2025

Environmental, Social and Governance Report

CMON Limited

(Incorporated in the Cayman Islands with limited liability)
Stock Code: 1792

Contents

ABOUT CMON

CMON Limited ("**CMON**" or the "**Company**", together with its subsidiaries, the "**Group**", "**our**" or "**we**") specializes in developing and publishing mainly tabletop games including board games and miniature war games, along with mobile games. In addition to its proprietary and licensed games, CMON also participates in the distribution of third-party tabletop games.

We are committed to creating games that not only entertain but also build connections, encourage strategic thinking, and offer memorable experiences for players of all ages and backgrounds. In line with this mission, we consistently develop and publish a wide array of board games that ignite imagination and promote social interaction. As at 31 December 2025, CMON offers 116 games, comprising 110 board games, 3 miniature war games, 2 mobile games and 1 computer game. Our games include Massive Darkness, Collect!, Marvel United, A Song of Ice & Fire, DC Super Heroes United and Marvel Zombies.

The Group has been listed on the Main Board of The Hong Kong Exchanges and Clearing Limited (the "**HKEX**") since 2019 (stock code: 1792) to cater to its development needs.

ABOUT THE REPORT

We are delighted to present our ninth Environmental, Social, and Governance ("**ESG**") Report (the "**Report**"). The Report demonstrates the ESG strategies and achievements of the Group, including the relevant governance framework and policies, to provide our stakeholders with insight into our sustainability efforts.

Reporting Principles

The Report has been prepared in accordance with the mandatory disclosure requirements and "comply or explain" provisions stipulated in the Environmental, Social and Governance Reporting Code (the "**Code**") as set out in Appendix C2 to the Rules Governing the Listing of Securities of HKEX.

The preparation of the Report follows the reporting principles listed in the Code:

Materiality	Quantitative	Balance	Consistency
To identify the material ESG issues, we have conducted stakeholder engagement and the board of directors (the "**Board**") considered the business nature and development of the Group.	We have disclosed key performance indicators ("**KPIs**") and comparative figures where appropriate in the Report. The KPIs are calculated with reference to "Appendix 2: Reporting Guidance on Environmental KPIs" and "Appendix 3: Reporting Guidance on Social KPIs" of "How to Prepare an ESG Report" published by HKEX.	We impartially present ESG issues that have a significant impact on the Group's business, including the achievements, impacts, challenges, etc., and formulates a response plan.	To ensure meaningful comparisons of ESG data over time, we have adopted consistent methodologies in data collection and calculation. Any adjustments in the reporting scope or data handling have been specified in the Report for stakeholders' reference.

Scope and Reporting Period

The Report outlines our ESG performance for all offices, facilities, and properties owned and directly operated by us for the period from 1 January 2025 to 31 December 2025 (the "**Reporting Period**").

Unless otherwise specified, the reporting scope of the Report remains the same as last year, including the business activities and operations in Singapore, the United States ("**US**"), Japan, and Foshan, China. To accurately reflect the Group's operational model, the US office and Japan office are excluded from the environmental data. Our ESG initiatives prioritize environmental protection, employee welfare, resource management, and product quality assurance.

Access to the Report

The Report is available in both English and Chinese versions and can be accessed on the HKEX website and our official company website (https://cmon.com). Should there be any discrepancies between the two versions, the English version shall prevail.

SUSTAINABILITY GOVERNANCE

The Board is ultimately responsible for evaluating and managing ESG-related risks, preparing ESG reports, setting and reassessing objectives, as well as implementing ESG-related policies and actions. The Board is also responsible for identifying, analyzing, evaluating, and prioritizing key risks and opportunities relating to the Group's operations and ESG concerns. The progress toward the Group's ESG targets is reviewed during regular meetings and through continuous communication with management. We have engaged Riskory Consultancy Limited, an independent consultant, to assist in report preparation and provide ESG- and carbon neutrality-related consultancy services.

For other corporate governance information, please refer to the "Corporate Governance Report" section in the Annual Report 2025 of the Group.

STAKEHOLDER ENGAGEMENT

The Group's strategic planning and operational framework rely heavily on robust stakeholder engagement. By systematically translating their expectations and concerns into actionable business practices, we ensure our management approach enhances overall corporate performance while safeguarding their interests. To ensure effective communication with stakeholders, various regular engagement channels are provided to collect their feedback and understand their expectations. This proactive approach allows us to build and maintain good and close relationships with our stakeholders. Additionally, we seek to collaborate with stakeholders to generate sustainable value for the community, ensuring that our initiatives align with their expectations and contribute positively to societal well-being.

Employees	Customers
• Training and workshops • Performance evaluations of employees by managers	• Hobby site and online forums (http://www.coolminiornot.com/) • Customer service officers • Company's website
Suppliers	**Investors and shareholders**
• Periodic site visits • Production workshop inspections • Periodic evaluations	• Annual general meetings and other shareholder meetings • Financial reports • Announcements and circulars
The community, NGOs, and media	
• Press releases and conferences • ESG reports	

Stakeholders' Feedback

The feedback from our stakeholders is valued and appreciated. If stakeholders have any thoughts on the Report or our sustainable development strategies and performance, they are welcome to share with us through:

Postal address: 31/F, Tower Two, Times Square, 1 Matheson Street, Causeway Bay, Hong Kong
Website: https://www.cmon.com/contact

MATERIALITY ASSESSMENT

Annual materiality assessment is conducted to identify and prioritize material sustainability topics. 23 ESG issues have been identified to be significant to the operation of the Group through ongoing communication with stakeholders and discussion in Board meetings. These material issues have been reviewed, evaluated, and prioritized according to the concerns and interests of our stakeholders.

