動方案與政策。如本集團未能及時將可持續發展融入業務運營，並有效地應對氣候變化所產生的問題，有機會失去市場競爭力。

為應對政策和法律風險以及聲譽風險，本集團定期監控與氣候相關的現有和新興趨勢，盡量減少業務、辦公場所以及供應鏈相關的二氧化碳排放以及不持續因素，通過調整公司業務模式、市場定位、技術路綫等，以適應低碳政策要求或技術趨勢。

儘管如此，我們持續密切關注氣候變化對我們的業務、戰略和財務可能帶來的影響，並全力支持全球氣候相關行動。

社會責任

本集團將社會責任植根於我們營運的各個方面。本集團與員工保持誠實和真誠的對話，力求回應他們的需求和觀點，以確保我們的行為在任何時候都是負責任的。我們致力於為員工提供公平的發展機會及安全的工作場所。此外，本集團致力於提供建基於道德商業行為和供應鏈管理的優質產品，並與社區進行有意義的互動。

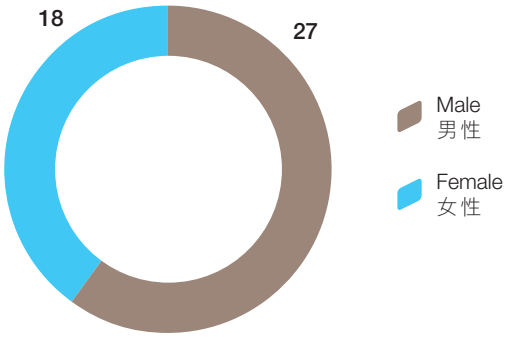
Employment

During the Reporting Year, the Group employed 34 full-time employees and 11 part-time employees, of which 27 and 18 are male and female staff respectively. The Group's employees are fairly distributed among age groups, with around 62% of staff between the age range of 20 to 49. The Group's directors and middle management compose around 63% of the total number of staff. In terms of the workforce by region, the Group's employees are mainly located in Mainland China and Hong Kong.

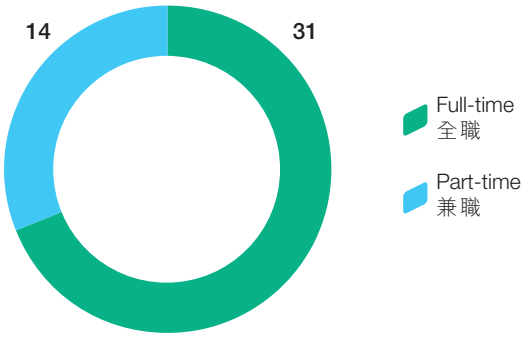
僱傭

於本報告年度內，本集團聘用約34名全職僱員以及11名兼職僱員，其中27名為男性及18名為女性。本集團的員工分佈在各個年齡層，其中約62%的員工年齡在20至49歲之間。本集團的董事和中級管理層約佔員工總數的63%。按地區劃分的勞動力而言，本集團員工主要位於中國內地及香港。

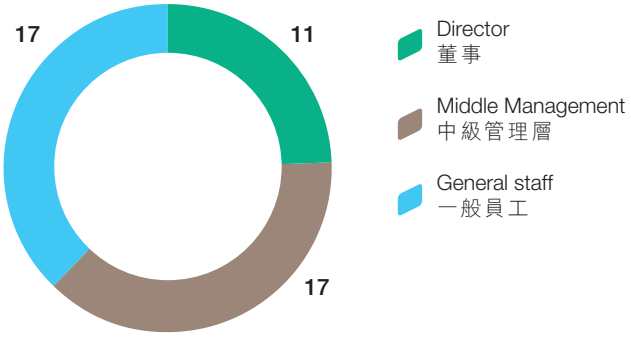
Workforce by gender
員工按性別劃分



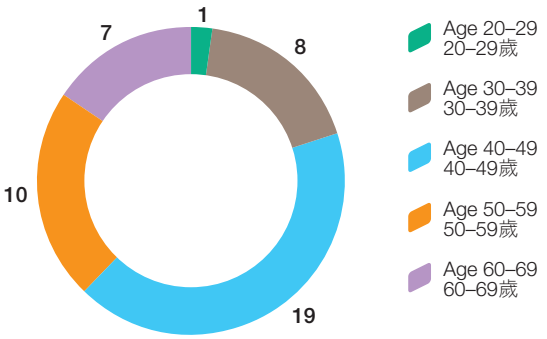
Workforce by employment type
員工按僱傭類型劃分



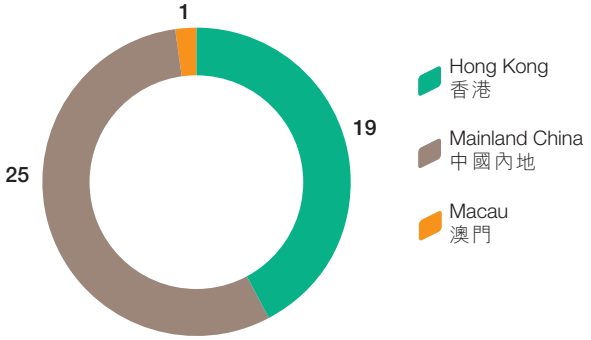
Workforce by employee category
員工按僱傭類別劃分



