CROSSTEC Group Holdings Limited
易緯集團控股有限公司

(Incorporated in the Cayman Islands with limited liability 於開曼群島註冊成立之有限公司)
Stock Code 股份代號： 3893



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告
2024/2025

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About the Report
關於本報告

As a leading interior design solutions provider, CROSSTEC Group Holdings Limited (the "Company") and its subsidiaries (hereinafter the "Group", "we" and "us") strive to provide professional integrated design solutions that comprise design ideas, fabricated material and furniture provision to the global luxury goods and high-end fashion brands with retail outlets across the world. Our majority of served clients with footprints in various parts of the world including Hong Kong, the People's Republic of China (the "PRC"), Australia, the United States, Europe, Middle East and other Asian countries. During the year ended 30 June 2025, the Group commenced the business engaging in online game integrated services, to provide promotional and other supporting services of online game for the game publishers. The Group recognizes the importance of integrating sustainable practices into our business strategy. We are committed to conducting socially responsible and environmentally sustainable operations. Our commitment lies in developing and implementing environmental, social and governance ("ESG") initiatives and standards that create positive impacts for our community and environment.

易緯集團控股有限公司(「本公司」)及其附屬公司(「統稱為「本集團」及「我們」)作為室內設計解決方案領先供應商，致力為於全球範圍內設有零售店舖的全球高端消費品及高端時尚品牌商提供專業的綜合設計解決方案，包括設計理念、組裝物料及傢俱供應。我們大部分客戶足跡遍及世界不同地區，包括香港、中華人民共和國(「中國」)、澳洲、美國、歐洲、中東及其他亞洲國家。於截至二零二五年六月三十日止年度內，本集團開始從事網上遊戲綜合服務的業務，為遊戲發行商提供網上遊戲推廣及其他支援服務。本集團意識到，將可持續實踐融合業務策略極其重要。我們致力以對社會負責及環境可持續的方式營運。我們致力就環境、社會及管治(「環境、社會及管治」)舉措及標準制訂策略，並落實具體方案，藉以為社區及環境創造正面影響。

We are pleased to publish our annual ESG report (the "ESG Report") and provide information on the Group's ESG management approaches, environmental and social performance for the period from 1 July 2024 to 30 June 2025 (the "Reporting Period" or "2024/25"). The scope of the ESG report covers our key business services, including i) millwork, furniture and facade fabrication, ii) interior solutions, iii) design and project consultancy, iv) maintenance services; and v) online game integrated services. For the disclosure of environmental performance data, the Group mainly focuses on the business operations in the Hong Kong and PRC offices. For details of our corporate governance, please refer to the section headed "Corporate Governance Report" on pages 14 to 31 of the Company's annual report.

我們欣然刊發本集團年度環境、社會及管治報告(「環境、社會及管治報告」)，並就本集團二零二四年七月一日至二零二五年六月三十日期間(「報告期」或「二零二四／二五年度」)的環境、社會及管治管理方法以及環境及社會績效提供資料。環境、社會及管治報告的範圍涵蓋本集團的關鍵業務，包括：i)木製品、傢俱及幕牆製造，ii)室內解決方案，iii)設計及項目諮詢，iv)保養服務，及v)網上遊戲綜合服務。本集團所披露的環境績效數據主要集中於香港及中國辦公室的業務運作。有關企業管治的詳情，請參閱本公司年報第14至31頁「企業管治報告」一節。

REPORTING STANDARD

The ESG Report has been prepared in accordance with the "Environmental, Social and Governance Reporting Guide" (the "ESG Reporting Guide") as set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "Stock Exchange"), as well as adhering to the "comply or explain" provisions set out in the ESG Reporting Guide. Except for provisions that the Group considers inapplicable to our operations, for which explanations are illustrated in the corresponding section. The ESG Report has been reviewed and approved by the board of directors of the Company (the "Board") on 30 September 2025.

報告準則

環境、社會及管治報告乃根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2所載的《環境、社會及管治報告指引》(「環境、社會及管治報告指引」)編製，並遵守環境、社會及管治報告指引所載的「不遵守就解釋」條文，惟本集團認為不適用於我們業務的條文除外(有關解釋已於相應章節中闡述)。本環境、社會及管治報告已於二零二五年九月三十日由本公司董事會(「董事會」)審閱及批准。

This ESG Report has been published on the website of the Stock Exchange and the Company's website at www.crosstec.com.hk.

本環境、社會及管治報告已刊登於聯交所網站及本公司網站(www.crosstec.com.hk)。

About the Report
關於本報告

REPORTING PRINCIPLES

The Group has compiled the ESG Report in accordance with the following reporting principles.

Materiality

- The Group has identified the materiality of ESG topics by stakeholder engagement and materiality assessment. The details are explained in the section of "Materiality Assessment".

Quantitative

- The Group has disclosed the information on the standards, methodologies and source of conversion factors used for the reporting of emissions and energy consumption. Please refer to the relevant section in the ESG Report for details.

Balance

- The ESG Report has been presented the Group's environmental and social performance on an impartial basis to provide an objective reporting disclosure for readers.

Consistency

- The methodology adopted for disclosing key environmental and social performance indicators is consistent with that of the previous reporting period.

CONTACT AND FEEDBACK

Establishing and nurturing a trusted relationship with our community is essential to the long-term sustainability of our business. We are dedicated to managing the Group in a manner that serves the best interests of all our stakeholders. Your valuable input will enable us to improve our management approaches towards ESG matters. Should you have any comments or suggestions regarding our ESG Report or ESG initiatives, please contact us via the following channels:

- Website: http://www.crosstec.com.hk
- Tel: (852) 2690-1223
- Email: info@crosstec.com.hk

報告原則

本集團根據下列報告原則編製環境、社會及管治報告。

重要性

- 本集團透過持份者參與及重要性評估識別各環境、社會及管治議題的重要性。詳情於「重要性評估」一節中闡述。

量化

- 本集團披露用於報告排放物及能源消耗的標準、方法和換算系數的來源等資料。詳情請參考環境、社會及管治報告中的相關章節。

平衡

- 環境、社會及管治報告在公正的基礎上呈列本集團的環境及社會表現，為讀者提供一個客觀的報告披露。

一致性

- 披露關鍵環境及社會績效指標所採用的方法與過往報告期間的方法一致。

聯絡及意見反饋

與社區建立及培養深厚互信關係對業務的長期可持續發展至為重要。我們管理本集團時以持份者的最佳利益為念。 閣下的寶貴意見將使我們能夠改進對環境、社會及管治事宜的管理方針。 閣下如對我們的環境、社會及管治報告或舉措有任何意見或建議，歡迎通過以下方式與我們聯絡：

- 網頁：http://www.crosstec.com.hk
- 電話：(852) 2690-1223
- 電子郵件：info@crosstec.com.hk

ESG Governance
環境、社會及管治治理

BOARD OVERSIGHT

A robust ESG governance structure is crucial in fortifying the Group's ESG management and embedding sustainable principles into our value chain. Throughout the Reporting Period, the Group maintained the same ESG management structure and process as the last reporting period (from 1 July 2023 to 30 June 2024, the "Last Reporting Period" or "2023/24"). The Board bears the utmost responsibility for overseeing the Group's ESG opportunities and risks through regular discussions and evaluations of ESG strategies, material ESG issues, risk management, and performance.

The Board entrusts our senior management with the responsibility of performing effective ESG governance for the Group. Our senior management, which comprises representatives from various departments, is accountable for facilitating the Board in reviewing, assessing, and recommending ESG measures adopted by operational units to achieve predetermined objectives. Regular reporting by our senior management to the Board on ESG issues, progress on implemented measures, and performance provides a comprehensive overview of our ESG management. Our departmental units play an active role in implementing ESG management and practices, collecting ESG data, tracking performance, and reporting any limitations or challenges to our senior management for refining our management approaches.

董事會監督

穩健的環境、社會及管治治理架構對加強本集團的環境、社會及管治管理以及將可持續發展的原則融入我們的價值鏈至為重要。於報告期內，本集團維持與上一個報告期間（自二零二三年七月一日至二零二四年六月三十日，「上一個報告期」或「二零二三／二四年度」）相同的環境、社會及管治管理架構及流程。董事會對監察本集團的環境、社會及管治機會與風險負有最終責任，並對環境、社會及管治策略、重大環境、社會及管治議題、風險管理和績效進行定期討論及評估。

董事會委託高級管理層負責為本集團進行有效的環境、社會及管治治理。我們的高級管理層由不同部門的代表組成，負責協助董事會審閱、評估和建議業務部門為實現既定目標而採用的環境、社會及管治措施。我們的高級管理層定期向董事會報告環境、社會及管治議題以及實施措施的進展和績效，從而為我們的環境、社會及管治管理提供全面的概述。我們的部門在實施環境、社會及管治管理與實踐、環境、社會及管治數據收集和績效追蹤發揮積極作用，並向高級管理層報告任何限制或遇到的挑戰，以完善管理方法。

Board of Directors 董事會	• Identify, analyze and evaluate ESG risks and opportunities 識別、分析及評估環境、社會及管治風險及機會 • Formulate long-term direction, strategy and target setting 制定長期方針、策略及目標 • Determine and review the materiality of ESG topics 釐定及審閱環境、社會及管治議題的重要性 • Allocate and provide sufficient resources for ESG management 為環境、社會及管治管理分配及提供足夠資源 • Review and approve the annual ESG report 審閱及批准年度環境、社會及管治報告
Senior Management 高級管理層	• Coordinate the communication with stakeholders 協調與持份者溝通 • Conduct materiality assessment 進行重要性評估 • Formulate ESG policies and work plans 制定環境、社會及管治政策及工作計劃 • Manage and monitor ESG implementation, performance and targets 管理及監督環境、社會及管治實踐、績效及目標 • Coordinate the preparation of the ESG report 協調環境、社會及管治報告的編製 • Report ESG-related matters to the Board regularly 定期向董事會報告環境、社會及管治事宜
Departmental Units 部門	• Collaborate the ESG management and initiatives along the daily operation 將環境、社會及管治管理及措施融入日常營運 • Collect relevant ESG data for reporting disclosure and performance review 為報告披露及績效檢討收集相關環境、社會及管治數據 • Refine the data collection and monitoring methodology to better track the performance progress of key performance indicators and targets 改善數據收集及監督方法，以更能追蹤關鍵績效指標及目標績效進度

ESG Governance
環境、社會及管治治理

Aligned with the enterprise risk management process, which includes identification, assessment, monitoring, and reporting, the Group has conducted a comprehensive risk analysis to identify potential risk areas and assess their impact on our business operations. Any changes to these risks will be promptly reported to the Risk Management Committee and the Board, who will then determine appropriate and effective measures to control and mitigate these risks.

遵循企業風險管理流程，包括識別、評估、監測及報告，本集團進行全面風險分析以釐定潛在風險領域，並審查其對我們業務營運的影響。有關風險的任何變化將立即向風險管理委員會及董事會報告，其將釐定適當及有效的措施以控制和緩解有關風險。

Stakeholder Engagement
持份者參與

The Group recognizes the importance of ongoing stakeholder engagement. By establishing effective communication channels with our stakeholders, we gain valuable insights into their perspectives and visions for the future progression of the Group's business operations and ESG management. The following table outlines the key stakeholder groups identified and the communication channels employed to facilitate effective engagement with our stakeholders.

本集團意識到，與持份者保持溝通極其重要。通過與持份者建立有效溝通渠道，我們獲得持份者對本集團業務營運之未來發展以及環境、社會及管治管理的觀點和願景之寶貴見解。下表說明已識別的主要持份者團體以及所採用的溝通渠道，以促進與持份者的有效互動。

Stakeholders **持份者**	Communication Channels **溝通渠道**	Stakeholders' Concerns and Expectations **持份者的關注和期望**
Customers 客戶	• Company website 公司網頁 • Client interviews 客戶訪問 • Regular meetings 定期會面 • Customer feedback and complaints 客戶意見反饋及投訴 • Mutual visit and site survey 互訪及現場調查	• High quality of services 高品質的服務 • Privacy protection 保障私隱
Business partners (Service providers and contractors) 業務夥伴 （服務供應商及分包商）	• On-going direct engagement 持續直接聯繫 • Supplier selection and performance assessment 挑選供應商及績效評估 • Procurement and tendering 採購及招標 • Site inspection 現場檢測	• Fair competition and business integrity 公平競爭和商業誠信 • Long-term cooperating relationship 長期合作關係
Employees 僱員	• Emails 電子郵件 • Regular meetings 定期會面 • Business briefings 業務簡報 • Annual staff performance review 年度員工表現評估 • Employee training 僱員培訓 • Employee activities 僱員活動	• Remuneration and benefits 薪酬及福利 • Career development 職業發展 • Protection of employee rights 保障僱員權利 • Occupational health and safety 職業健康和安全 • Corporate support 公司支持

Stakeholder Engagement
持份者參與

Stakeholders 持份者	Communication Channels 溝通渠道	Stakeholders' Concerns and Expectations 持份者的關注和期望
Shareholders and investors 股東及投資者	• Company website 公司網頁 • Annual general meetings 股東週年大會 • Investor relation meetings 投資者關係會議 • Corporate announcements and communications 公司公告及溝通 • Annual and interim reports 年度報告及中期報告	• Sustainable investment returns and business development 可持續投資回報及業務發展 • Transparent financial information 透明的財務資料 • Operation compliance 營運合規
Government and regulators 政府和監管機構	• Regular document submission 定期提交文件 • Regular communication with regulatory authorities 與監管機構定期溝通 • Compliance inspections and assessments 合規檢查及評估 • Circulars, standards and guidelines 通函、準則及指引 • Forum, seminar and conference 論壇、研討會及會議	• Operation compliance 營運合規 • Fulfillment of tax obligations 履行繳稅義務 • Job opportunity creation 創造就業機會
Community 社區	• Emails and phones 電子郵件及電話 • Charitable activities and voluntary services 慈善活動及義工服務	• Participation in local community 參與本地社區活動 • Support for community welfare and investment 支持社區福利和投資

Materiality Assessment
重要性評估

The Group conducted a materiality assessment, as facilitated by an external consultant, to recognize the ESG topics that are material to the Group and our stakeholders. The materiality assessment has enabled the Group to align our ESG strategy and reporting disclosure with the most significant ESG topics, ensuring that we address the issues that matter most to our stakeholders and the business.