<table>
<tr><th>ESG issues</th><th>Materiality level</th></tr>
<tr><td colspan="2">Environmental Aspect</td></tr>
<tr><td>Efficient use of resources</td><td rowspan="4">Important</td></tr>
<tr><td>Climate change-related risks (e.g. typhoons, flooding)</td></tr>
<tr><td>Waste management</td></tr>
<tr><td>Packaging material and waste</td></tr>
<tr><td>Impact of business activities on the environment</td><td rowspan="2">Relevant</td></tr>
<tr><td>Emission of pollutants and greenhouse gases</td></tr>
<tr><td colspan="2">Social Aspect</td></tr>
<tr><td>Users' privacy and data protection</td><td rowspan="8">Most Important</td></tr>
<tr><td>Product and service quality and safety (including game content healthiness)</td></tr>
<tr><td>Corporate governance</td></tr>
<tr><td>Anti-corruption system and whistle-blowing mechanism</td></tr>
<tr><td>Occupational health and safety</td></tr>
<tr><td>Supply chain management
(including suppliers' management of environmental and social risks)</td></tr>
<tr><td>Diversity and equal opportunities, and anti-discrimination</td></tr>
<tr><td>Training and development</td></tr>
<tr><td>Game advertising and labeling</td><td rowspan="6">Important</td></tr>
<tr><td>Customer service (including complaints handling)</td></tr>
<tr><td>Employment relationship, policies and employee welfare</td></tr>
<tr><td>Protection of intellectual property rights</td></tr>
<tr><td>Prevention of child labour and forced labour</td></tr>
<tr><td>Game research and development</td></tr>
<tr><td>Green procurement</td><td rowspan="3">Relevant</td></tr>
<tr><td>Participation in or organising of volunteer activities</td></tr>
<tr><td>Charity donation</td></tr>
</table>

OPERATING PRACTICES

Product Responsibility

Providing high-quality and safe products that meet customer expectations is key to business success and development. The Group is dedicated to product responsibility and placing sustainability, ethical sourcing, and safety at the heart of our business practices. A set of policies and processes that cover our diverse business activities, operational practices, and production lines have been established and implemented to ensure product excellence and promote sustainability.

We strictly adhere to all applicable laws and regulations in our operational areas relating to products and services, including but not limited to The Copyright Act 2021 of Singapore, The Trade Marks Act 1998 of Singapore, The Personal Data Protection Act 2012 of Singapore, The Leahy-Smith America Invents Act of the US, and The Copyright Law of the US.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to product health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress that would have a significant impact on the Group.

Product Quality and Safety

To ensure product safety and minimize environmental impact, thorough safety assessments are conducted before product selling. Safety labels have been included in all packaging materials. During the Reporting Period, all products met the applicable safety standards. Given the business nature, we did not experience any product recalls related to safety or health concerns.

Customer Service

We actively leverage customer feedbacks to strengthen and guide our sustainable development efforts. During the Reporting Period, no material products and service-related complaints were received. A set of procedures has been formulated and in place to handle customers' complaints in a proper manner:

1. *Receive customer complaints*

   A designated Customer Service Officer is assigned to handle customer complaints. The complaint is properly filed with the name of the customer, product name(s) and batch number(s), the reason for the complaint, proposed follow-up actions, and any further information. It is considered as excessive and unacceptable if 25 or more complaints are received on the same issue. One of the joint Chief Executive Officers must be notified immediately. An investigation with at least 3 samples or boxes of the concerned board game is conducted as a quality inspection.

2. *Record inspection results*

   The documented inspection results are reviewed by the production manager or joint Chief Executive Officer(s). The results of the sample check are properly recorded with the following information:

   - Product name(s) and batch number;
   - Batch size(s) and presentation(s);
   - Date of review;
   - Identification of issues;
   - Summary of findings, conclusions, and recommendations;

- Proposed actions; and
- Names of the persons responsible for preparing, reviewing, and approving the sample check results.

3. *Follow-up actions*

   Assessment and approval by the production manager or the joint Chief Executive Officer(s) are received before escalating to the relevant supplier. The relevant supplier is required to respond within 30 days or less. The production manager or the joint Chief Executive Officer(s) evaluate whether further actions are required, including corrective or future preventive actions, and/or validation or re-validation.

Game Research and Development

The Group is acutely aware that Research and Development ("**R&D**") is vital for maintaining product excellence and keeping pace with current market trends. We strive to continuously innovate and improve our products with distinctive features through R&D. Our dedication to R&D entails significant investment in both effort and resources. To enhance expertise and expand capabilities, our R&D team is equipped with resources and training. To develop innovative and appealing components, we foster creativity in our production guidelines.

Customers Privacy Protection

The Group places a strong emphasis on safeguarding customer privacy and treats personal data with the highest level of confidentiality and care. We ensure the protection of confidential information, which includes personal details, customer data, contracts, and business strategies. Clear guidelines are outlined in the Employee Handbook that mandate employees to use confidential information solely for the Group's business purposes and to disclose it only with proper authorization. Employees must exercise heightened vigilance when handling customer data and adhere to their Non-disclosure Agreements.

Intellectual Property

As a hobby game developer, the Group recognizes the importance of intellectual property ("**IP**"), particularly in the design and development processes, and values the contributions of our designers. We strictly abide by all applicable laws and regulations for our products, including but not limited to the Copyright Act 2021 and the Trade Marks Act 1998 of Singapore for the operations in Singapore, and the Copyright Law of the US.