Workforce by age group
員工按年齡組別劃分



Workforce by region
員工按地區劃分



Based on the principles of fairness and equality, the Group's human resource manuals or guidelines, where appropriate stipulate key policies relating to relevant labour laws, regulations and industry practices, covering areas such as compensation, dismissal, promotion, working hours, recruitment, rest periods, diversity and other benefits and welfare. During the Reporting Year, the Group has encountered no incident of noncompliance with applicable laws and regulations related to employment at all operating regions. Major applicable laws and regulations include but are not limited to the Employment Ordinance of Hong Kong, Labor Law of the People's Republic of China and other laws and regulations.

Remuneration and Welfare

Employees of the Group are remunerated at a competitive level and are rewarded according to their performance and experience. We conduct annual performance appraisals and remuneration reviews that take reference of prevailing market trends. Employees are entitled to performance-linked bonuses, retirement benefit schemes, as well as medical coverage. A share option scheme is also offered to directors and eligible employees to enhance employee sense of ownership. Details are set out in the human resource manuals or guidelines to ensure information transparency on the responsibilities and rights of employees.

Recruitment and Promotion

The human resources department conducts a comprehensive recruitment review process to ensure that the data provided by the candidates are accurate. The Group's recruitment and promotion processes are carried out in a fair and open manner for all employees. Employees are recognised and rewarded for their contribution, work performance and skills, and outcomes will not be affected by any discrimination on the grounds of age, sex, physical or mental health status, marital status, family status, race, skin colour, nationality, religion, political affiliation and sexual orientation and other factors. In cases of resignation and/or dismissal, the entire procedure is compliant with statutory requirements, with exit interviews conducted as necessary. Long-serving employees are recognised through award schemes. The Group monitors the turnover rate with a view to continuously improving our human resources management.

本集團的人力資源手冊或指引基於公平和平等的原則，規定了有關勞動法律、法規和行業慣例，有關的主要政策，如薪酬、解僱、晉升、工作時間、招聘、休息時間、多元化和其他福利待遇。於本報告年度，本集團在所有營運地區均沒有發生違反有關僱傭的適用法律及法規的事項。適用的主要法律法規包括但不限於《香港僱傭條例》及《中華人民共和國勞動法》等法律法規。

薪酬與福利

本集團的僱員獲得有競爭力的薪酬，並根據他們的表現和經驗獲得獎勵金。我們參考當前市場趨勢進行年度績效評估和薪酬審查。員工獲得與績效掛鈎的獎金、退休福利計劃以及醫療保險。本集團還向董事和合資格員工提供購股權計劃，以增強員工的歸屬感。有關員工職權及資料透明度的保障已於人力資源手冊或指引詳細訂明。

招聘與晉升

人力資源部進行全面的招聘審查流程，以確保應徵者提供的資料準確無誤。本集團的招聘和晉升流程以公平、公開的方式向所有員工推行。員工均按其貢獻、工作表現和技能獲得認可和獎勵金，並且不會因為年齡、性別、身體或精神健康狀況、婚姻狀況、家庭狀況、種族、膚色、國籍、宗教、政治背景和性取向及其他因素而受到歧視。整個有關辭職和／或解僱的程序均符合法定要求，並在需要時進行離職面談。長期服務的員工通過獎勵計劃獲得認可。本集團監察員工流失率，以持續改善我們的人力資源管理。

Anti-discrimination and Diversity

The Group is an equal opportunity employer and does not discriminate on the basis of age, sex, physical or mental health status, marital status, family status, race, skin colour, nationality, religion, political affiliation and sexual orientation. We embrace diversity and inclusion in our employment policy that builds a respectful workplace, where equal opportunities with regard to recruitment and promotion are given to staff with disabilities. Necessary accommodations to the work environment are also carried out to meet their needs. At offices in Hong Kong, all personnel staff receive training related to non-discriminatory practices. The Group strives to ensure a safe and secure workplace with zero tolerance for any form of abuse and/or sexual harassment in the workplace. Staff grievance and disciplinary procedures of the Group are established to ensure all submitted cases are treated with confidentiality and fairness.

Employee Communications

The Group's policies and procedures included in the human resources manuals or guidelines are reviewed and updated regularly. The Group discourages and disallows any behaviour that violates the regulations in the human resources policies. Offenders will receive a warning, and the Group has the right to terminate employment contracts with offenders for any serious violations. The Group's staff grievance mechanism is a confidential channel by which staff may report suspected cases of rights infringement, which are then handled according to formal procedures. Other regular communication channels include newsletters, circulars, noticeboards, as well as working groups.