本集團在外部顧問的協助下進行重要性評估，以確定對本集團及持份者而言屬重要的環境、社會及管治議題。重要性評估使本集團能夠將環境、社會及管治策略及報告披露與最重要的環境、社會及管治議題保持一致，確保我們回應對持份者和業務最為關鍵的議題。

PROCESS OF MATERIALITY ASSESSMENT 重要性評估的流程

Identification of relevant ESG topics
識別相關的環境、社會及管治議題

- Based on the Group's existing businesses, the requirements of ESG reporting guidelines, and industry ESG management priorities, potential ESG topics were identified.

  根據本集團的現有業務、環境、社會及管治報告指引的規定以及行業環境、社會及管治管理的優先事項，識別潛在的環境、社會及管治議題。



Review of materiality matrix and material ESG topics
審視重要性矩陣及重要環境、社會及管治議題

- Considering the business operations, industry development trends, ESG related standards and guidelines, together with the material ESG topics identified last year, we then reviewed and updated the materiality matrix with ESG topics that are material to the Group.

  經考慮業務營運、行業發展趨勢、環境、社會及管治相關準則及指引，以及去年釐定的重要環境、社會及管治議題，我們審視並更新包含對本集團而言屬重要的環境、社會及管治議題的重要性矩陣。



Response to material ESG topics
回應重要環境、社會及管治議題

- According to the materiality of ESG issues and key concern of our key stakeholders, we determined the focus area of ESG management as well as the direction of the reporting disclosure.

  根據環境、社會及管治議題的重要性以及主要持份者的主要關注事項，我們決定環境、社會及管治管理的焦點領域以及報告披露的方向。

Materiality Assessment
重要性評估

MATERIALITY ASSESSMENT

In accordance with the ESG Reporting Guide and global reporting standards (e.g. GRI), and taking into account our current business operations and development, we have identified a list of 12 ESG topics that are material to the Group's business operations and our stakeholders. To gain a comprehensive understanding of our key stakeholders' perspectives on these ESG topics, we have invited them to participate in an online questionnaire to provide feedback. Our key stakeholders are encouraged to rank the materiality of the identified ESG topics in relation to both themselves and the Group's business operations.

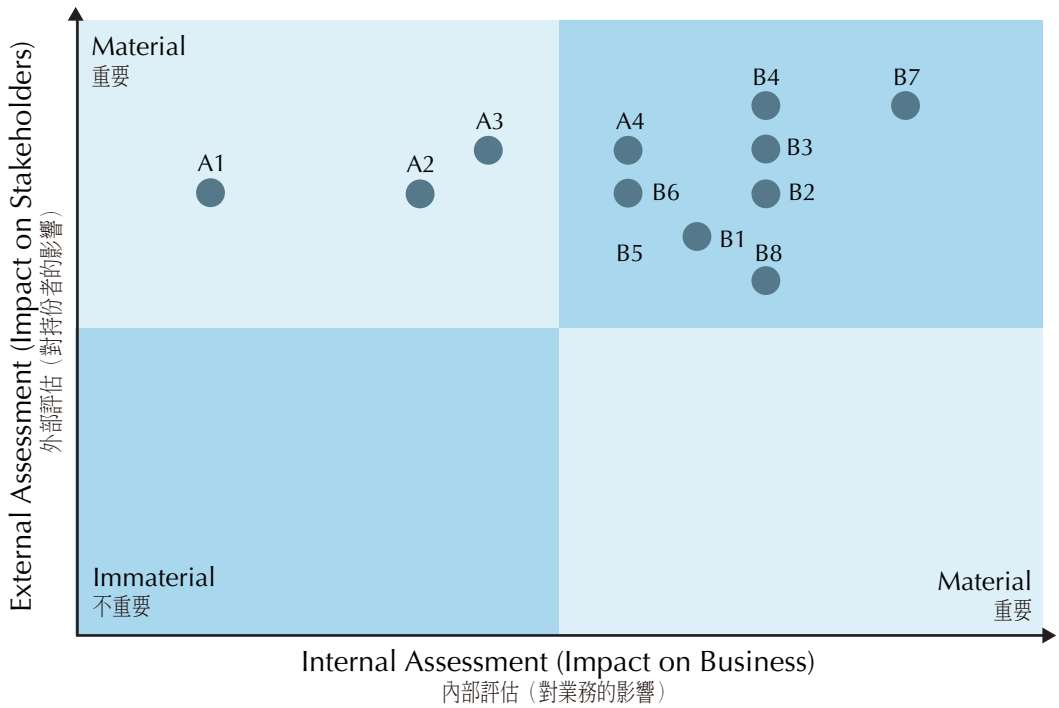
Following an internal evaluation, the materiality of each ESG topic is depicted in the materiality matrix below. The ESG topics that are deemed of high materiality are positioned in the top right quadrant of the matrix. The results of the materiality matrix and the identified material ESG topics are reviewed and finalized by the senior management and the Board. This process ensures that we prioritize our ESG initiatives and allocate resources effectively towards the issues that matter most to our stakeholders and the business.

重要性評估

根據環境、社會及管治報告指引及全球報告標準(例如GRI)，並考慮當前的業務營運及發展，我們釐定12項對本集團業務營運及持份者而言屬重要的環境、社會及管治議題。為全面了解主要持份者對環境、社會及管治議題的觀點，我們邀請主要持份者參與網上問卷調查，提供反饋。我們鼓勵主要持份者對所釐定的環境、社會及管治議題對持份者本身及本集團業務營運的重要性訂出優次。

經過內部評估後，每項環境、社會及管治議題的重要性於下文的重要性矩陣中說明。認定為高重要性的環境、社會及管治議題位於矩陣的右上角。重要性矩陣的結果和已識別的重大環境、社會及管治議題由高級管理層和董事會審查並作最後定案。此流程確保我們優先考慮環境、社會及管治措施，並將資源有效分配對持份者和業務最為關鍵的議題。

Materiality Assessment
重要性評估



Subject Areas 主要範疇		Subject Aspects 主要層面
Environmental 環境		A1. Emissions 排放
		A2. Use of Resources 資源使用
		A3. Environment and Natural Resources 環境及天然資源
		A4. Climate Change 氣候變化
Social 社會	Employment and Labour Practices 就業及勞工常規	B1. Employment 僱傭
		B2. Health and Safety 健康與安全
		B3. Development and Training 發展及培訓
		B4. Labour Standards 勞工準則
	Operating Practices 業務常規	B5. Supply Chain Management 供應鏈管理
		B6. Product Responsibility 產品責任
		B7. Anti-corruption 反貪污
	Community 社區	B8. Community Investment 社區投資

Our Environment
我們的環境

Sustainability is at the core of our business operations, and we are dedicated to reducing our environmental footprint while promoting economic growth and social progress. As a provider of interior design solutions, we understand the importance of responsible resource management and sustainable product lifecycle management. By incorporating environmental considerations into our project solutions, we are committed to minimizing our impact on the environment.

可持續發展是我們業務營運的核心價值，而我們致力於減少減少環境足跡，同時促進經濟增長及社會進步。作為室內設計解決方案供應商，我們深知負責任的資源管理和可持續產品生命週期管理的重要性。我們通過將環境因素納入我們的項目解決方案，致力減少對環境的影響。

To achieve this goal, we have implemented an environmental management system accredited with ISO 14001:2015 certification. The environmental management system facilitates out identification and management of environmental risks and opportunities throughout our operations. Through the development of management plans and continuous monitoring and assessment, we strive to minimize negative impacts on the environment and make steady progress in our environmental management practices.

為達成此目標，我們實施獲ISO 14001:2015認證的環境管理體系。該環境管理體系有助我們於整個營運過程中識別及管理環境風險及機遇。通過制定管理計劃及持續的監測和評估，我們致力減少對環境的負面影響，並於環境管理實踐中穩步取得進展。

As part of our commitment to sustainability, we actively participate in industry associations and collaborate with like-minded businesses. As a recognized member of the Hong Kong Green Building Council, we have had the opportunity to participate in environmental protection workshops and gain valuable insights into enhancing building interior design and reducing contamination in fulfilment of the BEAM Plus interior guideline. We also encourage our clients to support sustainable development through our ESG practices, which promote energy conservation and environmental protection. We believe that by promoting sustainable business practices, we can make a meaningful contribution to this effort.

為履行我們對可持續發展的承諾，我們積極參與行業協會，並與志同道合的企業合作。作為香港綠色建築議會的認可成員，我們把握機會參與環保研討會，並獲得提升建築室內設計及減少污染的方法之寶貴見解，從而符合BEAM Plus室內指引。我們亦致力鼓勵客戶通過我們提倡節能環保的環境、社會及管治措施支持可持續發展。我們相信，通過推廣可持續發展的業務行為，我們能夠為此項工作做出有意義的貢獻。

Throughout the Reporting Period, the Group has strictly complied with relevant environmental laws and regulations where we operate such as the Waste Disposal Ordinance (Cap.354) of Hong Kong Special Administrative Region ("HKSAR"), Noise Control Ordinance (Cap.400) of HKSAR, Motor Vehicle Idling (Fixed Penalty) Ordinance (Cap. 611) of HKSAR, Environmental Protection Law of the PRC, Water Pollution and Control Law of the PRC, and Prevention and Control of Environmental Pollution by Solid Waste Law of the PRC. The Group did not aware of any breaches of relevant laws and regulations relating to air and greenhouse gas ("GHG") emissions, discharge into water and land, and generation of hazardous and non-hazardous waste.

於報告期內，本集團已嚴格遵守我們營運所在地的相關法律法規，例如香港特別行政區《廢物處置條例》(第354章)、香港特別行政區《噪音管制條例》(第400章)、香港特別行政區《汽車引擎空轉(定額罰款)條例》(第611章)、中國《環境保護法》及中國《固體廢物污染環境防治法》。本集團並無發現任何違反有關廢氣及溫室氣體排放、向水及土地的排污以及產生有害及無害廢棄物的相關法律法規的事件。

Our Environment
我們的環境

EMISSIONS

Air Emissions

The use of company vehicles for site inspections and daily travel is a significant source of air emissions for the Group. To address this, our employees are instructed to plan their driving routes efficiently to minimize travel time and fuel consumption. Additionally, we conduct regular maintenance and inspections of our vehicles to ensure that the engines are functioning optimally and emitting fewer pollutants. Through these efforts, we aim to reduce our carbon footprint and promote sustainable transportation practices. We believe that by taking responsibility for our environmental impact, we can contribute to a cleaner and healthier future for our communities.