We are dedicated to protecting intellectual property rights during production, distribution, and publication. The Group publishes games that are either self-owned or licensed. The IP rights for self-owned games are either developed in-house, transferred by the Controlling Shareholders, or acquired from third parties, while the IP rights for licensed games are obtained from external game developers. The Trademark Registration Policy has been formulated to regulate the acquisition of IP rights and prevent any infringement.

To ensure compliance when handling graphic assets and texts that require licensor approval, the Group's Licensing Procedure Document is distributed to employees.

Game Advertising and Labelling

The Group believes that honest and accurate advertising and labeling practices are effective ways to build trust with customers. We pledge to promote our products without deception, inaccuracies, fraud, or illegal elements, upholding our high standards of decency, taste, and integrity.

Specific policies have been formulated for product advertising and labeling to comply with the legal standards of product safety in all markets where our products are sold. These policies ensure that product packaging undergoes thorough inspection and review to meet regulatory requirements.

Supply Chain Management

We are committed to responsible supply chain management, emphasizing ethical practices, environmental sustainability, and transparent partnerships in our ESG initiatives.

We maintain a vast global supply chain network and work with suppliers who are experts in various fields, including miniature producers, game designers, creators, as well as outsourced and game manufacturers. During the Reporting Period, the Group had a total of 17 suppliers and the distribution is as follows:

Region	Number of suppliers
Hong Kong	0
Chinese Mainland	12
Other Asian Countries	5
North and South America	0
Europe	0
Other Region	0

Stringent internal controls have been implemented in our procurement and payment processes to ensure the procurement of high-quality products and services. We strictly comply with all applicable laws and regulations concerning product safety and performance in our suppliers' manufacturing processes. Our comprehensive supplier selection process includes on-site reviews, inspections of production facilities, and periodic evaluations to engage the most suitable suppliers.

The management team conducts periodic site visits to evaluate supplier performance. This includes assessing production facilities, reviewing business backgrounds, and examining the internal control processes of our suppliers. During the Reporting Period, we assessed 17 major suppliers.

Supply Chain Risk Management

We have formulated relevant policies to manage social risks and reduce the environmental impact. We evaluate and select reputable outsourced manufacturers and prioritize the suppliers that use environmentally friendly products. To ensure performance and reduce risk, we only engage with suppliers who meet our internal standards, comply with legal requirements, demonstrate social responsibility, and maintain financial sustainability. The assessment criteria include but are not limited to:

- Product quality;
- Price;
- Delivery time;
- Product safety certification;
- Environmental-related certification; and
- Compliance with social and employee-related regulations.

Anti-corruption

Upholding the core values of honesty, integrity, and fairness, the Group takes a zero-tolerance approach to corruption and any forms of misconduct and is dedicated to preserving trust, ensuring integrity, and complying with legal standards. During the Reporting Period, no concluded legal case regarding corrupt practices brought against the Group or our employees was reported.

We strictly adhere to applicable laws and regulations, including but not limited to The Prevention of Corruption Act 1960 of Singapore, as well as The Foreign Corrupt Practices Act of the US.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to bribery, extortion, fraud, and money laundering, which would have a significant impact on the Group.

To prevent unlawful business operations, specific policies have been formulated and implemented:

Whistleblowing Policy

- To enhance the corporate governance of the Group; and
- To encourage employees and other stakeholders to report unethical behaviors, malpractice, wrongful conduct, fraud, etc.

Inside Information Policy

- To summarize inside information and outline the appropriate treatment and disclosure of such information related to the Group, facilitating an effective compliance framework for the Group and the subsidiaries.

Anti-corruption Policy

- To prevent unlawful business operations including bribery, fraud, extortion and other forms of corrupt practices through a system of rules, practices and processes.

Anti-corruption training is provided to employees to effectively foster ethical behavior, prevent legal violations, and build a culture of transparency. To enhance anti-corruption awareness, we provide online training materials to the Board and senior management during the Reporting Period. Moving forward, we plan to extend the training to all employees to ensure everyone recognizes the Group's commitment to anti-corruption in operations.

EMPLOYMENT AND LABOUR PRACTICES

Effective human resources management is fundamental to the Group's long-term sustainability and service excellence. Employees' qualifications, professional skills, and experience are essential and valuable assets. The Group therefore is committed to providing structured training programs that build employee expertise and enforce strict occupational health and safety protocols across our work environments.

Employment

The Group strictly adheres to applicable laws and regulations, including but not limited to The Employment Act 1968 of Singapore, The Employment of Foreign Manpower Act 1990 of Singapore, The Central Provident Fund Act 1953 of Singapore, The Labour Law of the People's Republic of China, The Fair Labour Standards Act of the US and The Americans with Disabilities Act of the US.

During the Reporting Period, we were not aware of any material non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have a significant impact on the Group.

Recruitment and Promotion

To ensure fairness and justice, standardized procedures have been formulated for recruitment, promotion, and dismissal. Being an equal opportunity employer, the Group has established a non-discriminatory, transparent, and merit-based hiring process to effectively address current and future organizational demands. Employees are recruited according to their merits and suitability for positions.

As at 31 December 2025, the Group had a total of 42 employees (2024: 81 employees). The employee data is as follows:

	Unit	2025	2024
By Gender			
Male	Person	22	52
Female	Person	20	29
By Age Group			
30 or below	Person	10	24
31–50	Person	27	45
51 or above	Person	5	12
By Geographical Region			
Chinese Mainland	Person	18	32
The US	Person	5	7
Singapore	Person	13	32
Japan	Person	6	10
By Employment Type			
Full Time	Person	31	81
Part Time	Person	11	0

The Human Resources Policy explicitly states that employee promotions are based on job-related skills, responsibilities, experience, and duties. The Human Resources Department performs performance appraisals on a regular basis to assess employees for promotion.