Work-life Balance

We seek to cultivate a culture of healthy work-life balance. All working hours comply with national laws and benchmark industry standards, and overtime work is voluntary. The Group assists staff to balance commitments outside of work by offering a range of leaves, which include annual, marriage, maternity, paternity, compassionate and others. To encourage social bonding in the workplace, the Group has also arranged recreational events during the Reporting Year, such as various dinner gatherings, sport activities, birthday and festive celebrations.

反歧視與多元化

本集團是平等機會的僱主，不會因年齡、性別、身體或精神健康狀況、婚姻狀況、家庭狀況、種族、膚色、國籍、宗教、政治背景和性取向而受到歧視。我們的僱傭政策擁護多元及共融原則，以建立一個互相尊重的工作場所，為殘疾人士提供平等的招聘和晉升機會。為了滿足他們的需求，本集團還對工作環境進行了必要的調整。為採取最可靠的措施以確保平等待遇，在香港的辦公室，所有員工均接受與防止歧視實踐有關的培訓。本集團致力確保工作場所的安全和保障，對工作場所中任何形式的欺凌和／或性騷擾均採取零容忍態度。本集團制定了員工申訴和紀律程序，以確保所有提交的個案均受到保密和公正的對待。

員工溝通

本集團定期審閱和更新人力資源手冊或指引等政策和程序。本集團禁止任何違反人力資源政策規定的行為。違規者將受到警告，而本集團有權因應任何嚴重違規行為而終止違規者的僱傭合約。本集團的員工申訴機制是一個保密渠道，讓員工舉報涉嫌侵權的個案，並根據正式程序處理。其他恒常溝通渠道包括通訊、通函、公告板及工作群組。

工作與生活的平衡

我們力求營造一個健康工作與生活平衡的文化。所有工作時間均符合國家當地法律和行業標準，加班工作均屬自願性質。本集團通過提供各種休假來協助員工平衡工作以外的生活需要，包括年假、婚假、產假、侍產假、喪假等。為鼓勵員工於工作場所的社交聯誼，本集團還在報告年度內安排了各式娛樂活動，例如晚宴、體育活動、生日和節日慶典。

During the Reporting Year, the Group-wide employee turnover rate of the Group amounted to 4.4%, details of which are as follows:

於本報告年度，本集團全球的員工流失率為4.4%，詳情如下：

Employee turnover rate[4] by gender **按性別劃分的流失率[4]**		
Group-wide 全球		4.4%
By gender 按性別劃分	Male 男性	7.4%
	Female 女性	0.0%

Employee turnover rate[4] by age **按年齡劃分的流失率[4]**		
By age 按年齡劃分	20–29	0.0%
	30–39	12.5%
	40–49	0.0%
	50–59	10.0%
	60–69	0.0%

Note (4): Employee turnover rate is calculated as the total number of employees (or by category) who left the Group during the financial year/total number of employees (or by category) at the end of the financial year*100

註(4)：員工流失率的計算方法為：財政年度內離開本集團的員工（或按類別劃分）總人數／財政年度末員工（或按類別劃分）總人數*100

Workplace Health and Safety

Minimizing work-related accidents and providing a safe and secure working environment for all employees are of paramount importance to the Group. The safeguard for employees ' health and safety is one of the most important parts of the Group's corporate control management. The Group is committed to formulating and implementing efficient safety and health rules that focus not only on accident prevention, but also on improving employee efficiency and morale, requiring all employees to follow workplace safety rules, use necessary safety equipment and report actual or potential safety hazards.

The Group strictly abides by the labour laws and regulations in Mainland China and Hong Kong, including but not limited to《中華人民共和國勞動法》(Labour Law of the PRC),《中華人民共和國職業病防治法》(Law of the PRC on Prevention and Treatment of Occupational Diseases),《職業安全及健康條例》(Occupational Safety and Health Ordinance),《香港僱傭條例》(Employment Ordinance of Hong Kong), and other laws and regulations.

工作場所的健康與安全

本集團的首要任務是盡量減少與工作相關的意外並為全體僱員提供安全可靠的工作環境。本集團將保障僱員的健康與安全視為企業控制管理最重要環節之一。本集團致力於制訂和實施不僅注重事故預防，而且重視提高員工效率和士氣，要求所有員工必須遵循工作場所安全規則、使用必要的安全設備及報告實際或潛在的安全隱患。

本集團的業務營運嚴格遵守中國內地及香港的勞工相關法律法規，包括但不只限於《中華人民共和國勞動法》、《中華人民共和國職業病防治法》、《職業安全及健康條例》、《香港僱傭條例》等法律法規。

Our administration department regularly circulates updated information relating to health and safety practices, and places posters in common areas to remind our staff.

我們的行政部門定時傳閱有關職安健實務的最新資料，以及在共用的工作區域張貼海報，提醒員工有關慣例。

The Group takes occupational health and safety seriously and will not tolerate the flagrant disregard of safety protocols. Verbal warnings are issued in the event that an employee conducts unsafe working practices that pose a danger to themselves or others. For serious violations, disciplinary action may be taken.