Air emissions generated by mobile vehicles in 2022/23, 2023/24 and 2024/25 are demonstrated in the table below:

排放

廢氣排放

使用公司車輛作實地考察及日常出行為本集團廢氣排放的重要來源。為此，僱員按指引有效規劃行車路線及行程，以盡量減少旅行時間和燃料消耗。此外，我們對車輛進行定期維修及檢查，確保引擎以最佳狀態運作，並減少污染物排放。藉著這些舉措，我們旨在減少碳足跡及推廣可持續的運輸方式。我們相信，通過對環境造成的影響負責，我們可以為社區創造一個更清潔、更健康的未來。

下表載列於二零二二/二三年度、二零二三/二四年度及二零二四/二五年度車輛產生的廢氣污染物排放量：

Air Emissions 污染物排放	Unit 單位	2022/23 二零二二／二三年度	2023/24 二零二三／二四年度	2024/25 二零二四／二五年度
Nitrogen Oxides ("NO_x") 氮氧化物	kg 公斤	0.31	7.10	7.58
Sulphur Oxides ("SO_x") 硫化物	kg 公斤	0.03	0.09	0.14
Particulate Matter ("PM") 顆粒物	kg 公斤	0.02	0.52	0.56

Greenhouse Gas Emissions

During the Reporting Period, the Group's GHG emissions primarily resulted from the combustion of fuel in vehicles ("Scope 1 emissions") and the consumption of purchased electricity for daily office operations ("Scope 2 emissions"). We acknowledge that Scope 2 emissions constituted the largest proportion of the Group's overall GHG emissions. To address this, we have developed green office guidelines that aim to provide employees with guidance on environmentally friendly practices and introduce best practices in various areas. Details of these guidelines are outlined in the "Use of Resources" section and are a key measure for raising environmental awareness among our employees.

溫室氣體排放

於報告期內，本集團的溫室氣體排放主要來自車輛的燃料燃燒(「範圍1排放」)以及日常辦公室運作的外購電力消耗(「範圍2排放」)。我們明白範圍2的排放於本集團整體溫室氣體排放中佔最大比例。為此，我們制訂綠色辦公室指引，旨在為僱員提供環保措施指引，並引入不同範疇的最佳常規。有關指引的詳情已於「資源使用」一節中說明，是提高員工環保意識的關鍵措施。

EMISSIONS *(continued)*

Greenhouse Gas Emissions *(continued)*

The GHG emissions generated by the Group in 2022/23, 2023/24 and 2024/25 are demonstrated in the table below:

排放*(續)*

廢氣排放*(續)*

下表載列本集團於二零二二/二三年度、二零二三/二四年度及二零二四/二五年度產生的溫室氣體排放量：

GHG Emissions Note (1) 溫室氣體排放附註(1)	Unit 單位	2022/23 二零二二／二三年度	2023/24 二零二三／二四年度	2024/25 二零二四／二五年度
Scope 1 Note (2) 範圍1附註(2)	CO_2e tonnes 噸二氧化碳當量	5.45	15.81	17.05
Scope 2 Note (3) 範圍2附註(3)	CO_2e tonnes 噸二氧化碳當量	52.12	13.22	13.61
Total GHG emissions Note (4) 溫室氣體總排放量附註(4)	CO_2e tonnes 噸二氧化碳當量	57.57	29.03	30.66
Intensity (Scope 1 and 2) Note (5) 密度（範圍1及2）附註(5)	CO_2e tonnes/HK$'million revenue 噸二氧化碳當量／每百萬港元收入	1.20	0.39	0.46
	CO_2e tonnes/employee 噸二氧化碳當量／每名員工	1.40	0.97	1.10

Notes:

1. Emission factors for calculations in this ESG Report were made reference to the "How to prepare an ESG Report-Appendix 2: Reporting Guidance on Environmental KPIs (version updated on 25 March 2022)" by The Stock Exchange of Hong Kong Limited, unless otherwise specified.
2. Scope 1 refers to direct emissions from the mobile combustion of company vehicles.
3. Scope 2 refers to indirect emissions resulting from the purchased electricity consumed by the Group in Hong Kong office and the PRC office.
4. Emission factors for purchased electricity sourced from 中國產品全生命週期溫室氣體排放系數庫(China Products Carbon Footprint Factors Database).
5. The GHG intensity is the sum of Scope 1 and 2 emissions divided by the annual revenue and the number of full-time employees.

In the coming year, the Group targets to reduce 1-2% air pollutants and CO_2e emissions performance, by implementing various environmental initiatives stated in the section headed "Use of Resources – Energy Use".

附註：

1. 除另有指明外，本環境、社會及管治報告中計算所用的排放因子乃參考香港聯合交易所有限公司的「如何編製環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引(於二零二二年三月二十五日更新)」。
2. 範圍1指來自公司車輛的移動燃燒源的直接排放。
3. 範圍2指本集團的香港辦公室及中國辦公室消耗的外購電力所產生的間接排放。
4. 外購電力所用的排放因子摘除自中國產品全生命週期溫室氣體排放系數庫。
5. 溫室氣體密度是範圍1及2的排放總和除以年度收入和全職員工人數。

來年，本集團的目標是透過落實「資源使用－能源使用」一節所述的各項環保措施，將空氣污染物及二氧化碳當量排放量降低1至2%。

Our Environment
我們的環境

EMISSIONS *(continued)*

Waste Management

The Group recognizes that waste management is an environmental challenge, particularly in daily office operations. As part of our commitment to promoting sustainable business practices, we have adopted the 4R principles of Reduce, Reuse, Recycle, and Replace in our green office operations. We understand the importance of educating and advising our employees on sustainable resource management. We have implemented several measures to facilitate our employees in managing waste production effectively. These measures include:

- Install recycling facilities, such as collection boxes for plastic bottles and paper bags for single-sided printing paper
- Provide reusable cutlery and plates in our pantry
- Display clear signage and posters in prominent areas
- Conduct regular checks to ensure that waste is properly separated at the source
- Provide a clear guideline for recyclable plastic

The Group ensures that all recyclable materials are collected and disposed of regularly in accordance with applicable policies. As a part of our office operations, we generate a limited number of cartridges and Waste Electrical and Electrical Equipment. We work with licensed waste collectors or property management companies to manage our waste responsibly. Moving forward, the Group will remain vigilant in monitoring our waste generation for any significant hazardous waste. We will also continue to reflect on our current waste management practices and we expect our hazardous and non-hazardous waste will continue to be insignificant and handled properly.

The waste generated by the Group in 2022/23, 2023/24 and 2024/25 are demonstrated in the table below:

排放*(續)*

廢棄物管理

本集團明白，廢棄物管理是一項環境挑戰，特別是在日常辦公室運作。為履行推廣可持續發展的業務行為的承諾，我們在綠色辦公室運作中採用4R原則(減少使用、重複使用、回收再用、替換使用)。我們明白對僱員進行可持續資源管理教育和建議的重要性。我們已實施多項措施，協助僱員有效地管理廢棄物產生。有關措施包括：

- 設置回收設施，如膠樽收集箱和單面打印紙紙袋
- 茶水間提供可重複使用的餐具及盤子
- 於顯眼地方張貼清晰標示及海報
- 進行定期檢查，確保廢棄物的來源分類妥當
- 為可回收膠袋提供一個明確的準則

本集團確保所有可回收物料均按照相關政策定期收集及處置。我們因辦公室營運而產生為數不多的墨盒及廢電器電子產品。我們與持牌廢棄物收集商或物業管理公司合作，負責任地處理廢棄物。展望未來，本集團將保持警覺，監測有否產生任何重大的有害廢棄物。我們亦將繼續評估我們現行的廢棄物管理措施，而我們預期我們產生的有害及無害廢棄物量將繼續為極低及獲妥善處理。

下表載列本集團於二零二二/二三年度、二零二三/二四年度及二零二四/二五年度產生的廢棄物：

Waste Generation 產生之廢棄物	Unit 單位	2022/23 二零二二／二三年度	2023/24 二零二三／二四年度	2024/25 二零二四／二五年度
Hazardous waste Note (6) **有害廢棄物**附註(6)				
Intensity of hazardous waste 有害廢棄物密度	Tonnes 噸	0.0070	–	–
	Tonnes/m^2 噸／平方米	0.00006	–	–
	Tonnes/employee 噸／每名員工	0.0017	–	–
Non-hazardous waste Note (7) **無害廢棄物**附註(7)				
Intensity of non-hazardous waste 無害廢棄物密度	Tonnes 噸	3.42	3.00	2.60
	Tonnes/m^2 噸／平方米	0.0031	0.0136	0.0118
	Tonnes/employee 噸／每名員工	0.08	0.10	0.09

EMISSIONS *(continued)*

Waste Management *(continued)*

Notes:

6. Hazardous waste includes toner cartridges and fluorescent lamps and tubes.

7. Non-hazardous waste includes domestic waste, wastepaper, and waste plastic.

Noise and Light Emissions

During the Reporting Period, the Group's operations and activities did not generate any noises and light emissions affecting the neighbor and the local community, and no complaints nor warning notices were received.

USE OF RESOURCES

To support sustainable business practices, the Group promotes green office practices aimed at minimizing resource depletion and optimizing resource usage in terms of energy, water, and waste. We believe that our employees play a vital role in achieving these goals and encourage their shared responsibility and proactive contribution. Additionally, we provide recommendations on energy-saving strategies to our clients, to support our clients in achieving their various environmental targets, such as energy-saving, GHG emission reduction, and sustainable sourcing of materials. By doing so, we aim to promote sustainable business practices and contribute to a more sustainable future.

Energy Use

To demonstrate our commitment to energy conservation and reduce electricity consumption, we have developed green office guidelines that outline our energy-saving initiatives. We have implemented various energy-saving approaches, such as placing signage and posters throughout our offices and other working premises, to remind our employees of the importance of energy conservation and to cultivate energy-saving habits.

Our energy conservation efforts focus on the following approaches:

- Switch off electrical appliances such as air conditioning, computers, printers, photocopiers, and lighting when they are not in use
- Set office appliances to idle-mode by default during periods of inactivity
- Prioritize the selection and procurement of energy-efficient electrical appliances with the "Grade 1" energy label
- Maintain an average indoor temperature between 24-26° C
- Advise our employees to unplug unused mobile phone chargers or other charging devices
- Encourage the use of energy-saving light bulbs such as LED lighting

排放*(續)*

廢棄物管理*(續)*

附註：

6. 有害廢棄物包括碳粉匣及熒光燈和燈管。

7. 無害廢棄物包括生活垃圾、廢紙、及廢膠袋。

噪音及光線排放

於報告期內，本集團的營運及活動並無產生任何影響鄰里及本地社區的噪音及光線排放，亦無接獲任何投訴或警告通知。

資源使用

為支持可持續發展的業務行為，本集團推廣綠色辦公常規，旨在於能源、水及廢棄物方面盡量減少資源消耗並優化資源使用。我們相信僱員對實現有關目標起著重要作用，並鼓勵僱員一同盡責，積極作出貢獻。此外，我們亦向客戶推薦節能策略，以支援客戶實現各種環境目標，如節能、減少溫室氣體排放及採購可持續發展物料，目標是促進可持續發展的業務行為，並為更可持續的未來作出貢獻。

能源使用

為展示我們對節能和減少用電的承諾，我們制定綠色辦公室指引，以列出節能措施。我們實施各種節能措施，例如在辦公室及其他工作場所貼上多款節能標示及海報，提醒僱員節能的重要性並培養他們的節能習慣。

我們節約能源工作著重於以下方面：

- 關掉不使用的電器(例如空調、電腦、影印機、複印機及照明等)
- 在不活躍期間將辦公室電器預設為閒置模式
- 優先選擇並採購具有「一級」能源標籤的節能電器
- 室內平均溫度維持在攝氏24至26度之間
- 建議僱員拔掉非使用中的手提電話充電器或其他充電設備的插頭
- 鼓勵使用節能燈泡，例如LED照明

USE OF RESOURCES *(continued)*

Energy Use *(continued)*

The energy consumption of the Group in 2022/23, 2023/24 and 2024/25 are demonstrated in the table below:

資源使用*(續)*

能源使用*(續)*

下表載列本集團於二零二二/二三年度、二零二三/二四年度及二零二四/二五年度的能源消耗：

Energy Consumption 能源	Unit 單位	2022/23 二零二二／二三年度	2023/24 二零二三／二四年度	2024/25 二零二四／二五年度
Purchased electricity 外購電力	MWh 兆瓦時	76.62	22.60	16.02
Mobile fuel consumption 汽車燃料消耗	MWh 兆瓦時	19.87	57.59	57.89
Total energy consumption 能源消耗總量	MWh 兆瓦時	96.51	80.19	73.90
Intensity 密度	MWh/m^2 兆瓦時／平方米	0.11	0.36	0.33
	MWh/employee 兆瓦時／每名員工	2.35	2.67	2.64

This year, the Group successfully achieved an approximately 7.8% reduction in total energy consumption.

本年度，本集團成功實現將能源消耗總量降低約7.8%。

In the coming year, we will continue to encourage and monitor employees in energy conservation efforts, maintaining the target of reducing energy consumption by 1% to 2%.