Benefit and Remuneration

A competitive remuneration package is provided to attract and retain employees. The Group provides the following benefits:

- Mandatory Provident Fund;
- Basic medical insurance and work injury insurance;
- Public holidays, marriage, compassionate and maternity leaves; and
- Additional compensation including discretionary bonuses and share options for eligible staff.

Dismissal

To prohibit any unfair or illegitimate dismissals, our internal policies clearly state that employment termination strictly follows applicable laws and regulations. Face-to-face interviews with resigned staff are conducted by management to collect their opinions and comments.

During the Reporting Period, the employee turnover data of the Group is as follows:

	Unit	2025	2024
By Gender			
Male	Percentage	127.3	9.6
Female	Percentage	50.0	3.4
By Age Group			
30 or below	Percentage	70.0	12.5
31–50	Percentage	107.4	4.4
51 or above	Percentage	40.0	8.3
By Geographical Region			
Chinese Mainland	Percentage	22.2	12.5
The US	Percentage	180.0	0
Singapore	Percentage	153.8	6.3
Japan	Percentage	83.3	0

Anti-discrimination

Adhering to a zero-tolerance policy against any form of abuse or misconduct, the Group is committed to fostering a workplace free from harassment and discrimination. We strive to eliminate both physical and verbal harassment and discrimination toward individuals based on race, religion, color, gender, physical or mental disability, age, place of origin, marital status, and sexual orientation.

Bullying, harassment, intimidation, or any form of employee humiliation are not accepted. We encourage employees to report such behavior to management or their supervisors. A rigorous and formal process is in place to investigate and resolve the reported incidents. The escalation process for reporting discriminatory acts is clearly outlined in the Employee Handbook:

1. Report the incident to the immediate supervisor or members of management.

2. Conduct an investigation by the Group.

3. Implement corrective action in cases of proven improper conduct.

4. Contact the relevant enforcement body for legal relief if the concerned stakeholder is dissatisfied with the corrective action.

Employees' Health and Safety

Ensuring employees' health and safety is the primary responsibility and task of the Group. We closely monitor and adopt initiatives to comply with the public health requirements of local regulatory authorities. We strictly abide by applicable laws and regulations, including but not limited to The Workplace Safety and Health Act 2006 of Singapore, The Work Injury Compensation Act 2019 of Singapore, The Radiation Protection Act 2007 of Singapore, The Occupational Safety and Health Act of 1970 of the US, and The Law of the People's Republic of China on the Prevention and Control of Occupational Diseases.

We strive to enhance the health and work safety awareness of employees through various initiatives. Periodic safety training and communication materials including the Employee Handbook are provided to employees. The Group has formulated standard procedures to handle work-related injuries. During the Reporting Period, no lost days due to work-related injuries were reported. No work-related injuries or fatalities were reported in the past three years, including the Reporting Period.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards that would have a significant impact on the Group.

Employee Development and Training

The Group places a strong emphasis on employee development and training. To enhance skills and professional expertise, employees are provided with a range of growth opportunities, including workshops and on-the-job training.

During the Reporting Period, the training data is as follows:

	Unit	2025	2024
Percentage of employees trained by gender			
Male	Percentage	18.2	57.7
Female	Percentage	15.0	51.7
Percentage of employees trained by employee category			
Senior management	Percentage	57.1	87.5
Middle management	Percentage	0	94.1
Frontline employee	Percentage	15.8	39.3
Average training hours per employee by gender[1]			
Male	Hour	0.3	2.1
Female	Hour	8.2	1.9
Average training hours per employee by employee category[1]			
Senior management	Hour	1.0	1.9
Middle management	Hour	0	3.3
Frontline employee	Hour	8.6	1.6

1. For consistency and ease of comparison, last year's training hours figures have been restated to one decimal place.

To improve employee management skills across different stages of the production chain, we provide production guides and producer training programs to them. These trainings focus on the miniatures manufacturing process and foster effective communication with artists and graphic designers.

To enhance integration and collaboration within the team, an introductory period for new staff is in place, enabling them to gain a clearer understanding of their roles and responsibilities as well as to establish connections with co-workers. A series of initiatives have also been implemented in the introductory period of new hires to assist them to effectively setting set and manage expectations.

- Monitor and review employee performance by managers.
- Identify areas of improvement for employees with satisfactory performance.
- Identify areas of improvement relating to the Group's operational efficiency conducted by employees.
- Conduct discussion and evaluation between employees and managers.

In addition, we provide comprehensive team training, including engaging with local suppliers, to newly hired designers, allowing them to better understand the operation of the Group.

Labour Standards

Child and forced labour are strictly prohibited. We comply with applicable laws and regulations, including but not limited to The Employment Act 1968 in Singapore, The Labour Law of the People's Republic of China in Chinese Mainland, as well as The Fair Labour Standards Act in the US.

Effective initiatives have been implemented to combat child and forced labour within the Group and our supply chain. The Human Resources Department conducts rigorous verification of candidates' ages by collecting personal data during the recruitment process. Their identity documents are carefully reviewed. Unscheduled audits and walkthroughs of outsourced manufacturers are performed at least once a year. We promptly terminate employment and update our employment procedures to prevent recurrence in case any violations of labour standards are identified.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to preventing child and forced labour that would have a significant impact on the Group.

ENVIRONMENTAL PROTECTION

The Group is aware that environmental protection is essential for maintaining ecosystems, addressing climate change, and ensuring corporate responsibility for future generations. Although the Group does not have major negative impacts on the environment considering the business nature, we fulfill our corporate responsibility and are dedicated to enhancing environmental and sustainability performance through effective resource management and waste treatment.