本集團十分重視職業健康與安全，絕不容忍對安全協議的公然漠視。倘任何僱員進行危害自身或他人的不安全作業方法，將受到口頭警告。對於嚴重違規行為，本集團或會採取紀律處分行動。

The Group implemented a number of measures to safeguard the health of customers and employees. The Group operated strictly in accordance with the rules issued by respective local governments, and proactively implemented additional disinfection steps to maintain a safe and hygienic environment. Employees are reminded to observe a high standard of hygiene. Alcohol-based hand sanitisers were provided in the office as a pandemic precaution measure.

本集團實施一系列涵蓋的措施，保障客戶及僱員健康。本集團的營運嚴格遵守當地政府頒佈的規則，並主動採取額外的消毒步驟，維持安全衛生環境。我們提醒僱員遵守高規格的衛生標準及提供流行病預防措施例如於辦公室提供酒精搓手液。

The Group did not have any serious work-related injuries and no lost days due to work injuries during the Reporting Year. There was no record of work-related fatality in the past three reporting years.

本集團於報告年度內並無發生任何嚴重工傷及無因工傷損失工作日數，近三個報告年度並沒有與工作有關的死亡事故的紀錄。

Development and Training

The Group regards our staff as the most valuable assets. In our efforts to cater towards the needs of our staff, the Group develops yearly plans regarding staff training and development. Internal training programmes held during the Reporting Year include induction training for new staff, on-the-job training as well as a three-year graduate training program. To promote continuous development, the Group encouraged staff to engage in external programmes, such as online courses for continuous professional development and skill set enhancement. The Group provides tuition sponsorship and examination leave for eligible staff who engage in programmes that enrich job knowledge.

發展及培訓

本集團視員工為最寶貴的資產。為了滿足員工的需求，本集團制定了有關員工培訓和發展的年度計劃。本報告年度內，本集團舉行的內部培訓課程包括新員工入職培訓，在職培訓以及為期三年畢業生培訓計劃。為了促進持續發展，本集團鼓勵員工參加外部課程，例如在線課程以促進持續的職業發展和技能提升。本集團為符合條件的員工提供學費資助和考試假期，以豐富工作知識。

The Group dedicates significant resources to attract and retain talented employees and to ensure that staff grow in competence and skill sets alongside the business. Our training programmes for the Reporting Year, included but were not limited to the following:

- We organised a total of 72 hours of a range of internal and external training sessions to enhance skill sets of sales, marketing, accounting, and product department personnel. We supported the renewable energy systems project coordinator in the certification of technical skills such as electrician theory and practice.
- We held training sessions regarding latest updates to legislative requirements related to data protection, accident prevention, and labour laws.

During the Reporting Year, a total number of 8 employees have received training hours. In terms of employee category, 75%, 0% and 25% of employees trained were directors, managers and general staff respectively during the Reporting Year.

本集團投入大量資源吸引和挽留優秀的僱員，並確保員工的能力和技能隨著業務發展而增長。我們在報告年度的培訓計劃包括但不限於以下內容：

- 我們組織了總計72小時的內部和外部培訓，以提高銷售、市場、會計和產品部門員工的技能。我們為可再生能源系統項目協調員提供了電工理論和實踐等技術技能認證的支持。
- 我們舉辦了有關數據保護、事故預防和勞動法有關法律更新的培訓課程。

在報告年度內，共有8名員工接受了培訓時間。就員工類別而言，本報告年度內接受過培訓的員工中，有75%、0%和25%分別為董事、經理和一般員工。

Employee training duration by employee category

按僱員類別劃分的培訓僱員時間

Employee category 按僱傭類別劃分	Training duration (hours) 培訓時間(小時)		Average training duration (hours) 平均培訓時間(小時)	
	FY2025 二零二五財年	FY2024 二零二四財年	**FY2025 二零二五財年**	FY2024 二零二四財年
Director 董事	**23.5**	23.5	**2.1**	2.4
Manager 經理	**0**	0	**0**	0
General staff 一般員工	**58.5**	48	**2.8**	3.2

During the Reporting Year, the Group has provided a total of 82 training hours for staff, which averages to 2.4 and 0.2 training hours per male and female staff respectively. In terms of employee category, 2.1, 0 and 2.8 training hours per staff were received by directors, managers and general staff respectively.

於本報告年度，本集團為員工提供總計82小時的培訓時間，平均為每名男性和女性員工分別提供2.4和0.2小時培訓時間。就員工類別而言，董事、經理和一般員工分別平均獲得2.1，0和2.8小時的培訓時間。

Labour Standards

We strictly comply with all employment-related laws and regulations, so that all employees are protected by law, including but not limited to the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China, the Provisions on Special Protection of Minor Workers, the Provisions on the Prohibition of Using Child Labour, the Hong Kong Employment Ordinance and other laws and regulations relating to occupational safety, as well as disability, gender, family status, and racial discrimination.