來年，本集團將繼續鼓勵及監督僱員節約能源，保持將能源消耗量降低1至2%的目標。

Water Use

The Group is dedicated to ensuring responsible utilization of water resources and actively promotes water conservation practices. We have implemented various measures to raise awareness and conserve water, including:

- Encourage employees to turn off taps completely to prevent water dripping
- Conduct regular inspections of water facilities to detect and address any leaks or drips promptly
- Report any water pipeline leaks to the property management company for immediate repairs
- Install water-saving signs in washrooms and pantries to remind employees about the importance of water conservation
- Emphasize the significance of avoiding running taps unnecessarily while washing hands

用水

本集團致力於確保負責任地運用水資源，並積極推廣節水措施。我們已經實施各項提高意識及節水措施，包括：

- 鼓勵員工關緊水龍頭以防漏水
- 定期檢查供水設施，以及時發現並修理任何洩漏和滴漏情況
- 及時向物業管理公司報告任何漏水情況，以便立即進行修理
- 於洗手間和茶水間貼上節水標誌，提醒員工節約用水的重要性
- 強調洗手時避免不必要地長開水喉沖洗的重要性

USE OF RESOURCES *(continued)*

Water Use *(continued)*

The water consumption of the Group in 2024/25 is demonstrated in the table below:

Water Consumption 用水	2024/25 二零二四/二五年度
Consumption (m^3) 消耗量（立方米）	2.00
Intensity (m^3/employee) 密度（立方米／每名員工）	0.07

The Group uses water mainly for employees' general cleaning and hygiene needs. All our offices use water supplied from the cities' central water supply network, and we do not have any issues sourcing our water needs.

For the coming year, we will continue to mobilize our staff and workers to save water consumption, nevertheless continue to expand our operations, and target a water consumption to reduce 1-2% water consumption.

Packaging Materials

Considering the nature of our business, the Group acknowledges that the use of packaging materials is inevitable. However, we have managed to maintain a low consumption of packaging materials in comparison to other factory-based businesses. To minimize the purchase of new packaging materials, we have implemented practices of reusing and recycling carton boxes and plastic bags that are delivered by our suppliers for material depot and shipping purposes. This approach enables us to reduce waste and promote sustainability in our packaging processes.

資源使用*(續)*

用水*(續)*

下表載列本集團於二零二四/二五年度的用水情況：

本集團的用水主要目的為僱員的一般清潔及衛生需要。本集團所有辦公室均使用由所在城市中央供水系統供應的食水，我們在求取水源方面並無任何問題。

來年，我們將繼續動員員工及工人節約用水，但我們仍會繼續擴大營運，並將用水目標定為降低1至2%的用水量。

包裝物料

考慮到我們業務的性質，本集團明白包裝物料的使用不可避免。然而，較其他基於工廠的業務而言，我們成功地將包裝材料消耗維持於較低水平。為盡量減少購入新的包裝材料，我們重複使用及回收再用供應商就物料儲存及運輸目的所提供的紙箱及膠袋。此方法使我們能減少廢棄物，並促進包裝過程的可持續發展。

Our Environment
我們的環境

USE OF RESOURCES *(continued)*

Packaging Materials *(continued)*

The packaging materials consumption of the Group in 2022/23, 2023/24 and 2024/25 are demonstrated in the table below:

資源使用*(續)*

包裝物料*(續)*

下表載列本集團於二零二二/二三年度、二零二三/二四年度及二零二四/二五年度的包裝物料消耗：

Packaging Materials 包裝物料	Unit 單位	2022/23 二零二二／二三年度	2023/24 二零二三／二四年度	2024/25 二零二四／二五年度
Paper box 紙箱	Tonnes 噸	–	0.20	–
Plastic bag 膠袋	Tonnes 噸	–	–	–
Stretch film 拉伸薄膜	Tonnes 噸	0.014	–	–
Bubble Wrap 氣泡布	Tonnes 噸	0.003	–	–
Tape 膠帶	Tonnes 噸	0.0012	–	–
Total 總計	Tonnes 噸	0.019	–	–

THE ENVIRONMENT AND NATURAL RESOURCE

While choosing our materials for the service provision of millwork and furniture, we seek materials that release little irritating substances (e.g. formaldehyde) throughout installation or use to decrease the FSC-certified forests to conserve biological diversity.

In addition to implementing environmental management systems and adopting green office practices such as promoting electronic communication and document circulation, we have embraced additional eco-friendly approaches in our procurement and product lifecycle management. Our aim is to integrate sustainability principles throughout various aspects of our operations.

To enhance transportation efficiency and reduce carbon footprint, we prioritize purchasing products either locally or from regions near Hong Kong and the PRC. By doing so, we minimize the distance traveled during transportation. Furthermore, we have implemented facade pre-fabrication techniques, which enable us to maintain strict control over product quality and minimize the need for on-site modifications. This practice not only reduces waste production but also contributes to cost savings, benefiting both the environment and our business.

When selecting materials for millwork and furniture services, we actively seek options that emit minimal irritating substances, such as formaldehyde, during installation and use. This approach aligns with our commitment to conserving biological diversity by reducing reliance on materials sourced from FSC-certified forests.

Through these endeavors, we strive to integrate sustainability into our operations, minimize environmental impacts, and promote responsible business practices.

環境及天然資源

為木製品及傢俱供應服務挑選物料時，我們尋求在安裝或使用過程中釋放較少刺激性物質(如甲醛)的物料，減少採用來自森林管理委員會(FSC)認證的森林的木材，以保護生物多樣性。

除實行環境管理體系及採用綠色辦公常規(例如推廣電子通訊和文件流通)外，我們於採購及產品生命週期管理中採用更多環保方法，旨在將可持續發展的原則融入我們營運的各方面。

為提高運輸效率並減少碳足印，我們優先考慮在本地或香港及中國鄰近地區採購產品，藉此盡量減少運輸過程中的行駛距離。此外，我們已採用預製幕牆技術，使我們能夠嚴格控制產品質素，減少現場修改的需要。該常規不但減少產生廢棄物，更可節省成本，有利於環境及我們的業務。

為所供應的木製品及傢俱供應服務挑選物料時，我們積極尋求在安裝和使用過程中釋放最少刺激性物質(如甲醛)的物料。此方法符合我們透過減少依賴來自森林管理委員會(FSC)認證森林的木材以保護生物多樣性的承諾。

透過該等措施，我們致力將可持續發展融入我們的營運中，盡量減少對環境的影響，並提倡負責任的業務常規。

CLIMATE CHANGE

Climate change poses a pressing global challenge, as highlighted by significant initiatives such as the Hong Kong Climate Action Plan 2030+ and the Paris Agreement. These measures aim to combat the escalating threat of rising global temperatures. Given the recent occurrences of increasingly severe and intense natural hazards, the Group recognizes the critical importance of addressing climate-related risks. Consequently, the Group has formulated mechanisms to identify, prevent, and mitigate climate change issues that may have significant impacts. At the same time, we are adjusting our use of resources and energy. In response to disasters and accidents induced by extreme weather, we continually enhance our disaster response capabilities.

Governance

The Board meets regularly to oversee our strategies and management approaches related to climate risks and opportunities, as well as the disclosure of information. We have implemented a climate change policy statement to guide our operations, reduce our impact on climate change, and strengthen our business resilience.

Strategy

We strive to understand the impacts of climate change on our business operations and continuously seek to advance relevant studies, action plans, and mitigation measures. As part of our ongoing development of climate-related risk assessment and management practices, we will further study the feasibility and practicality of integrating the financial impacts of climate-related risks and other sustainability issues into our financial planning at both the corporate and project levels.

Risk Assessment and Management

The increasing severity and intensity of natural hazards have the potential to affect not only our stakeholders but also our operational resilience. The Group has identified the potential climate risks below:

Physical risks

- Acute risk: The increased severity of extreme weather events (e.g. typhoon, storm) may cause damage to our office building and the delivered facade, leading to potential disruption of our business operation.

- Chronic risk: The increased severity and frequency of extreme weather events (e.g. flooding caused by rising seawater levels, heatwave) may cause the office building to submerge and damage the delivered facade, leading to potential disruption of our business operation.

氣候變化

誠如《香港氣候行動藍圖2030+》及《巴黎協定》等重大計劃所強調，氣候變化為迫切的全球問題。該等措施旨在應對全球氣溫上升所帶來不斷升級的威脅。鑑於近期發生的自然災害越發嚴重，本集團明白應對氣候相關風險至關重要。因此，本集團已制定機制，以識別、預防及減輕可能造成重大影響的氣候變化問題。同時，我們亦在調整資源及能源的使用。為了應對極端天氣引發的災害及事故，我們不斷加強災害應變能力。

治理

董事會定期召開會議，以監督我們在氣候風險及機遇方面的策略及管理方針，以及資訊的披露。我們已落實氣候變化政策聲明，以引領我們各項營運的運作、減少我們對氣候變化的影響，並加強我們的業務韌性。

策略

我們致力了解氣候變化對業務營運的影響，並持續尋求推進相關研究、行動計劃及減緩措施。作為恆常的氣候相關風險評估及管理實踐的一部分，我們將進一步研究將氣候相關風險及其他可持續發展議題的財務影響整合至我們在企業及項目層面的財務規劃中的可行性及實用性。

風險評估及管理

自然災害的嚴重性及頻率不斷增加，不僅可能影響我們的持份者，更可能影響我們的經營韌性。本集團已識別下列潛在氣候風險：

物理風險

- 短期風險：極端天氣現象(例如颱風、暴雨)的嚴重程度增加，可能會對我們的辦公大樓及已交付幕牆造成損害，導致可能中斷我們的業務營運

- 長期風險：極端天氣現象的嚴重程度及頻率增加(例如海水水位上升引起的洪水、熱浪)可能導致辦公大樓被淹沒，損壞已交付幕牆，導致可能中斷我們的業務營運

CLIMATE CHANGE *(continued)*

Risk Assessment and Management *(continued)*

Transition risks

- Policy risk: Increasing the price of GHG emissions by the latest implementation of carbon-pricing mechanisms, increase operating cost and pose a potential risk of financial instability.

- Market risk: Higher demand for environmental-friendly and low-carbon goods and design services may be resulted due to the shift in customer preferences. Moreover, limited natural resources and higher transportation costs due to increasing climate-related weather events that may increase the cost of raw materials and risk to our millwork and furniture provision business.

In the face of ongoing climate change challenges, our steadfast commitment lies in bolstering resilience and adapting to the ever-evolving risks. We proactively seek avenues to mitigate the negative impacts of climate change on our operations, we closely monitor relevant policies and regulations to ensure strict compliance. We also encourage our sub-contractors and suppliers to do the same. Climate risks are integrated into our internal risk assessment for effective monitoring and management. Our commitment to sustainability and resilience drives our proactive approach in addressing climate challenges.

氣候變化*(續)*

風險評估及管理*(續)*

過渡風險

- 政策風險：通過最新實施的碳定價機制提高溫室氣體排放的價格，增加營運成本並構成金融的潛在不穩定風險

- 市場風險：由於客戶偏好轉變，可能導致對環保和低碳商品以及設計服務的需求增加。此外，與氣候有關的天氣現象增加導致天然資源有限及運輸成本上升，這可能增加原材料的成本，使我們的木製品及傢俱業務面臨風險

面對持續的氣候變化問題，我們堅定致力增強韌性並適應不斷變化的風險。我們積極尋求各種途徑減輕氣候變化對營運的負面影響，並密切監測相關政策及法規以確保嚴格合規，亦敦請分包商和供應商如此行事。氣候風險已納入我們的內部風險評估，以進行有效的監測及管理。我們致力於可持續發展及增強韌性，推動我們採取積極的方式應對氣候挑戰。

Our Employees
我們的僱員

Our employees are not only valued members of our organization but also integral to our continued competitiveness in the industry. Recognizing their significance, we prioritize creating a pleasant, inclusive, and harmonious workplace that fosters their growth and satisfaction. We firmly believe that by investing in our employees' development, we empower them to enhance their professional skills and evolve alongside us.

With our comprehensive human resources policies and procedures, we ensure strict compliance with relevant laws and regulations, including the Employment Ordinance (Cap.57), Employees' Compensation Ordinance (Cap.282), Mandatory Provident Fund Schemes Ordinance (Cap.485), Minimum Wage Ordinance (Cap.608) of HKSAR and the Labour Laws of the PRC. By adhering to these regulations, we maintain fair employment practices and prioritize the well-being of our workforce. Throughout the Reporting Period, we have not violated labour laws and regulations pertaining to compensation, dismissal, recruitment, promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other employee benefits and welfare.

Climate-related Opportunities

The Group recognizes that climate change not only presents a range of physical and transitional risks, but also provides emerging opportunities for our businesses. Measures such as improving energy efficiency and transitioning to sustainable resource management practices, and adopting green and low-carbon technologies have not only resulted in direct cost savings but also a reduction in energy expenses.

Looking ahead, we anticipate the opportunities that will arise from long-term regulatory frameworks and carbon trading. These mechanisms will enable us to explore alternative approaches to combat climate change, leveraging sustainable financial instruments. As the global economy transitions towards carbon neutrality, we remain committed to assessing and managing the climate-related risks and opportunities associated with our business.

Metrics and Targets

We strive to foster business development by leveraging the creativity, experience, and expertise of our employees, while creating value for our entire workforce and business ecosystem. Our collective efforts ensure a positive work environment where employees can thrive and contribute to our success.