Emissions

We strictly abide by applicable environmental laws and regulations including but not limited to The Environmental Protection and Management Act 1999 of Singapore, The Environmental Public Health Act 1987 of Singapore, The Atmospheric Pollution Prevention and Control Law of the People's Republic of China, The Environmental Protection Law of the People's Republic of China, The Clean Air Act of the US, The Clean Water Act of the US and The Toxic Substances Control Act of the US.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that would have a significant impact on the Group.

Air Emissions

The air pollutants generated is mainly from the fuel consumption by vehicles. To effectively lower the air emissions, the Group has implemented various initiatives to promote more efficient vehicle usage in daily operations, including but not limited to:

- Encourage employees to turn off engines while vehicles are idling;
- Plan routes in advance to minimize repetition; and
- Ensure regular maintenance on our vehicles to ensure optimal engine performance and fuel efficiency.

During the Reporting Period, the emission data is as follows:

	Unit	2025	2024
Nitrogen oxides (NO_x)	Kg	0.38	2.18
Sulphur oxides (SO_x)	Kg	0.01	0.04
Particulate matter (PM)	Kg	0.03	0.16

Waste Management

No material hazardous waste is generated by the Group considering the business nature. Various initiatives are in place to minimize waste generation and increase waste reduction awareness of employees. We properly handle and dispose our non-hazardous waste. In addition, we encourage employees to utilize online messaging services to further reduce paper consumption. For instance, email and e-filing are used for both internal and external communications. Recycled paper and double-sided printing or copying are used in the office. Additionally, we repurpose old or outdated computers as backups for junior or temporary staff. We will continue to explore practical measures to further reduce waste generation in the future.

During the Reporting Period, the relevant data for waste is as follows:

	Unit	2025	2024
Non-hazardous waste	Tonnes	1.34	4.77
Intensity	Tonnes/employee	0.04	0.07

Use of Resources

The Group strives to enhance resource-use efficiency to protect the environment and address climate change.

Energy Consumption

Energy consumption of the Group is mainly the use of diesel oil and purchased electricity. To effectively reduce energy consumption, a set of initiatives is adopted, including but not limited to:

- Install energy-efficient LED lights and environmentally friendly air conditioning units; and
- Remind employees to turn off unused lighting, air conditioners and other electronic appliances in offices.

During the Reporting Period, the energy consumption data is as follows:

	Unit	2025	2024
Direct energy consumption[1] (diesel oil)	MWh	4.28	24.31
Indirect energy consumption (purchased electricity)	MWh	77.06	66.46
Total consumption	MWh	81.34	90.77
Intensity	MWh/employee	2.62	1.42

1. Direct energy consumption of the Group includes the consumption of diesel. The conversion factors for diesel adopted are based on the conversion of fuel data to MWh issued by Carbon Disclosure Project ("**CDP**").

To further enhance resource utilization and efficiency, we are dedicated to exploring more potential measures in the future.

Water Consumption

Considering water as a valuable resource, we emphasize water consumption and conservation. The Group does not face any material issues in sourcing water that is fit for purpose given the business nature and operation locations.

Minimal water is consumed by the Group as our operation is not water-intensive. The volume of water used corresponds to our wastewater discharge, primarily generated from office activities. To enhance water usage efficiency, we continue to explore potential initiatives and promote employee conservation through prominent environmental signage featuring water-saving messages. Moving forward, we strive to keep increasing water efficiency.

During the Reporting Period, the data for water consumption is as follows:

	Unit	2025	2024
Water consumption	m^3	189	1,216
Intensity	m^3/employees	6.10	19

Packaging Materials Consumption

The Group strives to promote and integrate environmental sustainability into product and packaging design processes. Moving forward, we aim to adopt more eco-friendly materials for our packaging. The Group selects standard recyclable cardboard cartons and protective packaging for direct-to-customer shipments. Product boxes form an integral part of the game and are not designed as disposable packaging.

During the Reporting Period, the data for the use of packaging materials is as follows:

	Unit	2025	2024
Packaging materials	Tonnes	1.52	11.80
Intensity	Tonnes/revenue in million USD	0.15	0.32

The Environment and Natural Resources

Upholding a green philosophy, the Group is dedicated to environmental sustainability. Although our business does not have a significant negative impact on the environment, we recognize and fulfill our corporate social responsibility. We strictly comply with applicable environmental laws and regulations in the places where we operate. In addition, the Group consistently promotes the importance of environmental protection through emails, notices, and workshops to employees to build a culture of environmental stewardship.

Climate Change

The Group is fully aware that climate change imposes significant impacts on the planet, economies, and societies. To ensure a sustainable and resilient future, we consistently formulate and implement policies and initiatives to address the issue, aligning with global efforts like the Paris Agreement.

We recognize the importance and urgency of climate change mitigation and adaptation. Extreme weather events, such as intensified typhoons and heavy rainfall, pose climate risks to our operations. Consequently, employee health and safety are greatly threatened. In response, a robust emergency plan has been implemented to manage work arrangements during extreme weather conditions to secure the safety and well-being of our workforce.

Governance

The duties of the Board are set out in the section “Sustainability Governance” of this Report. To ensure the effectiveness of its oversight, Board members endeavor to maintain adequate ESG knowledge, and continuously enhance their professional capabilities by regularly participating in ESG- and climate-related training and by engaging external professional advisers. With respect to climate-related matters, the Board is required to hold at least one meeting each year specifically on climate issues, including setting targets for climate-related risks and opportunities and monitoring progress against them, so as to adjust strategies in a timely manner in response to climate change.