The Group strictly prohibits the employment of child labour or forced labour. In accordance with the requirements under the Employee Handbook and the Compilation of Human Resources System, the Group requires candidates to provide true and accurate personal information and identity documents during the hiring process. Our recruiters will then thoroughly review the relevant documents and conduct background checks. The hiring procedures are also regularly reviewed and inspected to prevent the use of child labour in our operations. If it is found that child labour is employed by mistake, the Group will immediately terminate their employment and follow up on the situation. Moreover, to avoid forced labour, the Group has set clear requirements for working hours in the employment contracts. The Group would not force any employees to work overtime against their will in any form. When the violation case is confirmed, the Group will immediately investigate and address overwork issues. Disciplinary actions against any staff members who are responsible for the cause of the incident would be taken, if any.

During the Year, the Group was not aware of any material breaches of employment labour laws and regulations related to child and forced labour mentioned above and other benefits and welfare concerning its employees in its operations.

勞工準則

我們嚴格遵守所有與僱傭相關的法例法規，讓所有員工都得到法律保障，包括但不限於中國的《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》、《未成年工特殊保護規定》、《中華人民共和國禁止使用童工規定》及《香港僱傭條例》，以及與其他職業安全及殘疾人、性別、家庭狀況及種族歧視相關的法律法規。

本集團嚴格禁止僱用童工或強制勞工。於招聘過程中，根據《員工手冊》和《人力資源制度匯編》，本集團要求應聘者提供真實準確的個人資料及身份證明文檔，並交由招聘人員嚴格審查相關資料及進行背景調查。相關的招聘流程亦會定期進行審查及檢查，以防止經營中存在任何童工的情況。如發現誤請童工，本集團會立即停止該童工的工作，並跟進後續情況。此外，為避免強制勞工，員工合同中明確列明了工作時間。本集團不會以任何形式強制任何員工違背其意願去加班。違規案例一旦確認，本集團將立即調查處理過度工作事宜，如有，將對任何須對事件起因負責的員工採取紀律處分。

於本年度，本集團在營運過程中並未發現上述任何嚴重違反與防止童工及強制勞動有關的僱傭勞工法律法規以及其他僱員福利和福祉相關的法律法規的行為。

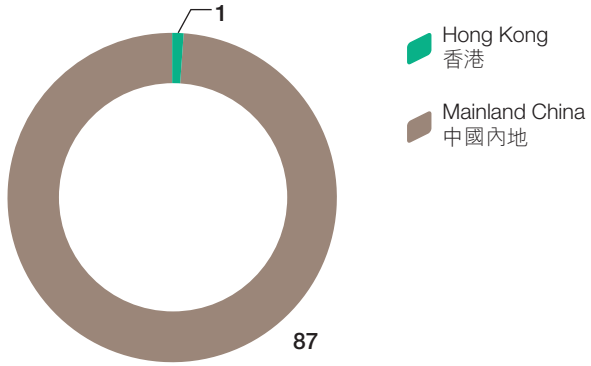
Supply Chain Management

The group shall continue to enhance its own environmental and social performances, and continue to perfect its supply chain management. In the long run, the Group shall cooperate with its business partners closely, and encourage communication and exchange of experiences among its partners to achieve sustainable development, so as to facilitate the sustainable growth of the whole industry. During the Reporting Year, the Group partnered with a total of 88 suppliers.

供應鏈管理

本集團會持續提升自身環境與社會績效並持續完善供應鏈的管理。長遠而言，本集團期望與業務夥伴緊密合作，並鼓勵業務夥伴之間就可持續發展進行經驗交流，推動整個行業的持續發展。於報告年度內，本集團與合共88家供應商合作。

Number of suppliers by region
按地區劃分的供應商數量



The Group's supplier code of conduct for all business segments requires full compliance with applicable local and national laws. Prior to engagement, we conduct a robust review of the company's background and track record. When the Group conducts data center business, the Group starts by identifying the types and quantities of materials required. Quotations from existing and new suppliers are sought and analysed. Evaluation criteria include conformity to product specifications, product quality and certifications, company stability and scale, price-performance ratio, product support etc. All new approved suppliers are added to the approved supplier list. Suppliers include but are not limited to material supply, contractors etc. The purchase order and payment application form require the director's approval. If the procurement amount is substantial, the supplier's business background needs review. All warehousing procedures is taken care of meticulously using logistics information and tracking.

本集團所有業務部門的供應商的行為準則都需要完全遵守當地適用的地方和國家法律。訂約之前，我們會對公司背景和往績進行嚴格審閱。本集團在進行數據中心業務時，本集團會首先確認所需材料的類型和數量。本集團會尋求和分析現有供應商和新供應商的報價，評估標準包括符合產品規格、產品質量和認證、公司穩定性和規模、性價比、產品支援等。所有合資格新供應商都添加到合資格供應商名錄中，供應商包括但不限於原材料供應、承包商等。採購訂單和付款申請表均需要獲得董事的批准，如果採購量很大，則需要審查供應商的業務背景，本集團使用物流系統跟進並處理所有倉儲程序。

Product Responsibility

The Group offers quality products and services grounded on responsible operating practices. We commit to meeting customer needs and providing the best experience to customers through innovation and good business ethics. We also conduct a strict review on the products and services provided to ensure compliance with all applicable laws and regulations. During the Reporting Period, there was no official record of complaint about products or services, and there were no sold or shipped products that were subject to recalls for safety and health reasons.