We strive to effectively manage and evaluate the risks and opportunities arising from climate change. Throughout the Reporting Period, we maintained continuous monitoring of key metrics, specifically GHG emissions, which serve as indicators of climate-related risks. These targets aim to reduce overall GHG emissions and energy consumption.

員工不僅是本公司的寶貴成員，也是我們在行業內保持競爭力的關鍵。我們認可他們的重要性，注重營造愉快、包容和和諧的工作環境，促進他們的成長及提高滿意度。我們堅信，透過投資僱員發展，協助他們提升專業技能並與我們一同發展。

通過我們全面的人力資源政策和程序，我們確保嚴格遵守相關法例和法規（如香港特別行政區《僱傭條例》（第57章）、《僱員補償條例》（第282章）、《強制性公積金計劃條例》（第485章）、《最低工資條例》（第608章）及中國《勞工法》）。透過遵守該等法規，我們維持公平的僱員常規並優先考慮員工的福祉。於報告期內，我們並無違反有關薪酬、解僱、招聘、晉升、工作時數、假期、平等機會、多元化、反歧視以及其他僱員待遇及福利的相關勞工法律法規。

氣候相關機遇

本集團意識到，氣候變化不僅帶來一系列物理及過渡風險，同時亦為我們的業務提供了新興機遇。提高能源效率、過渡至可持續資源管理常規、採用綠色低碳技術等措施不僅直接節省了成本，還減少了能源支出。

展望未來，我們預計長遠監管框架及碳交易將會帶來多項機遇。該等機制將有助我們利用可持續的金融工具，以探索其他應對氣候變化的方法。隨著全球經濟過渡至碳中和，我們將繼續致力評估及管理與我們業務有關聯的氣候相關風險及機遇。

指標及目標

憑藉僱員的創造力、經驗和專業知識，我們致力推動業務發展，為整體僱員及業務生態創造價值。我們齊心確保建立積極的工作環境，讓員工可茁壯成長並為我們的成功作出貢獻。

我們致力有效管理及評估氣候變化所帶來的風險及機遇。於報告期內，我們持續監控主要指標，特別是溫室氣體的排放量－此為氣候相關風險的主要指標。各種目標旨在減少整體溫室氣體排放量及能源消耗。

Our Employees
我們的僱員

EMPLOYMENT PRACTICES

Employee Terms and Benefits

The Group firmly believes in the power of diversity to bring forth fresh ideas and dynamism, thereby strengthening our competitive edge. We highly value and actively promote individuality and differences among our employees. In line with this philosophy, we have developed comprehensive policies that emphasize equal opportunities, diversity, and anti-discrimination to ensure that all decisions regarding requirements, transfers, promotions, and training are based solely on personal merit and performance, taking into consideration suitability and capability.

To cultivate a safe and inclusive working environment, we have implemented strict measures to prohibit any form of unlawful harassment or discrimination. Our employees and job candidates are protected from discrimination based on gender, disability, marital status, pregnancy, religion, nationality, social or economic class, rural or urban background, political opinion, pathogen-carrier status, or sexuality. We maintain a zero-tolerance approach towards any violations of these policies, and disciplinary actions, including immediate dismissal, will be taken in cases where employees breach these guidelines.

By creating an atmosphere that embraces diversity, equal opportunities, and a strong stance against discrimination, we foster a workplace where every individual can thrive and contribute to our collective success.

Diversity and Equal Opportunities

The Group's core values recognize that diversity is a catalyst for generating fresh ideas and enhancing our operational dynamics, thereby fortifying our competitive advantages. Consequently, we deeply value and actively foster an environment that embraces differences and celebrates individuality among our employees. To ensure fairness in all aspects, such as requirements, transfers, promotions, and training, we have established policies that uphold the principles of equal opportunities, diversity, and anti-discrimination. Our primary focus is on evaluating employees' personal merit and performance, while considering their suitability and capabilities.

In our unwavering commitment to providing a safe working environment, we strictly prohibit any form of unlawful harassment or discrimination against our employees and job candidates. This includes but is not limited to gender, disability, marital status, pregnancy, religion, nationality, social or economic class, rural or urban background, political opinion, pathogen-carrier status, or sexuality. The Group maintains a zero-tolerance stance towards any observed violations of these policies. In such instances, immediate disciplinary actions, including summary dismissal, will be taken against employees who breach these guidelines.

僱傭常規

僱傭條款及福利

本集團堅信多元化的力量可帶來全新思維及活力，從而鞏固我們的競爭優勢。我們高度重視並積極促進發揮僱員的個人特質和多樣性。本著此理念，我們已制訂注重平等機會、多元化及反歧視的全面政策，以確保所有有關招聘、調職、晉升及培訓的決策僅基於個人優點及表現，並考慮其是否適合及能力。

為營造安全和包容的工作環境，我們採取嚴格措施，禁止任何形式的非法騷擾或歧視。我們保障員工和求職者免受性別、殘疾、婚姻狀況、懷孕、宗教、國籍、社會或經濟階層、農村或城市背景、政治觀點、病原攜帶狀態或性取向方面的歧視。我們對任何違反該等政策的行為採取零容忍態度，違反該等指引的員工將受到紀律處分，包括即時解僱。

透過建立包容多元化、平等機會和堅決反對歧視的氛圍，我們營造讓每個人都能茁壯成長並為我們的共同成功作出貢獻的工作場所。

多元化與平等機會

本集團的核心價值相信，多元化能促進產生全新思維及提升營運活力，從而加強我們的競爭優勢。因此，我們非常重視並積極營造一個包容僱員的多樣性及重視個人特質的環境。確保有關招聘、調職、晉升及培訓等各方面的公平性，我們已制訂恪守平等機會、多元化及反歧視原則的政策。我們首要著重評估僱員的個人優點及表現，並考慮其是否適合及能力。

我們堅定致力提供安全的工作環境，嚴禁對我們的員工和求職者進行任何形式的非法騷擾或歧視，包括但不限於性別、殘疾、婚姻狀況、懷孕、宗教、國籍、社會或經濟階層、農村或城市背景、政治觀點、病原攜帶狀態或性取向方面。本集團對任何觀察到的違規政策行為採取零容忍態度。於該情況下，違反該等指引的員工將立即受到紀律處分，包括即時解僱。

EMPLOYMENT PRACTICES *(continued)*

Diversity and Equal Opportunities *(continued)*

By nurturing a culture that values diversity, encourages equal opportunities, and vehemently opposes discrimination, we foster an inclusive workplace where every individual's unique perspective is respected and embraced. This enables us to harness the full potential of our diverse workforce and drive our collective success forward.

Staff Retention

The Group places a high emphasis on fostering strong and transparent communication with our employees as a crucial factor in retaining our talented workforce. We actively encourage an open and two-way flow of meaningful communication, providing various formal and informal channels for our employees to express their views. This enables them to engage in constructive dialogue and share their perspectives.

In our commitment to supporting the career and personal growth of our colleagues, we strive to provide ample assistance throughout their job responsibilities. We also offer feedback on their performance and opportunities for career development. To address any suggestions or complaints raised by employees promptly, we have established a comprehensive complaint and grievance mechanism. This mechanism allows our employees to voice their concerns regarding employment matters or work-related issues. The Department Heads directly manage these opinions and complaints, ensuring swift and equitable actions are taken and appropriate support is provided based on the circumstances.

Apart from conventional communication channels such as email, we provide additional avenues for employees to express their opinions, such as through performance appraisal processes. Furthermore, when a staff member submits a resignation request, we conduct exit interviews to understand the reasons behind their decision. This valuable feedback allows us to improve our human resources management strategies and maintain our competitiveness within the industry.

By actively promoting open communication and creating mechanisms for employee feedback, we foster an environment where every individual's voice is heard and valued. This enables us to continuously enhance our employee engagement, satisfaction, and overall organizational performance.

僱傭常規*(續)*

多元化與平等機會*(續)*

透過培養重視多元化、鼓勵平等機會和強烈反對歧視的文化，我們營造一個包容的工作場所，尊重及包容每個人的獨特觀點，使我們可充分發揮多元化員工團隊的潛力，推動我們共同取得成功。

挽留員工

本集團高度重視與僱員進行緊密及透明的溝通，為挽留人才的關鍵因素。我們積極鼓勵進行開放、雙向及有意義的溝通，為員工提供多個正式及非正式渠道以發表意見，藉此進行建設性對話並分享他們的觀點。

我們致力支持同事的事業和個人成長，致力為他們在履行工作職責中提供充分的支持。我們亦為他們的表現和事業發展機會提供反饋。為迅速處理員工提出的建議或投訴，我們已設立全面的投訴及申訴機制，使員工能夠提出與僱傭事宜及工作相關的問題。部門主管會直接處理該等意見及投訴，確保根據情況作出迅速和公正的行動，並提供適當的支持。

除了電子郵件等傳統溝通渠道外，我們亦為員工提供績效考評程序等其他途徑發表意見。此外，倘員工提交辭職信，我們會安排離職面談，以瞭解其作出離職決定的原因。該等寶貴的回饋使我們可改善人力資源管理策略，保持我們在行業內的競爭力。

透過積極促進公開的溝通及建立僱員回饋機制，我們營造確保每個人的意見獲傾聽及重視的環境，使我們可持續提高僱員參與度、滿意度及整體組織表現。

Our Employees
我們的僱員

EMPLOYMENT PRACTICES *(continued)*

Employee Profile

The workforce profile divided by gender, age group, geographical region and employment category in 2024/25 is illustrated as follows:

僱傭常規*(續)*

僱員概況

下表載列二零二四/二五年度按性別、年齡組別、地區及僱傭類型劃分的僱員概況：

Profile of workforce [Note (8)] 僱員概況[附註(8)]	Number of employees 僱員人數	Turnover rate [Note (9)] 流失率[附註(9)]
By gender **按性別劃分**		
Male 男性	28	43.14%
Female 女性	7	57.14%
By age group **按年齡組別劃分**		
Age < 30 30歲以下	3	109.09%
Age 30 to 50 30歲至50歲	31	34.62%
Age > 50 50歲以上	1	0.00%
By geographical region **按地區劃分**		
Hong Kong 香港	15	32.00%
The PRC 中國內地	17	59.46%
Australia 澳洲	3	0.00%
By employment category **按僱傭類別劃分**		
Senior Management 高級管理層	8	66.67%
Middle Management 中級管理層	9	19.05%
General Staff 一般員工	18	57.14%

Notes:

8. The turnover rate is calculated by number of employees left/total number of employees at the end of the period. As of 30 June 2025, the Group had 35 full-time employees and 0 part-time employees.

9. The turnover rate covers employee voluntary/forced resignations and retirements. Our employee turnover rate in 2024/25 was 46.15%.

附註：

8. 流失率按截至報告期末的離職僱員人數除以僱員總數計算。於二零二五年六月三十日，本集團聘用35名全職僱員及0名兼職僱員。

9. 流失率計及自願／被迫辭職及退休。我們於二零二四／二五年度的僱員流失率為46.15%。

Our Employees
我們的僱員

HEALTH AND SAFETY

The safety and well-being of our employees are paramount in our business operations. We place great emphasis on complying with all relevant health and safety laws and regulations, ensuring a comprehensive implementation of various occupational health and safety ("OHS") measures. These measures are aimed at cultivating a healthy and secure working environment for our valued employees.

During the Reporting Period, our office diligently implemented key OHS measures, which are as follows:

- Ensure a clean and organized working environment through regular housekeeping in both the working area and office space
- Offer ample storage space on working tables to promote tidiness and efficiency
- Conduct regular office inspections and maintenance to identify and address any potential safety hazards or maintenance issues promptly
- Equip the premises with first aid kits to facilitate immediate medical treatment for minor injuries

In addition to implementing key OHS measures, our office provides dedicated breakout areas and access to gymnastics facilities for our employees. These amenities offer them the opportunity to engage in exercise and physical activity during working hours, promoting their well-being and guarding against occupational diseases and fatigue.

To ensure a thorough understanding of the risks associated with project work, we prioritize the provision of Mandatory Basic Safety Training Courses to our employees. This training equips them with the necessary knowledge to identify and mitigate potential hazards. Moreover, new hires undergo comprehensive general safety orientation to familiarize themselves with safety protocols before accessing any project work site. This includes the requirement to wear appropriate safety gear, such as helmets and shoes, in on-site conditions.

Furthermore, we place great importance on the safety of workers engaged by our suppliers. To safeguard their well-being and prevent accidents, we strictly enforce adherence to safety requirements set by landlords and property management companies during site work.

A healthy work-life balance is actively promoted among our employees, encouraging them to pursue personal interests and cultivate a well-rounded lifestyle. We organize various engagement events and activities, including sports activities and lunch gatherings, to foster a sense of camaraderie and enhance employee well-being within the Group. By prioritizing the safety, health, and overall well-being of our employees, we create a supportive and enriching work environment that nurtures their physical and mental wellness.

