

Environmental, Social and Governance Report

2025

天彩控股有限公司

Sky Light Holdings Limited

Stock Code 3882

Incorporated in the Cayman Islands with limited liability



Environmental, Social and Governance Report

ABOUT THIS REPORT

This report covers certain environmental and social responsibility aspects underlying Sky Light Holdings Limited ("Sky Light" or the "Company") and its subsidiaries' (the Company together with its subsidiaries referred to as the "Group" or "we") business operations in the People's Republic of China (the "PRC") and in the Socialist Republic of Vietnam (the "Vietnam") for the financial year ended 31 December 2025 ("the Year") and is prepared with reference to the Environmental, Social and Governance Reporting Code ("ESG Reporting Code") as set out in Appendix C2 to the Rules Governing the Listing of Securities (the "Listing Rules") on The Stock Exchange of Hong Kong Limited (the "Stock Exchange").

The materials and cases in this report mainly derived from the Group statistical report, internal communication and related documents in 2025. In order to enhance the comparability and completeness of this report, some disclosures are also covered in other period.

The Company has complied with the "comply or explain" provisions set out in the ESG Reporting Code during the year under review.

This report has been reviewed and approved by the Company's board of directors (the "Board").

Report Scope

In 2025, the Group decided to enter the new business segment in relation to intelligent full-chain data on-demand delivery system services (the "On-demand Delivery System Services") for supermarket and hypermarket chains ("Superstore Chain(s)"). However, the Company will not officially start operating this new business segment until November 2025. Therefore, this report will not include the environmental, social and governance ("ESG") aspects of this business this year. In addition, taken into consideration of the roles of the operating offices of the Group in Hong Kong, Xi'an of the PRC and overseas countries where the economic activities do not constitute any significant part of the Group in terms of ESG, therefore, this report only covers the sustainable development, performance and initiatives of the offices and production facilities of the Group's manufacturing and sales of camera products and related accessories in Shenzhen and Heyuan, PRC and Hanoi, Vietnam, unless otherwise stated.

This report supplements our 2025 Annual Report and discloses our progress on certain environmental and social responsibility aspects from 1 January 2025 to 31 December 2025. For the governance section of ESG, please refer to this report pages 3 to 4. Meanwhile, the Corporate Governance Report can be found in our 2025 Annual Report on pages 22 to 40 therein. Due to gaps in legal requirements across regions where the Company operates, certain quantitative indicators are not yet applied to some of our subsidiaries. The Company will work to ensure that these indicators are included in one set of unified standard statistics in our future ESG reports.

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Reporting Principles

The Board upholds the overall responsibility for the Group's ESG reporting and strategising. During its preparation, the Group adheres to the following reporting principles:

Materiality	The Group refers the results of communication with stakeholders, adopts the method of materiality assessment to identify the material issues of the Group during the Year, and then collects relevant materials and data, and compiles this report. Please refer to the section headed "Stakeholder Engagement and Materiality Assessment" below for details in relation to materiality assessment and stakeholder engagement.
Quantitative	The key performance data were collected from the Group's internal documentation, while the calculation methodologies followed the ESG Reporting Code, when assumptions and other tools are used for the reporting, they have been disclosed in the relevant sections of the report.
Balance	By collecting data from different departments involving internal communication, compiling the Group statistical report and related documents in preparing this report, the Group ensures that the information disclosed in this report is in an objective and unbiased manner. The Group is confident that this report provides an unbiased picture of its performance.
Consistency	Methodologies adopted for the preparation of this report are consistent with the previous year. If there are any changes in the scope of disclosure and calculation methodologies that may affect the comparison with previous reports, explanations will be provided to the corresponding data.

How to obtain this Report

The report is published in English and Chinese. In case of any conflicts between the two versions, the English version shall prevail. To be environmental friendly, we do not publish hard copies. The PDF version of this report is available on the website of HKEXnews operated by Hong Kong Exchanges and Clearing Limited (https://www. hkexnews.hk) and the website of the Company (https://www.sky-light.com.hk).