Strategy and Risk Assessment

Climate-related Risks Assessment

During the Reporting Period, the Group took further action by engaging professional consultants to conduct climate risk analysis. Drawing on peer benchmarking results, the Group performed a preliminary assessment of climate risks related to its business operations. In accordance with the Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework and prevailing market practices, climate risks are categorized across three time horizons: short-term (immediate to less than 5 years), medium-term (5 to 25 years), and long-term (more than 25 years). The table below outlines the climate-related risks identified by the Group and their potential impacts:

Affected Business	Time Horizon	Climate-related Risks Impacts on Business	Impact on Value Chain (Employee/Customers/Supplier/ Insurance Company/Investor)	Strategies and Decisions
Physical Risk: Extreme weather events and natural disasters are more frequent and more intense. Rising average temperature and changing rainfall patterns.				
Overall company operations	Short to medium term	• Extreme weather conditions may damage office premises or production facilities, leading to higher repair costs; • Increase the consumption and cost of electricity and district cooling; and • Place additional stress on HVAC systems and air-handling units.	• Damage to the Group's facilities; • Threats to the personal safety of employees; • Disruption or obstruction of suppliers' logistics, affecting service delivery efficiency; • Restrictions or interruptions to public utility services; and • Increases in insurance premiums or tighter underwriting conditions.	• The Group has formulated emergency response plans to protect its employees.
Transition Risk: Implementation of low-carbon policies or regulatory requirements, transition to a low-carbon economy, market volatility, and peer competition.				
Overall company operations	Short to long term	• The Group's operating costs may increase in order to meet regulatory and disclosure requirements; and • If the Group is perceived as lagging in environmental performance, its brand reputation may be damaged.	• Insufficient disclosure may affect the Company's reputation; and • Investors may factor climate performance into their investment assessments, and any downgrade in ratings may undermine investor confidence.	• The Group closely monitors changes in environmental regulations and climate policies at the national level and in the regions where it operates to ensure timely compliance in its business operations; and • The Group engages professional advisers to strengthen its information disclosure.

Climate-related Opportunities

While climate change poses risks to businesses, it also creates opportunities for corporate development. It motivates us to continuously innovate within our core operations, accelerate the transition to a low-carbon economic model, and maintain our competitive edge in the market. We are proactively exploring new avenues for growth across our business segments, actively identifying and seizing commercial opportunities arising from climate action. Our goal is to achieve a win-win outcome, advancing both environmental protection and business growth.

Climate Resilience

We conducted scenario analysis in 2025 to assess the resilience of our business model under different climate pathways, with the following inputs and results:

Scope	• Consistent with the scope of this ESG report
Scenarios Used	
Name & Description	Network for Greening the Financial System ("**NGFS**") Current Policies (representing a pessimistic pathway) — This scenario assumes that only currently implemented policies are preserved, leading to high physical risks. NGFS Net Zero 2050 (representing an optimistic pathway) — This scenario limits global warming to 1.5ºC through stringent climate policies and innovation, reaching global net zero carbon dioxide emissions around 2050.
Rationale	• **Industry sector** — The NGFS framework is relevant across a broad spectrum of sectors, including The Group's operations • **Types of risks to be assessed** — The scenarios developed take reference from NGFS, which covered the transition risk we assessed • **Scenarios with high contrast** — The NGFS Current Policies and Net Zero 2050 scenarios are equivalent to >3 ºC and <1.5 ºC stated in the Paris Agreement respectively) • **Time horizons determined and alignment to latest international agreements** — The scenarios selected provide time frames (Up to 2100) that align with our strategic planning time horizon (Up to 2050) and align with the Paris Agreement (Up to 2050)
Time Horizons	
Short-term	2030
Medium-term	2050
Key Assumptions	• The analysis was conducted in 2025 and expected the parameters (e.g. the greenhouse gas emissions and operating costs) will remain broadly comparable over the time horizons.

Qualitative Description

Risk	Relevance & Assumptions	NGFS Net Zero 2050	NGFS Current Policies
Increased Cost of Carbon Pricing	In assessing this risk, we considered the greenhouse gas emissions and operating costs for the Reporting Period ended 31 December 2025 as a reference point and assumed these parameters would remain broadly comparable over the time horizons. The assessment is subject to uncertainties, including future policy developments, carbon market conditions and technological advancements. The potential impacts in the short term and medium term are assumed to be broadly similar. Nevertheless, we will explore ways to quantify the impacts in the future. We will continue to monitor regulatory developments and explore opportunities to reduce greenhouse gas emissions.	Under this scenario, global climate policies are assumed to become more stringent over time, which may lead to higher carbon pricing levels. Such developments could increase the Group's operating costs if carbon pricing mechanisms become more widely implemented or strengthened.	Under this scenario, climate policies are assumed to continue broadly in line with existing commitments. As a result, potential cost impacts associated with carbon pricing are expected to be comparatively more moderate, although policy developments remain uncertain.

Metrics and Targets

The Group actively responds to China's "dual carbon" targets and Hong Kong's "Climate Action Plan 2050", and encourages employees to actively conserve energy. Looking ahead, the Group has set a target internally to participate in at least one climate-related activity or initiative annually. Through close collaboration with various stakeholders, we will continue to actively support energy conservation and emission reduction efforts, implement carbon reduction measures, and jointly drive forward the decarbonization journey. We will continue to monitor progress towards this goal and, where necessary, seek support from professional advisers. During the Reporting Period, we participated in the Energy Saving Charter organised by the Environment and Ecology Bureau of Hong Kong, demonstrating our determination to reduce emissions and accelerate the transition to a low carbon future.