健康及安全

員工的安全及福祉在我們業務營運中至關重要。我們高度重視並遵守所有相關健康及安全法律法規，確保全面實施各項職業健康及安全措施。該等措施旨在為我們寶貴的員工營造健康及安全的工作環境。

於報告期內，我們辦公室努力實施下列多項主要職業健康及安全措施：

- 定期清潔工作區域及辦公空間，確保工作環境整潔有序
- 安排辦公桌上有充分的儲存空間，提高整潔度及效率
- 定期進行辦公室檢查及維護，及時發現並解決安全隱患或維護問題
- 辦公室內配備急救箱，以備即時處理輕傷之用

除了主要職業健康及安全措施，我們的辦公室為員工提供專設休息區及健身設施。該等設施使員工於工作期間亦有機會進行運動和舒展筋骨，促進健康並預防職業病及疲勞。

為確保員工全面了解項目工程中的相關風險，我們優先為員工提供強制基本安全培訓課程。該培訓使員工具備識別及減低潛在危害的必要知識。此外，新員工在進入任何項目工作場地前，會接受全面的一般安全培訓，以熟悉安全規程，包括進入現場檢查前，須佩戴適當的安全裝備，如頭盔和安全鞋。

此外，我們非常重視供應商所僱工人的安全。為保障其安全並防止意外發生，我們在現場工作期間嚴格遵守業主及物業管理公司制定的安全要求。

本集團積極促進員工保持工作與生活的平衡，鼓勵其追求個人興趣，培養全面發展的生活方式。我們舉辦各種參與活動，例如體育活動和午餐聚會，以培養於本集團內同事間的友誼及提升員工福祉。透過優先考慮員工的安全、健康及整體福祉，我們創造一個支持性及充實的工作環境，培養員工的身心健康。

Our Employees
我們的僱員

HEALTH AND SAFETY *(continued)*

Throughout the Reporting Period, the Group remained fully compliant with applicable occupational health and safety laws and regulations, including the Occupational Safety and Health Ordinance (Cap.509) of HKSAR and the Labour Laws of the PRC. We are pleased to report that there were no work-related fatalities or instances of lost days due to work injuries. Our commitment to maintaining a safe and secure working environment remains unwavering as we strive to protect the well-being of our employees.

健康及安全*(續)*

於報告期內，本集團維持全面遵守職業健康及安全的適用法律法規(包括香港特別行政區《職業安全及健康條例》(第509章)及中國《勞工法》)。我們欣然報告，並無因工作關係死亡的事故或因工傷損失工作日數。我們堅定致力維持安全可靠的工作環境，同時努力保護員工的福祉。

	2021/22 二零二一／二二年度	2022/23 二零二二／二三年度	2023/24 二零二三／二四年度	2024/25 二零二四／二五年度
Number and rate of work-related fatalities during the past three year 過去三年因工亡故的人數及比率	0	0	0	0
Rate of work-related fatalities 因工亡故的比率	0	0	0	0
Number of work injuries 工傷數目	0	0	0	0
Lost days due to work injuries 因工傷損失工作日數	0	0	0	0

STAFF DEVELOPMENT AND TRAINING

Our team of skilled and professional talents is integral to our business development and growth. Hence, we prioritize providing comprehensive training programs and learning opportunities for all employees, regardless of their positions or levels within the organization. We remain committed to encouraging our staff to enhance their professional skills and knowledge, ensuring that they stay updated with the evolving demands of the industry.

To evaluate employee attributes, personal abilities, and work performance, we conduct annual performance appraisals for each individual. These evaluations enable us to identify specific training needs and allocate appropriate resources to help employees develop their professional, management, and interpersonal skills. By focusing on personal growth, we contribute to both the individual's success and the overall achievement of our business objectives.

Our on-the-job training encompasses a wide range of topics to cater to diverse job roles. This includes updates on taxation, human resources practices, market trends, legal requirements, IT training, and MPF (Mandatory Provident Fund) training.

員工發展及培訓

我們技術精湛和專業的人才團隊對我們的業務發展及增長不可或缺。因此，我們為所有員工提供全面的培訓計劃及學習機會，而不論其於本集團內的職位或職級如何。我們將繼續致力鼓勵員工提升其專業技能和知識，確保緊貼行業內不斷變化的需要。

為評估僱員特質、個人能力和工作表現，我們對每位員工進行年度績效評估，使我們可確定員工的具體培訓需要，並分配適合的資源，以助員工發展專業、管理和人際交往技能。透過注重個人成長，為個人的成功及整體實現我們的業務目標作出貢獻。

我們的在職培訓涵蓋廣泛主題，以配合不同的工作職位，包括稅務、人力資源常規、市場趨勢、法律要求、資訊科技培訓和強制性公積金(「強積金」)培訓的最新資料。

STAFF DEVELOPMENT AND TRAINING *(continued)*

To foster talent development, we maintain a transparent career ladder that serves as a motivating factor for career advancement and the assumption of greater responsibilities. When job vacancies arise, we prioritize the promotion of competent employees, recognizing their achievements and contributions. Managers across departments actively identify employees who show potential and possess the necessary skills and aspirations for higher-level positions. This approach not only nurtures future leaders but also fosters skill development throughout our organization.

During the Reporting Period, the Group has arranged an average of 10.97 hours of job-related training covering different professional areas with 23% of the employee trained.

員工發展及培訓*(續)*

為促進人才發展，我們維持透明的事業發展階梯，以激勵員工晉升及承擔更大責任。當出現職位空缺時，我們會優先考慮提拔能幹僱員，以肯定僱員的成就和貢獻。各部門主管積極識別具潛力並具備所需技能和志向擔任更高職位的員工。此不但可培養明日之星，更促進整個集團內的技能發展。

於報告期內，本集團已安排平均10.97小時的工作相關培訓，涵蓋各個專業領域，受訓僱員佔23%。

Employee Training 僱員培訓	2022/23 二零二二／二三年度	2023/24 二零二三／二四年度	2024/25 二零二四／二五年度
Percentage of employees trained 受訓僱員百分比	8%	33%	23%
% of employees trained by gender 按性別劃分的受訓僱員百分比			
Male 男性	100%	60%	62%
Female 女性	0%	40%	38%
% of employees trained by employment category 按僱傭類別劃分的受訓僱員百分比			
Senior management 高級管理層	0%	30%	25%
Middle management 中級管理層	0%	30%	0%
General staff 一般員工	100%	40%	75%

STAFF DEVELOPMENT AND TRAINING *(continued)*

員工發展及培訓*(續)*

Employee Training 僱員培訓	2022/23 二零二二／二三年度	2023/24 二零二三／二四年度	2024/25 二零二四／二五年度
Average training hours per employee 每名僱員平均受訓時數	0.24	0.33	10.97
Average training hours per employee by gender 按性別劃分的每名僱員平均受訓時數			
Male 男性	0.38	0.26	8.57
Female 女性	0.00	0.57	20.57
Average training hours per employee by employment category 按僱傭類別劃分的每名僱員平均受訓時數			
Senior management 高級管理層	0.00	3.00	12.00
Middle management 中級管理層	0.00	0.25	0.00
General staff 一般員工	0.37	0.24	16.00

Operating Practices
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With our expertise in delivering customized interior design solutions and translating design concepts into the physical layout of clients' retail boutiques, we acknowledge our role in integrating sustainability throughout our business operations. The Group is committed to promoting green and eco-friendly design practices, recognizing the importance of incorporating sustainable principles into our entire supply chain. Furthermore, we actively engage with our business partners to advocate for sustainable business management within the industry.

憑藉我們在提供定制的室內設計解決方案，並將設計理念轉化為客戶零售店的實體佈置的專業知識，我們明白我們在將可持續發展融入整個業務營運方面擔當的角色。本集團致力推廣實踐綠色和環保的設計，明白將可持續發展的原則融入整個供應鏈的重要性。此外，我們積極與業務夥伴合作，提倡在行業內實行可持續發展的業務管理。

As part of our dedication to societal well-being, we prioritize the maintenance of exceptional product quality. This commitment is upheld through rigorous quality assurance measures and strict compliance with relevant laws and regulations. By doing so, we contribute to the establishment of an ethical, equitable, and sustainable corporate culture, setting a high standard for our industry as a whole.

作為我們致力於社會福祉的一部分，我們優先保持卓越的產品品質。我們通過嚴謹的品質保證措施和嚴格遵守相關的法律法規恪守該承諾，藉此為建立道德、公平和可持續發展的企業文化作出貢獻，為整個行業樹立高標準。

LABOUR STANDARDS

勞工準則

In addition to complying with applicable laws and regulations, i.e. the Labour Laws of the PRC and the Employment Ordinance of Hong Kong (Chapter 57 of the Laws of Hong Kong), the Group is committed to upholding the highest ethical standards and safeguarding labour rights in our business practices. We take extensive measures to ensure the prevention of child labor, forced labor, and bonded labour within our workforce.

除了遵守相關法例法規(即中國《勞工法》及香港《僱傭條例》(香港法例第57章))外，本集團亦致力在業務常規中恪守最高的道德標準，並保障勞工權利。我們採取廣泛措施，確保防止員工團隊中出現童工、強迫勞動及抵債勞工。

To verify the eligibility of candidates and employees for relevant positions, we have established rigorous procedures. These procedures encompass the submission of official documents, such as qualification certificates and job reference records, to authenticate the information provided. Furthermore, upon commencing employment, all employees voluntarily sign labour contracts, solidifying their commitment to our shared values.

我們制定嚴格的程序核實候選人及僱員在相關職位的資格，包括提交正式文件(例如資歷證書及工作記錄)以驗證其提供的資料。此外，所有員工在開始僱用時均自願簽署勞工合同，強調承諾信守我們的共同價值觀。

In line with our dedication to preventing forced labor, any modifications or additions to labour contracts are made on the principles of equality and mutual agreement through transparent negotiations. The Group steadfastly rejects any unfair measures that could restrict the employment relationship between employees and the organization.

我們致力防止強迫勞工，對勞動合同進行任何修改或補充時，乃遵循平等及雙方協定的原則並通過透明的協商過程進行。本集團堅決拒絕採用任何不公方式限制員工與本集團的僱傭關係。

To ensure that our collaboration with suppliers aligns with our commitment to ethical labour practices, we continuously assess their performance in this regard. This diligent review process helps us ascertain that no child labour or forced labour is involved throughout our business partnerships, thus mitigating any legal risks that could affect the Group.

為確保與供應商的合作符合我們對道德勞動常規的承諾，我們不斷評估其於勞動常規方面的表現。此詳細審查過程使我們可保證在業務合作關係中並無涉及童工及強迫勞動，從而減低可能會影響本集團的任何法律風險。

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LABOUR STANDARDS *(continued)*

By prioritizing ethical conduct and labour rights protection, we uphold our responsibility to create a fair and sustainable work environment. Our unwavering commitment to these principles ensures that our business practices remain in accordance with the highest ethical standards while safeguarding the rights and well-being of our employees.

During the Reporting Period, the Group honored all of its obligations towards employees and no disputes or litigations on labour matters were reported. There were also no child and forced labour case reported. The Group is confident to maintain this good track record for the coming year.

SUPPLY CHAIN MANAGEMENT

The Group places significant emphasis on establishing mutually beneficial relationships with our suppliers, fostering long-lasting collaborations built on trust and cooperation. Given the nature of our services, we recognize the importance of addressing and mitigating environmental and social risks within our supply chain. Key areas of focus include the occupational health and safety of suppliers' and sub-contractors' workers, quality control in subcontracting and material procurement, fair competition, product and service quality, and waste management.

To ensure the highest standards are met, the Group has implemented a comprehensive supplier selection policy that encompasses well-defined criteria for assessing supplier qualifications and competency. Factors such as project experience, regulatory compliance, market pricing, safety management, and material/service quality and reliability are taken into account. Suppliers and service contractors who have obtained certifications such as ISO 14001 Environmental Management System, ISO 9001 Quality Management System, ISO 45001 Occupational Health and Safety Management System, or other relevant accreditations are given priority, demonstrating our commitment to effectively managing environmental and social risks.

Geographical proximity is also considered during supplier selection, with preference given to local suppliers for material sourcing whenever possible. This practice helps reduce carbon footprint by minimizing transportation distances.

To ensure compliance and monitor progress, regular site inspections are conducted to evaluate product production, environmental management practices, and health and safety protocols. These inspections not only track progress but also reinforce our commitment to upholding relevant laws, regulations, client requirements, and specifications.