Product quality and safety

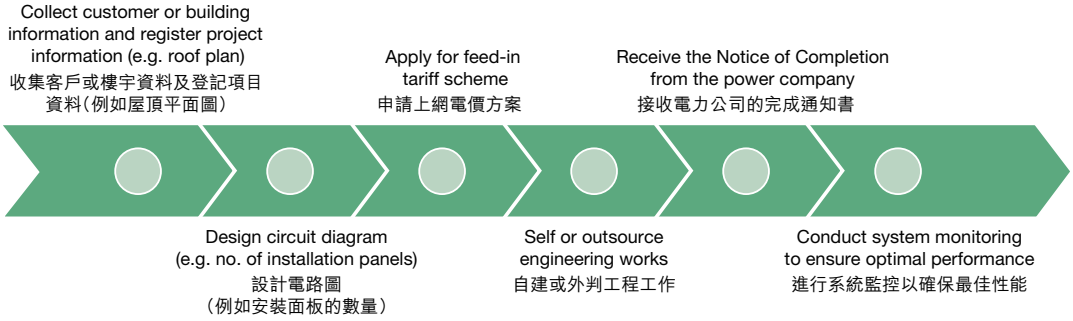
With regard to the renewable energy segment, the Group's subsidiary, Champion Renewable Energy Company Limited, is directly engaged in the day-to-day management of its solar energy systems business. It acts in full range from the capacity of being a main contractor, system designer, and material supplier to just being an intermediary agent for customers of Hong Kong's Feed-in-Tariff solar power schemes. From the registration of a project to the after-sales system monitoring, the figure below illustrates our primary method of project execution. For most of the project workflow, Champion Renewable Energy Company Limited functions as the project leader. Details of assuring the service quality have been outlined under section Supply Chain Management.

產品責任

本集團基於負責任的營運慣例提供優質的產品和服務，我們致力於通過創新和良好的商業道德來滿足客戶需求，為客戶提供最佳體驗。我們亦對提供的產品及服務進行嚴格審核，確保它們符合適用的法律及法規。於報告年度內，本集團沒有接獲任何關於產品或服務的投訴，並且沒有任何已售或已運送產品因安全與健康理由而須進行回收的情況。

產品質量與安全

在可再生能源業務，本集團之子公司冠軍再生能源有限公司直接從事其太陽能系統業務的日常管理。它擁有成為總承包商、系統設計、材料供應商到成為香港上網電價太陽能發電計劃客戶的中介代理的能力。從立項到售後系統監控，下圖說明了我們執行項目的主要程序。對於大多數項目工作流程，冠軍再生能源有限公司擔當項目領導者。在供應鏈管理章節中概述了確保服務質量的詳細信息。



The Group has already formulated the relevant quality assurance and recall process. Upon the material delivery, the warehousing department receiving clerk in accordance with the packing list as well as the order form to verify the name of the material, specifications, quantity and so on. If the receiving clerk of Warehousing Department finds that the quantity, variety and specification are different, he/she should notify the Project Team to deal with it. For the shortage of quantity, it should be indicated by the supplier in the delivery order and confirmed by the signature of the supplier's delivery personnel, and confirmed by the supplier's communication with the Project Team. For cases requiring return and exchange operations, and cases where purchases do not match arrivals, the Project Manager will contact the supplier for processing. If the customer finds that a product quality may affect its function, our Project Manager will contact the customer to follow up.

本集團已經建立相關質量驗收及回收流程。當物資送達後，倉儲部收貨員依照裝箱單以及訂購單核查物資的名稱、規格、數量等。倉儲部收貨員如發現數量、品種、規格有異時，應通知項目部處理，對於數量短缺的，應由供應商在送貨單上註明，並由供方送貨人員簽名確認，並由供應商與項目部溝通確認。對於需要退換貨作業的情況、採購與到貨不符的情況，項目經理聯繫供應商進行處理。若客戶發現產品出現可能影響其功能，項目經理會聯絡客戶跟進處理。

During the Reporting Year, the Group has encountered no incident of non-compliance with applicable laws and regulations related to product/service quality and safety at all operating regions and no products were subject to recalls for safety and health reasons.

於本報告年度，本集團在所有營運地區均沒有發生違反產品／服務質量和安全有關的適用法律法規的事項及沒有任何產品因安全和健康原因而被召回。

Ethical operating practices

The Group places great value on conducting all aspects of our businesses with integrity and honest values. From the protection of data privacy and intellectual property to ethical marketing communication, our robust management approaches ensure even the most trivial aspects are not overlooked. During the Reporting Year, the Group has encountered no incident of non-compliance with applicable laws and regulations related to the protection of data privacy and intellectual property to ethical marketing communication in all operating regions. Major applicable laws and regulations include, but are not limited to, the Hong Kong Personal Data (Privacy) Ordinance.