Greenhouse Gas Emission

During the Reporting Period, our primary sources of greenhouse gas ("**GHG**") emissions generated by the Group included: (1) petrol consumption of vehicles (Scope 1); (2) electricity consumption (Scope 2); (3) other indirect greenhouse gas emissions generated from business travel (flights) (Scope 3). To enhance energy efficiency and reduce our GHG emission, we have implemented different strategies. The details of the measures are disclosed in the "Energy Consumption" section of the Report.

In accordance with the Greenhouse Gas Protocol, the emission data is as follows[1]:

GHG emissions	Unit	2025	2024
Scope 1 — Direct emissions[2]	Tonnes CO_2e	1.18	6.41
Scope 2 — Energy indirect emissions[3] (Location-based)	Tonnes CO_2e	41.79	33.79
Total GHG emissions (Scope 1 and Scope 2)	Tonnes CO_2e	42.97	40.20
Intensity[4] (Scope 1 and Scope 2)	Tonnes CO_2e/employee	1.39	0.63
Scope 3 — Other indirect Emissions[5]	Tonnes CO_2e	8.21	Commencing disclosure in 2025

1. The calculation standards and methodologies for GHG emissions are based on "Appendix 2: Reporting Guidance on Environmental KPIs" of "How to Prepare an ESG Report" by HKEX and the Greenhouse Gas Protocol.

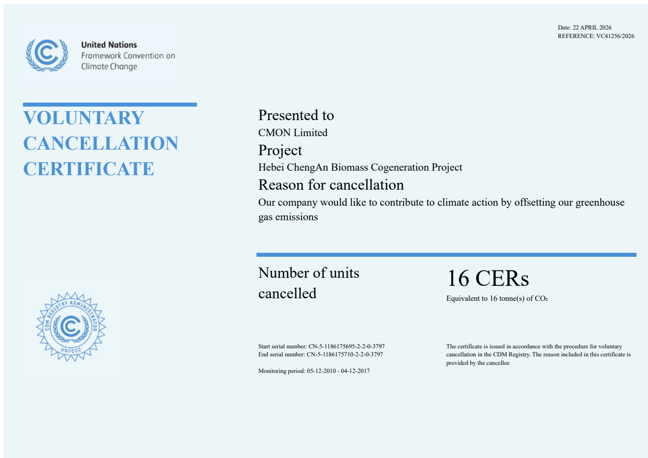
2. Scope 1 emissions included direct GHG emissions from the combustion of fuels in mobile sources, and the use of fire extinguisher. The Emission Factors adopted are based on "Appendix 2: Reporting Guidance on Environmental KPIs" published by the HKEX and guidance from the U.S. Environmental Protection Agency. The Global Warming Potential ("**GWP**") rates from the IPCC Sixth Assessment Report (AR6).

3. Scope 2 emissions included indirect GHG emissions from the consumption of purchased electricity. The emission factor of purchased electricity for Chinese Mainland-based operations referenced the Ministry of Ecology and Environment of the People's Republic of China; the emission factor for other operation locations referenced the latest officially published electricity grid emission factors, national greenhouse gas inventory factors, or sustainability reports issued by the relevant governmental authorities, environmental agencies, electricity regulators, or national/state-owned electricity providers of the respective jurisdictions.

4. As at 31 December 2025, the Singapore office and Foshan office have a total of 31 employees. The data is also used for calculating other intensity data.

5. Due to the complexity of Scope 3 emissions and the broad range of categories involved, current disclosure is limited to cover Category 6 — Business travel (flight) as defined under the Greenhouse Gas Protocol. The reporting boundary for Scope 3 emissions covers only the Group's operations in Chinese Mainland and Singapore. Emission factors adopted are from the "Environmental Reporting Guidelines: Including mandatory greenhouse gas emissions reporting guidance" issued by the Department for Energy Security and Net Zero of the UK.

During the Reporting Period, we have successfully implemented various reduction measures and utilized carbon offsets to achieve reduction in our greenhouse gas emissions. The carbon offset project we have utilized is the Hebei ChengAn Biomass Cogeneration Project (Project ID: 3797) from the United Nations Clean Development Mechanism ("**CDM**"), which focuses on generating electricity by utilizing local straw from cotton. The electricity generated from this project is sold to the Hebei Provincial Power Grid, replacing the capacity of coal-fired power plants. The project contributed to greenhouse gas emission reduction, comprehensive utilization of resources, environmental protection, and providing job opportunities and increasing income of local residents. Certified Emission Reductions ("**CERs**") from this project were also used for carbon neutrality at the 19th Asian Games Hangzhou 2022 and the 4th Asian Para Games Hangzhou 2022.


United Nations
Framework Convention on
Climate Change

Date: 22 APRIL 2026
REFERENCE: VC41256/2026

VOLUNTARY CANCELLATION CERTIFICATE

Presented to
CMON Limited
Project
Hebei ChengAn Biomass Cogeneration Project
Reason for cancellation
Our company would like to contribute to climate action by offsetting our greenhouse gas emissions

Number of units cancelled
16 CERs
Equivalent to 16 tonne(s) of CO_2

Start serial number: CN-5-1186175695-2-2-0-3797
End serial number: CN-5-1186175710-2-2-0-3797

Monitoring period: 05-12-2010 - 04-12-2017

The certificate is issued in accordance with the procedure for voluntary cancellation in the CDM Registry. The reason included in this certificate is provided by the cancellor.

COMMUNITY

Community Investment

Upholding the principles of social responsibility and community service, the Group is committed to fostering sustainability and making positive contributions to the community.

We actively engage in local projects and initiatives aimed at supporting individuals and the community. Our employees are also encouraged to participate in these activities, fostering a collaborative spirit and reinforcing our commitment to social responsibility and community enhancement.

In the future, we endeavor to continuously collaborate with local stakeholders and explore additional initiatives to promote and enhance communal sustainability.