勞工準則*(續)*

透過優先考慮道德操守及保障勞工權利，我們恪守營造公平及可持續工作環境的責任。我們致力堅守該等原則，確保我們的業務常規符合最高道德標準，同時保障員工的權利及福祉。

於報告期內，本集團履行了對僱員的所有責任，並無記錄任何勞工事務的糾紛或訴訟。此外，亦無童工及強迫勞動的個案記錄。本集團有信心於來年維持此良好記錄。

供應鏈管理

本集團非常重視與供應商建立互利關係，促進建立在信任與合作基礎上的長久合作。鑑於我們的服務性質，我們明白處理和減輕供應鏈內環境和社會風險的重要性。重點關注領域包括供應商和分包商工人的職業健康及安全、分包品質控制和物料採購、公平競爭、產品和服務品質以及廢棄物管理。

為確保達到最高標準，本集團實施全面的供應商挑選政策，包括在評估供應商的資格和能力方面訂有明確的標準。我們亦考慮項目經驗、遵守法規、市場定價、安全管理，以及物料／服務的品質和可靠性等因素。我們優先考慮獲得ISO 14001環境管理體系、ISO 9001品質管理體系、ISO 45001職業健康及安全管理體系或其他相關認證的供應商和服務分包商，體現我們致力於有效管理環境及社會風險。

我們挑選供應商時亦考慮供應商地理上的鄰近程度，盡可能優先挑選本地供應商採購物料，透過盡量減少運輸距離減低碳足跡。

為確保合規及監管進度，我們進行安排現場檢查，以評估產品生產、環境管理常規以及健康及安全規程。除追蹤進度外，該等檢查亦加強我們恪守相關法律、法規、客戶要求和規範的承諾。

SUPPLY CHAIN MANAGEMENT *(continued)*

An annual performance appraisal is conducted for newly approved suppliers and contractors, as well as upon the completion of their contracts. This appraisal assesses various criteria including safety compliance, material/service quality, product availability, customer service, delivery time, and after-sales support. Suppliers consistently delivering poor performance or violating regulations and rules are subject to immediate termination of the collaboration to safeguard the Group from potential legal and reputational risks.

To ensure fair and transparent competition in procurement and tendering processes, the Group has implemented an effective monitoring system and management controls. These measures guarantee adequate price quotations for comparison, impartial selection of suppliers and contractors, and prevent bribery, fraud, or other malpractice during procurement and tendering procedures.

Green Procurement

As a core focus of our business, the Group is dedicated to providing tailored solutions and products that meet the unique needs and requirements of our clients. Recognizing the importance of minimizing adverse environmental impacts, we have actively integrated green and sustainable concepts into our project management approach. Throughout our operations, we place a strong emphasis on green procurement and sourcing, demonstrating our commitment to purchasing environmentally friendly products and services.

For instance, in our millwork and furniture-related services, we have implemented a requirement for all our suppliers to obtain Forest Sustainable Certification (FSC). This ensures that the materials used in our projects originate from well-managed and sustainable forests, supporting the improvement of forest management practices and fostering a sustainable market transformation. Furthermore, we strive to incorporate green product designs by utilizing environmentally responsible materials, including recyclable, reusable, and lightweight options. By doing so, we aim to reduce the environmental impact associated with our business operations.

An example of our commitment to sustainable design is the prioritization of paper honeycomb core as a substitute for traditional solid core materials. This not only reduces product weight but also decreases carbon emissions resulting from fuel combustion during transportation. These innovative re-engineered products and material substitutions effectively utilize natural resources and contribute to our sustainability goals.

供應鏈管理*(續)*

我們對已批准的新供應商和分包商進行年度績效評估，或在其合同完成後進行評估。評估涵蓋多個準則，包括安全合規、物料／服務品質、產品供應、客戶服務、交付時間和售後支援。持續表現不佳或違反規定及規則的供應商將立即終止合作，以保障本集團免受任何潛在法律和聲譽風險。

為確保採購和招標過程具備公平及透明的競爭，本集團已實施有效的監察體系及管理控制措施，以保證充分地比較報價，以及公正地挑選供應商及承包商，並防止在採購及招標程序中發生賄賂、欺詐或其他不當行為。

綠色採購

作為業務的核心焦點，本集團致力提供滿足客戶的獨特需求和要求的定制解決方案及產品。我們明白盡量減少對環境的不利影響的重要性，積極將綠色和可持續理念融入我們的項目管理方法。在營運過程中，我們非常重視綠色採購，體現我們致力採購環保產品及服務。

例如，在木製品及傢俱相關服務方面，我們要求所有供應商取得森林可持續發展認證(FSC)，確保我們的項目中所用材料來自管理良好和可持續發展森林，以支持改進森林管理常規並促進可持續市場轉型。此外，我們亦致力通過使用對環境負責的物料(包括可回收、可再用及輕質物料)融入綠色產品設計。我們旨在藉此減少我們業務營運對環境的影響。

我們致力採用可持續設計，例如優先使用蜂窩狀紙芯代替傳統實心物料，不僅可減輕產品重量，更可減少運輸過程中燃料燃燒造成的碳排放。該等創新的重新設計產品和替代物料有效利用天然資源，並為我們的可持續發展目標作出貢獻。

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SUPPLY CHAIN MANAGEMENT *(continued)*

Green Procurement *(continued)*

As of 30 June 2025, we engaged in a total of 55 suppliers, all of which are located in the Asia Pacific region.

供應鏈管理*(續)*

綠色採購*(續)*

於二零二五年六月三十日，我們合共聘用55間供應商，所有皆位於亞太地區。

Country/City 國家／城市	Number of suppliers 供應商數目
Hong Kong, Macau and the PRC 香港、澳門及中國	45
Australia 澳洲	10
Total 共計	55

PROJECT AND SERVICE QUALITY

To ensure strong client relationships, the Group maintains a steadfast commitment to delivering top-notch service quality and customized solutions that cater to their specific needs and satisfaction. As part of our efforts to enhance our competitive advantage, we prioritize the development of property market-related businesses, solidifying our position as a leading provider of design and interior solution services. This commitment is supported by our implementation of a quality management system certified under ISO 9001:2015, which guides our operations and ensures consistent quality throughout our services.

We have established a robust set of quality assurance procedures to closely monitor the progress and quality of the products or services we provide. Maintaining open and effective communication with our customers is a key focus, and we offer various engagement channels to facilitate product and service inquiries, ultimately aiming to meet their objectives and requirements and ensure their utmost satisfaction.

For our millwork and furniture provision, facade development and fabrication, and interior solution services, we initiate client meetings in the early stages to gain a comprehensive understanding of their demands, expectations, and material specifications. Subsequently, we conduct thorough onsite surveys and measurements, enabling us to offer detailed designs and plans for client approval. Once the design and cost planning, including material procurement, are approved, we collaborate with our suppliers to commence production in accordance with the approved drawings and specifications. We diligently inspect various production stages and provide regular reports on progress and status, ensuring adherence to schedules. Onsite mechanical, electrical, construction, and fit-out work is conducted only after satisfactory safety testing and quality control assessments, culminating in final inspection, testing, and commissioning to guarantee proper installation and fitment.

項目及服務品質

為確保建立牢固的客戶關係，本集團堅定致力提供一流的服務品質和定制解決方案，以符合客戶的特定需求，使其滿意。為增加我們的競爭優勢，我們優先發展樓市相關業務，鞏固我們作為設計及室內解決方案服務領先提供者的地位。我們實施ISO 9001:2015認證的品質管理體系以支持此承諾，作為我們營運的指引，並確保我們服務的品質始終如一。

我們已制訂一套嚴格的品質保證程序，以密切監測我們所提供的產品或服務的進度和品質。我們重視與客戶保持開放和有效的溝通，並提供各種參與渠道以便進行產品和服務查詢，最終旨在滿足其目的和要求，確保其稱心滿意。

就我們提供的木製品及傢俱供應、幕牆開發及製造、室內解決方案服務而言，我們在早期開展客戶會議，以全面了解他們的需求、期望和物料規格。其後，我們進行現場調查及測量，以提供詳細的設計及規劃供客戶批准。設計和成本規劃(包括物料採購)一經客戶批准，我們將與供應商合作，按照批准的圖紙和規格開始生產。我們仔細審查各個生產階段，並定期提供進度和狀況報告，確保緊跟時間表。現場的機械、電氣、建築和裝修工作於安全測試和品質控制評估滿意後方會進行，最終進行最後的檢查、測試及調試，以確保正確安裝及裝配。

PROJECT AND SERVICE QUALITY *(continued)*

Additionally, we enforce strict adherence to health and safety requirements set by landlords and property management companies where our projects are located. Before commencing work, our suppliers are required to attend mandatory briefing sessions to familiarize themselves with safety rules and requirements, ensuring proper safety measures are implemented during site operations. This practice plays a pivotal role in preventing occupational and workplace incidents.

In our design and project consultancy services, we assign a dedicated team to engage in discussions with clients, gaining a comprehensive understanding of their specific requirements and conceptual ideas. Taking into account factors such as spatial arrangement, lighting, materials, and security concerns, we conduct detailed site surveys and prepare design solutions, including layout plans and material and color boards. We provide various design options with highlighted suitability for client consideration. Advanced computer software, such as 3D modeling, is utilized to create mechanical and electrical drawings, effectively illustrating the finished interior design with furniture layout, decorations, and appliances. Regular engagement with our clients allows us to refine the design, address inquiries and concerns, and ultimately present the final design proposal along with cost estimations. These standardized processes enable us to deliver functional, tailored, and creatively designed interiors that meet our clients' specific needs, drawing upon our designers' creativity and technical expertise.

Throughout the Reporting Period, the Group has not been aware of any breaches of laws and regulations related to project quality and safety, nor have we received any complaints or product recalls associated with our provided products and services due to quality, safety, and health reasons.

CUSTOMER FEEDBACK AND COMPLAINT HANDLING

With a strong commitment to a customer-centric approach and the delivery of exceptional customer service, the Group prioritizes effective communication channels, including email, telephone meetings, regular meetings, and feedback sessions, to promptly address our clients' needs, concerns, and complaints. By maintaining open lines of communication, we ensure that client feedback is handled in a timely and efficient manner. Throughout the reporting period, we are pleased to note that no complaints were received from our valued customers regarding the products and services we provided, and there were no instances of product recalls.

項目及服務品質*(續)*

此外，我們嚴格遵守項目所在地的業主及物業管理公司制訂的健康及安全要求。供應商在工作開始前須參加強制性的簡報會，以熟悉安全規則和要求，確保在現場工作中實施適當的安全措施。此常規對避免職業及工作場所意外的發生起關鍵作用。

就設計及項目諮詢服務而言，我們指派專門的團隊與客戶進行討論，以全面理解其具體要求和構思。考慮到空間安排、照明、物料及安全問題等因素，我們進行詳細的現場勘察並準備設計方案，包括佈局圖、物料及色板。我們提供不同設計方案，並強調其適用性，供客戶選擇。我們亦利用先進電腦軟體(例如3D模型)繪製機械及電氣圖紙，有效地展示室內設計成品，包括傢俱佈局、裝飾和設備。我們與客戶保持定期溝通，以完善設計，解決他們的問題和關注事宜，最後提交最終的設計方案及成本估算。此標準化流程能讓我們利用設計師的創造力和技術知識，提供實用、度身訂造及具創意的室內設計，滿足客戶的特定需求。

於報告期內，本集團並無發現任何違反有關項目質量及安全的相關法律法規的事件，亦無就我們所提供的產品及服務因質量、安全及健康理由而接獲投訴或回收產品。

客戶意見反饋及投訴處理

本集團堅定致力於以客戶為中心並提供卓越的客戶服務，本集團優先考慮建立有效的溝通渠道，包括透過電子郵件、電話會議、定期會議和反饋會議，以及時解決客戶需求、問題及投訴。透過維持開放的溝通渠道，我們確保及時有效處理客戶反饋。於報告期內，我們欣然發現，並無收到任何寶貴客戶對我們提供的產品和服務的投訴，亦無發生回收產品的情況。

Operating Practices
營運常規

CONFIDENTIALITY

We are dedicated to fostering a trustworthy relationship with our clients while prioritizing the protection of corporate information and customer privacy. To address the increasing concerns of our clients regarding confidentiality and information security, we have implemented strict regulations and guidelines outlined in our employee handbook. Our staff members are required to adhere closely to these policies when handling confidential information, ensuring the utmost satisfaction of our clients. To maintain confidentiality and prevent information leakage, our employees are explicitly prohibited from disclosing any confidential information, including strategic business plans, financial data, insider information, unpublished corporate information, contract designs and specifications, quotation documents, and client information to any unauthorized third parties during their employment or at any time thereafter.

Throughout the Reporting Period, the Group has demonstrated strict compliance with relevant laws and regulations, such as the Personal Data (Privacy) Ordinance (Cap.486) of HKSAR. We are pleased to report that we have not become aware of any significant non-compliance cases related to privacy matters.

PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

The Group holds a deep regard for intellectual property rights and maintains strict adherence to the applicable laws and regulations, including the Copyright Ordinance (Cap.528) of HKSAR. To reinforce this commitment, our information technology (IT) department has developed a comprehensive policy governing the use of software within the organization. This policy unequivocally prohibits the installation of unauthorized or illegal copies of IT software on any company devices or systems. By upholding this policy, we ensure that our software usage aligns with legal requirements and respects the rights of intellectual property owners.

保密

我們致力與客戶建立互信關係，同時優先保護企業資料及客戶私隱。為解決客戶對保密和資訊安全日益增加的關注，我們實施了員工手冊中列出的嚴格規定和指引。我們的員工在處理機密資料時必須嚴格遵守該等政策，確保客戶稱心滿意。為了保密並防止資料洩漏，員工於受僱期間或往後的任何時間內，明確規定不得向任何未經授權的第三方披露任何機密資料，包括策略業務計劃、財務資料、內幕消息、未公佈的公司資料、合約設計及規格、報價文件及客戶資料。

於報告期內，本集團已嚴守相關法律法規，例如香港特別行政區《個人資料(私隱)條例》(第486章)。我們欣然報告，我們並無發現任何與私隱有關的重大違規個案。

保障知識產權

本集團高度重視知識產權，並嚴格遵守適用法律法規(包括香港特別行政區《版權條例》(第528章))。為支持此承諾，我們的資訊科技部門已制訂一項全面的政策以管理本集團內使用軟件的情況。該政策明確禁止在任何公司設備或系統上安裝未經授權或或非法複製的資訊科技軟件。我們恪守此政策，以確保我們使用軟件時符合法律要求並尊重知識產權擁有人的權利。

ANTI-CORRUPTION

Our unwavering commitment to upholding high integrity standards and ethical business practices is of paramount importance to us. We maintain a zero-tolerance policy towards any form of financial impropriety, including bribery, solicitation, corruption, extortion, and money laundering. To ensure responsible and professional conduct in our business activities, our employee handbook and relevant policies contain a comprehensive code of conduct that outlines the expected standards of behavior from all employees.

To prevent conflicts of interest and allegations of misconduct such as bribery or money laundering, our policies and code of conduct undergo regular review and oversight by the Group's management and human resources department. Prior to commencing employment, all employees are required to sign a declaration acknowledging their understanding of the regulations outlined in the employee handbook. Violations of these regulations result in corresponding penalties and disciplinary actions, including immediate dismissal.

Creating a work environment where employees feel comfortable expressing their opinions is one of our primary responsibilities. We have implemented a whistle-blowing mechanism that allows employees to confidentially report any potential improprieties related to the Group. The identity of whistle-blowers and the reported issues are kept confidential to safeguard them from any form of retaliation or unfair treatment. Our Chief Executive Officer oversees the investigation and validation of reported cases, ensuring fair handling and prompt responses, as well as implementing appropriate remedial actions if necessary.

To cultivate an ethical and honest corporate culture and promote compliance with laws, we provide anti-corruption training to our new recruits during their orientation. Our Human Resources Department takes responsibility for explaining the details of the anti-corruption policies outlined in the employee handbook. During the orientation sessions, employees are given the opportunity to seek clarification on any inquiries they may have, ensuring a thorough understanding of the relevant rules and regulations.

Throughout the Reporting Period, the Group diligently adhered to the anti-bribery laws and regulations applicable in the jurisdictions where we operate, such as the Prevention of Bribery Ordinance (Cap.201) of HKSAR. We are pleased to report that no prosecutions or litigation related to corruption were encountered during this period.

反貪污

我們堅定致力恪守高水平的誠信並進行合乎道德的商業常規，此對我們至關重要。我們對任何形式的財務不當行為（包括賄賂、教唆、貪污、勒索及洗黑錢）均採取零容忍政策。為確保我們的業務活動以負責任及專業方式進行，我們的員工手冊和相關政策中載有全面的行為準則，當中列出對所有員工的預期行為標準。

為防止發生利益衝突及賄賂或洗黑錢等不當行為的指控，我們的政策和行為準則由本集團管理層及人力資源部門定期審查和監督。所有員工在入職前均須簽署聲明，確認他們明白員工手冊所列明的規定。違反該等規定將受到相應的處罰和紀律處分，包括即時解僱。

創造員工能夠暢所欲言的工作環境是我們的主要職責之一。我們已實施舉報機制，讓員工可秘密舉報與本集團有關的任何潛在不當行為。舉報人的身份和舉報事宜嚴格保密，以保障其免受任何形式的報復或不公平對待。本集團行政總裁監督所接獲案件的調查及核實過程，以確保案件獲公平處理和及時反應，並在必要時實施適當補救措施。

為培養合乎道德和恪守誠信的企業文化及促進法律合規，我們於入職培訓時向新員工提供反貪污培訓。我們的人力資源部門負責解釋員工手冊中列出的反貪污政策的詳情。在入職培訓期間，員工有機會就任何疑問尋求解答，確保充分了解相關規則和規例。

於報告期內，本集團恪守經營所在司法權區適用的反賄賂法律法規（如香港特別行政區《防止賄賂條例》（第201章））。我們欣然報告，本期間並無發生有關貪污的起訴或訴訟。

Our Community
我們的社區

The Group is committed to corporate social responsibility and actively participates in public welfare activities, with plans to develop formal community engagement policies in the future. We have implemented measures to reduce both hazardous and non-hazardous air emissions and waste discharges, continually seeking new ways to minimize our environmental impact. Additionally, the Group supports local communities by prioritizing purchases from local suppliers and encouraging employees to participate in volunteering and charity events. We consistently promote green practices and environmental protection activities among our employees. The Group remains dedicated to fostering a culture of community service, leveraging our workforce to support those in need and contribute to the development of a sustainable and inclusive society.

本集團致力履行企業社會責任，積極參與公益活動，並計劃於未來制定正式的社區參與政策。我們已採取措施減少有害及無害的廢氣及廢棄物排放，不斷尋求新方法以最大限度地減少對環境的影響。此外，本集團透過優先向本地供應商採購以及鼓勵僱員參與義工服務及慈善活動，以支持本地社區。我們持續向僱員推廣綠色實踐及環保活動。本集團將繼續致力培養社區服務文化，善用我們的員工團隊支援有需要人士，並為可持續發展及和諧共融的社會作出貢獻。

ESG Reporting Guide Index
環境、社會及管治報告指引的索引

ESG Reporting Guide 環境、社會及管治報告指引		Section/Explanation 章節／闡述
Mandatory Disclosure Requirements 強制披露規定		
Governance Structure 管治架構	A statement from the board containing the following elements: 由董事會發出的聲明，當中載有下列內容： (i) a disclosure of the board's oversight of ESG issues; 披露董事會對環境、社會及管治事宜的監管； (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及 (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。	ESG Governance 環境、社會及管治治理
Reporting Principles 報告原則	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: 描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則： **Materiality:** The ESG report should disclose (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. **重要性**：環境、社會及管治報告應披露：(i)識別重要環境、社會及管治因素的過程及選擇此等因素的準則；(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。 **Quantitative:** Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. **量化**：有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。 **Consistency:** The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison. **一致性**：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。	About the Report – Reporting Principles 關於本報告－報告原則
Reporting Boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	About the Report 關於本報告

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ESG Reporting Guide 環境、社會及管治報告指引		Section/Explanation 章節／闡述
A.	Environment 環境	
A1	Emissions 排放	
A1	General Disclosure 一般披露 Information: 提供資料： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例。	Our Environment – Emissions 我們的環境－排放
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emission data. 排放物種類及相關排放數據。	Our Environment – Emissions 我們的環境－排放
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Our Environment – Emissions 我們的環境－排放
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Our Environment – Emissions 我們的環境－排放
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Our Environment – Emissions 我們的環境－排放
KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到此等目標所採取的步驟。	Following the result of materiality assessment, the issues of air emission and GHG emission are not considered as highly material for the Group. Hence, no emission target is set and disclosed during the Reporting Period. We will continue to monitor and evaluate its relevance and materiality to the Group and will disclose the determined target setting in future where appropriate. 根據重要性評估的結果，廢氣排放和溫室氣體排放問題被認為對本集團不具有高度重要性。因此，於報告期內並無設定及披露排放目標。我們將繼續監測和評估其與本集團是否相關及重要性，並在未來適當時候披露制訂目標。
KPI A1.6 關鍵績效指標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. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到此等目標所採取的步驟。	Our Environment – Emissions 我們的環境－排放

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ESG Reporting Guide 環境、社會及管治報告指引		Section/Explanation 章節／闡述
A2 Use of Resources 資源使用		
A2	General Disclosure 一般披露 Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Our Environment – Use of Resources 我們的環境－資源使用
KPI A2.1 關鍵績效指標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). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Our Environment – Use of Resources 我們的環境－資源使用
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Our Environment – Use of Resources 我們的環境－資源使用
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到此等目標所採取的步驟。	Our Environment – Use of Resources 我們的環境－資源使用
KPI A2.4 關鍵績效指標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. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這目標所採取的步驟。	Our Environment – Use of Resources 我們的環境－資源使用
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Our Environment – Use of Resources 我們的環境－資源使用
A3 The Environment and Natural Resources 環境及天然資源		
A3	General Disclosure 一般披露 Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Our Environment – The Environment and Natural Resources 我們的環境－環境及天然資源
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Our Environment – The Environment and Natural Resources 我們的環境－環境及天然資源
A4 Climate Change 氣候變化		
A4	General Disclosure 一般披露 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Our Environment – Climate Change 我們的環境－氣候變化
KPI A4.1 關鍵績效指標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. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Our Environment – Climate Change 我們的環境－氣候變化

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B1 Employment 社會		
B1	General Disclosure 一般披露 Information on: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的資料： (a) the policies; and 政策；及 (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. 遵守對發行人有重大影響的相關法律及規例。	Our Employees – Employment Practices 我們的僱員－僱傭常規
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Our Employees – Employment Practices 我們的僱員－僱傭常規
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Our Employees – Employment Practices 我們的僱員－僱傭常規
B2 Health and Safety 健康與安全		
B2	General Disclosure 一般披露 Information on: 提供安全工作環境及保障僱員避免職業性危害的資料： (a) the policies; and 政策；及 (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. 遵守對發行人有重大影響的相關法律及規例。	Our Employees – Health and Safety 我們的僱員－健康及安全
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities. 因工亡故的人數及比率。	Our Employees – Health and Safety 我們的僱員－健康及安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Our Employees – Health and Safety 我們的僱員－健康及安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Our Employees – Health and Safety 我們的僱員－健康及安全

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B3 Development and Training 發展及培訓		
B3	General Disclosure 一般披露 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Our Employees – Staff Development and Training 我們的僱員－員工發展及培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Our Employees – Staff Development and Training 我們的僱員－員工發展及培訓
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Our Employees – Staff Development and Training 我們的僱員－員工發展及培訓
B4 Labour Standard 勞工準則		
B4	General Disclosure 一般披露 Information relating to preventing child and forced labour: 有關防止童工或強制勞工的資料： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例。	Our Employees – Employment Practices 我們的僱員－僱傭常規
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Our Employees – Employment Practices 我們的僱員－僱傭常規
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Our Employees – Employment Practices 我們的僱員－僱傭常規
B5 Supply Chain Management 供應鏈管理		
B5	General Disclosure 一般披露 Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Operating Practices – Supply Chain Management 營運常規－供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Operating Practices – Supply Chain Management 營運常規－供應鏈管理
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Operating Practices – Supply Chain Management 營運常規－供應鏈管理

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KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Operating Practices – Supply Chain Management 營運常規－供應鏈管理
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Operating Practices – Green Procurement 營運常規－綠色採購
B6	Product Responsibility 產品責任	
B6	General Disclosure 一般披露 Information relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress: 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的資料： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例。	Operating Practices 營運常規
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Operating Practices – Customer Feedback and Complaint Handling 營運常規－客戶意見反饋及投訴處理
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Operating Practices – Customer Feedback and Complaint Handling 營運常規－客戶意見反饋及投訴處理
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Operating Practices – Protection of Intellectual Property Rights 營運常規－保障知識產權

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KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Operating Practices – Project and Service Quality 營運常規－項目及服務品質
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Operating Practices – Confidentiality 營運常規－保密
B7 Anti-corruption 反貪污		
B7	General Disclosure 一般披露 Information relating to bribery, extortion, fraud and money laundering: 有關防止賄賂、勒索、欺詐及洗黑錢的資料： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例。	Operating Practices – Anti-corruption 營運常規－反貪污
KPI B7.1 關鍵績效指標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. 於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Operating Practices – Anti-corruption 營運常規－反貪污
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Operating Practices – Anti-corruption 營運常規－反貪污
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Operating Practices – Anti-corruption 營運常規－反貪污
B8 Community Investment 社區投資		
B8	General Disclosure 一般披露 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. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Our Community 我們的社區
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	Our Community 我們的社區
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	Our Community 我們的社區

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