道德操作規範

本集團非常重視以誠信和誠實的價值觀在各個方面開展業務，從保護資料私隱和知識產權，以及符合道德的營銷傳播，我們強大的管理方針可確保即使是最細微的方面也不會受到忽視。於本報告年度，本集團在所有營運地區均沒有發生任何不遵守與資料私隱保護和知識產權保護，以及與營銷道德操守有關的適用法律法規的事項。適用的主要法律法規包括但不限於《香港個人資料(私隱)條例》。

Personal data privacy protection

The Group is committed to protecting the privacy and confidentiality of the collected personal data. Taking reference to the ISO27001 Information Security Management Systems standards, the Group has established internal policies on handling personal data recorded from our employees, customers and other business partners. We collect data only in a lawful and fair way, for directly related purposes of which the data subject is clearly notified. Providing related personnel with information security training, the personal data inventory is secured to prevent any unauthorised or accidental access. We ensure the data is accurate and not kept longer than necessary and the period stipulated by respective laws. We utilise technology to aid the safeguarding of the personal data inventory, such as anti-virus software and firewalls, network diagnostic tools and data encryption. Mechanisms are also in place that ensure any infringement of personal data privacy protection rights is dealt within a timely manner.

個人資料隱私保護

本集團致力於保護收集到的個人資料私隱。參照ISO27001信息安全管理系統標準，本集團制定了內部政策來處理因業務而收集的僱員、客戶和其他業務夥伴的個人資料。我們僅以合法和公平的方式收集資料，明確告知收集資料的目的。通過為相關員工提供資料安全培訓和個人資料庫的妥善保管，可以防止未經授權或的資料存取或資料流失。我們確保資料準確無誤，並且保留的時間不會超出所需及相應法律規定的期限。我們利用科技來保護個人資料庫，例如防毒軟件和防火牆、網絡診斷工具和資料加密。本集團還建立了機制確保及時處理任何侵犯個人資料隱私的個案。

Intellectual property rights protection

The Group strictly abides by national and local laws and regulations, including but not limited to the《中華人民共和國專利法》(Patent Law of the PRC),《中華人民共和國著作權法》(Copyright Law of the PRC),《中華人民共和國商標法》(Trademark Law of the PRC) and other laws and regulations. We ensure all patent applications and management are compliant with legal standards and procedures, as well as prevent the infringement of other intellectual property rights. The Group does not allow the sale of products without formal authorization.

Advertising and product labelling

Responsible marketing practices are crucial to gaining customer trust and confidence. Clear guidelines have been established on the ethical usage of all forms of sales promotion and direct marketing and digital marketing communications. All product brochures available on our website are reviewed to ensure the information is complete and accurate. Product labelling serves a critical function, ensuring unique product identification and that customers are informed of any possible product risks.

During the Reporting Year, there was no material non-compliance or violation of intellectual property and privacy from the Group.

Anti-corruption

The Group is committed to achieving and maintaining the highest standards of openness, probity and accountability. Major applicable laws and regulations include, but are not limited to, the Company Law of the PRC (《中華人民共和國公司法》), the Anti-Money Laundering Law (《反洗錢法》), the Anti-unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》), the Basic Standards for Internal Control of Enterprise (《企業內部控制基本規範》) and the Interim Provisions on Banning Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》), Prevention of Bribery Ordinance (《香港防止賄賂條例》) and other laws and regulations.

During the Reporting Year, the Group had conducted a full spectrum of anti-corruption training for employees and their acknowledgements were being sought for understanding and compliance.

知識產權保護

本集團嚴格遵守國家及地方法律法規，包括但不只限於《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國商標法》等法律法規。我們確保所有專利申請和管理均符合法律標準和程序，並防止侵犯其他知識產權。本集團並不容許銷售未有正式授權的產品。

廣告和產品標籤

負責任的營銷方法是贏得客戶的信任和信心的關鍵。本集團已建立明確的準則，訂明使用各種形式的促銷和直接營銷以及數碼營銷傳播時需合符道德。我們網站上提供的所有產品宣傳冊都經過審閱，以確保資料的完整性和準確性。產品標籤起著關鍵作用，確保獨特的產品標識，並告知客戶任何有可能的產品風險。

於報告年度內，本集團於知識產權及私隱事宜方面並無發現任何重大不合規或違反相關法律及規例的事項。

反貪污

本集團致力於實現及保持開放、誠信及問責的最高標準。適用的主要法律及法規包括但不限於《中華人民共和國公司法》、《反洗錢法》、《中華人民共和國反不正當競爭法》、《企業內部控制基本規範》和《關於禁止商業賄賂行為的暫行規定》、《香港防止賄賂條例》等相關法律法規及規範規定。

於報告年度，本集團對旗下員工進行全方位的反貪污培訓，確認彼等了解並遵守有關方面的規定。

The development of robust internal controls is the key to our management approach. The soliciting or accepting of advantages from parties as a reward for or inducement to do any act in relation to the company's business is strictly prohibited. With regard to the conflict of interest, the fundamental rule is to avoid any conflict of interest as far as practicable. In the event of an inevitable case, the conflict of interest is required to be declared in order for appropriate resolution actions to be taken. Regarding the risk of customer corruptive practices, all new customers are required to submit legitimacy proofs, as well as undergo screening of historic financials by professional credit rating agencies.