APPENDIX 1 THE ESG REPORTING CODE CONTENT INDEX OF HKEX

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section
Mandatory Disclosure Requirements		
Governance Structure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	Sustainability Governance
Reporting Principles	A description of, or an explanation on, the application of the Reporting Principles (Materiality, Quantitative and Consistency) in the preparation of the ESG report.	Reporting Principles
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	Scope and Reporting Period
"Comply or explain" Provisions		
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions
KPI A1.1	The types of emissions and respective emissions data.	Exhaust Gas Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Waste Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Waste Management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Exhaust Gas Emissions, Greenhouse Gas Emission
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in'000s) and intensity.	Energy Consumption
KPI A2.2	Water consumption in total and intensity.	Water Consumption
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Consumption
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Consumption
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Packaging Materials Consumption
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources
B. Social		
Employment and Labour Practices		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employment
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Recruitment and Promotion
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Dismissal

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Employees' Health and Safety
KPI B2.1	Number and rate of work-related fatalities that occurred in each of the past three years including the reporting year.	Employees' Health and Safety
KPI B2.2	Lost days due to work injury.	Employees' Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Employees' Health and Safety
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category.	Employee Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	Employee Development and Training
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Risk Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Risk Management
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Quality and Safety
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Customer Service
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property
KPI B6.4	Description of quality assurance process and recall procedures.	Product Quality and Safety
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Customer Privacy Protection
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption

Subject Areas, Aspects, General Disclosures and KPIs		Relevant Section
Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
KPI B8.1	Focus areas of contribution	Community Investment
KPI B8.2	Resources contributed	Community Investment

APPENDIX 2 CLIMATE-RELATED DISCLOSURES INDEX

ESG Code Provisions	Section	Remarks and Explanation
Governance		
19(a)(i)-(iii)	Climate Change — Governance	Disclosed
19(a)(iv)	Not Applicable	Climate-related considerations have not been incorporated into remuneration policies.
19(b)(i)-(ii)	Climate Change — Governance	Disclosed
Strategy		
20(a)-(d)	Climate Change — Strategy and Risk Assessment	Disclosed
21(a)-(b)	Climate Change — Strategy and Risk Assessment	Disclosed
22(a)(i)	Climate Change — Strategy and Risk Assessment	Disclosed
22(a)(ii)	Climate Change — Strategy and Risk Assessment	Disclosed
22(a)(iii)	Not Applicable	The Group has not yet formulated any climate-related transition plans.
22(a)(iv)	Climate Change — Strategy and Risk Assessment	Disclosed
22(b)	Climate Change — Strategy and Risk Assessment	Disclosed
23	Not Applicable	The Group has not disclosed plans for responding to climate-related risks and opportunities in previous reporting periods.
24(a)-(b)	Not Applicable	The analysis of the current and anticipated financial effects of climate-related risks and opportunities is currently in the data optimization stage. We plan to disclose this information when feasible in the future to ensure the accuracy of the content.
25(a)-(b)	Not Applicable	The analysis of the current and anticipated financial effects of climate-related risks and opportunities is currently in the data optimization stage. We plan to disclose this information when feasible in the future to ensure the accuracy of the content.
26(a)(i)	Climate Change — Strategy and Risk Assessment, Climate Resilience	Disclosed
26(a)(ii)	Climate Change — Climate Resilience	Disclosed
26(a)(iii)	Climate Change — Strategy and Risk Assessment	Disclosed
26(b)(i)-(iii)	Climate Change — Climate Resilience	Disclosed

ESG Code Provisions	Section	Remarks and Explanation
Risk Management		
27(a)	Climate Change — Governance	Disclosed
27(b)	Not Applicable	The Group has not established a monitoring process for assessing climate-related opportunities.
27(c)	Climate Change — Governance	Disclosed
Metrics and Targets		
28(a)-(c)	Climate Change — Metrics & Targets	Disclosed
29(a)-(d)	Climate Change — Metrics & Targets	Disclosed
30	Not Applicable	The amount of assets or business activities vulnerable to climate-related risks and opportunities is currently in the data optimization stage. We plan to disclose this information when feasible in the future to ensure the accuracy of the content.
31	Not Applicable	The amount of assets or business activities vulnerable to climate-related risks and opportunities is currently in the data optimization stage. We plan to disclose this information when feasible in the future to ensure the accuracy of the content.
32	Not Applicable	The amount of assets or business activities vulnerable to climate-related risks and opportunities is currently in the data optimization stage. We plan to disclose this information when feasible in the future to ensure the accuracy of the content.
33	Not Applicable	The amount of capital expenditure, financing, or investment deployed towards climate-related risks and opportunities is currently in the data optimization stage. We plan to disclose this information when feasible in the future to ensure the accuracy of the content.

ESG Code Provisions	Section	Remarks and Explanation
34(a)-(b)	Not Applicable	The Group does not currently apply carbon pricing in decision-making.
35	Not Applicable	The Group does not currently incorporate climate-related considerations into remuneration policies.
36	Not Applicable	The Group will consider enhancing its disclosures in the future in accordance with these voluntary disclosure requirements.
37(a)-(d)	Climate Change — Metrics & Targets	Disclosed
37(e)-(h)	Not Applicable	Given the nature of climate-related targets, this is not applicable.
38(a)-(d)	Not Applicable	Given the nature of climate-related targets, this is not applicable.
39	Not Applicable	As the current Reporting Period marks our first year of setting the target, the relevant disclosure requirements are not applicable.
40(a)-(d)	Not Applicable	Given the nature of climate-related targets, this is not applicable.
40(e)	Climate Change — Metrics & Targets	Disclosed