完善的內部控制發展是我們管理方法的關鍵。本集團嚴禁向他人徵求或接受利益作為獎勵或誘使他人從事與公司業務有關的任何行為。關於利益衝突，基本原則是盡可能避免任何利益衝突。在不可避免的情況下，需要聲明利益衝突，以便採取適當的解決措施。關於客戶貪污行為的風險，所有新客戶都必須提交合法性證明，並由專業信用評級機構對歷年財務報表進行評核。

The Group promotes fair and open competition that prohibits cartels, and any activities of trade associations and industry bodies which prevent, restrict or distort competition. The abuse of market power, such as in the form of predatory pricing, anti-competitive tying and bundling and exclusive dealing, is also forbidden. The Group recognises that adherence to the principles of competition is essential to the development of long-term relationships with our stakeholders on mutual trust.

本集團提倡公平和公開競爭，禁止壟斷，以及參與任何阻撓、限制或扭曲競爭行業協會和行業團體的任何活動。本集團禁止濫用市場力量，例如掠奪性定價、反競爭性搭售和捆綁銷售及獨家交易。本集團認為遵守競爭原則對於與我們的持份者建立長期互信關係是必需的。

Our whistle-blowing mechanism ensures all suspected breaches of legal or regulatory requirements, criminal offences, malpractice relating to internal controls and financial matters, endangerment of the health and safety of an individual, violation of the Group's rule of conduct or any deliberate concealment of the above are handled in an independent and confidential manner. All reports are to be submitted in person or in writing to the respective Head of Department, which is then handled by the CEO or Chairman. After due analysis, the cases are subject to review and investigation by the Chairman of the Audit Committee. In the case where the whistle-blower would prefer not to disclose the cause for concern to the Head of the Department, the CEO or the Chairman, the report may be made directly to the Chairman of the Audit Committee. Depending on the case nature, the investigation is conducted by internal officers, referred to relevant regulatory bodies or the external auditor, or is subject to an independent inquiry. The whistle-blower is notified of the nature and estimated timeframe of the investigation procedures.

我們的舉報機制可確保所有涉嫌違反法律或法規的要求、刑事犯罪、與內部控制和財務事項有關的舞弊行為，對個人健康和安全的危害，違反本集團行為準則或蓄意隱瞞以上內容的行為均以獨立和保密的方式處理。所有報告均應親自提交或以書面形式提交給各部門主管，然後由行政總裁或主席處理。經過適當分析後，這些案例將由審核委員會主席進行審查和調查。如果舉報者不願向部門主管、行政總裁或主席舉報，則可以直接向審計委員會主席報告。根據個案的性質，調查由內部人員進行，再轉交相關監管機構或外聘核數師跟進，或者接受獨立調查。舉報人仕會被告知調查程序的性質和預算調查程序的時間表。

During the Reporting Year, the Group has encountered no incident of noncompliance with applicable laws and regulations related to bribery, extortion, fraud and money laundering at all operating regions.

於本報告年度，本集團在所有營運地區沒有發生違反賄賂、勒索、欺詐和洗錢有關的適用法律及法規的事項。

Community Investment

As the marketplaces focus more on corporate behaviours and social responsibilities, the pursuit of maximising financial returns to reward shareholders is no longer the only goal of corporate management. The Group pays close attention to its bonds with the community where it operates and is well aware of the importance of different stakeholders' expectations. The Group firmly believes that balancing the interests of shareholders and other stakeholders is the only way to achieve long-term business development in a stable and healthy manner.

The Group is committed to bringing enjoyment and happiness to our users and the community to which the Group belongs. Focusing on our society's next generation, the Group actively supports education and research on fintech to encourage the youth to study innovation in this area. During the Reporting Year, the Group adhered to a social benefit philosophy focusing on education and development and emphasized education of and caring for children in remote areas.

社區投資

隨著市場對企業行為和社會責任日益關注，單純追求最大財務回報以回饋股東已經不是企業管理的唯一目標。本集團關注與營運所在社區的聯繫，亦明白滿足不同持份者期望的重要性。本集團深信平衡股東與其他所有持份者的利益，才能令業務得以長期、穩定及健康地發展。

本集團致力於為我們的用戶及所屬社區帶來享受和快樂。本集團以社會下一代為重點，積極支持科技金融教育與研究，展望青年人在這方面的創新研究。於報告年度內，本集團繼續秉持以教育與發展為重點的公益理念，以重教興學、關愛偏遠地區兒童作為慈善公益的重點。