Feedback

We welcome your feedback on our reporting for 2025 and any suggestions you have in terms of what you would like to see incorporated in our future reports. To contact us, you may do so at:

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Sustainability Management at Sky Light

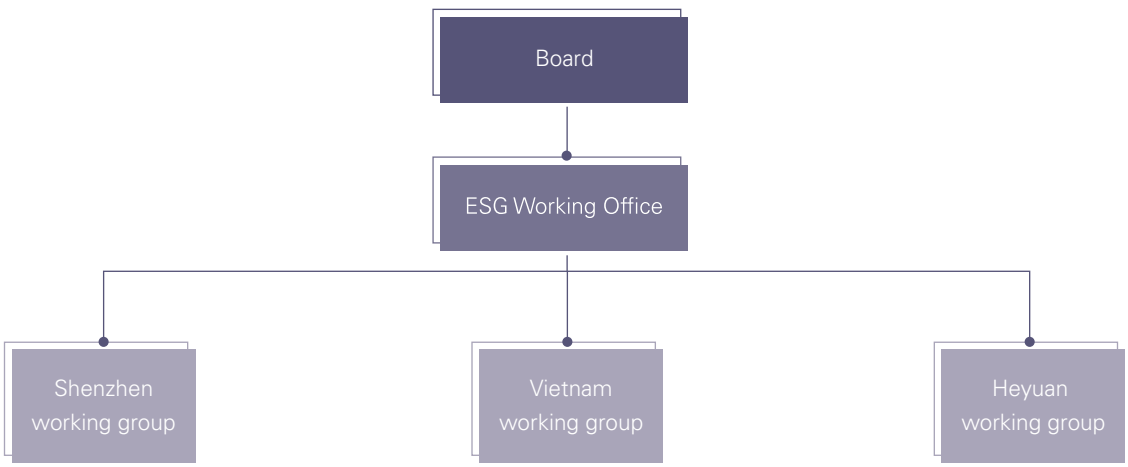
As a worldwide smart imaging total solutions provider, effective sustainability management is an integral part of our business strategy. We are committed to operating in a manner that is economically, socially and environmentally sustainable while balancing the interests of our various stakeholders and providing valuable products to society. Meeting this commitment is an important management objective and the individual and collective responsibility of the Group's employees.

We believe that establishing and improving the environmental, social and governance management system is conducive to the sustainable development of the Group. In this respect, the Board established an ESG governance mechanism and appointed the ESG Working Office to manage the Group's environmental, social and governance issues.

Environmental, Social and Governance Working Office

Sky Light's Board supports the ESG Working Office. The development of the ESG policies is the responsibility of the ESG Working Office, which is chaired by Mr. Tang Wing Fong Terry, the chief executive officer of the Group and the chairman of the Board. The ESG Working Office meets regularly and reports directly to the Board.

The ESG Working Office formulates effective strategies to maintain the balance between the company's impact on the environment and society and business goals, thereby promoting the company's sustainable development. The structure of which is set out as follows:



Parties	Responsibilities
Board	• Monitors corporate governance practices and procedures; and maintains appropriate and effective risk management and internal control systems of the Group to ensure compliance with applicable rules and regulations
ESG Working Office	• Reviews the Company's ESG strategy, principles and policies • Sets guidance and direction of and oversees ESG practices and procedures • Promotes ESG plan internally and externally • Organizes and implements ESG initiatives • Monitors progress on ESG matters and related activities • Ensures that the Company operates in a manner that enhances its positive contribution to society and the environment
Working Group	• Implement ESG practices and ensure compliance in daily operations

In 2026, the Company will add one more working group to implement ESG practices for new business, ensuring that the day-to-day operations of this new business segment also comply with applicable rules and regulations.

Materiality Assessment

To prioritise relevant sustainability areas that would have a material impact on the Group's operations and reputation, the Group has adopted a three-step process to conduct materiality assessment.

Step 1: Identification

Reviewing the list of sustainability issues identified against the ESG Reporting Code, peers' disclosures and international reporting standards.

Step 2: Prioritisation

Ranking the identified topics by reference to the respective level of interest, risk and importance to the Group through various stakeholder engagements and generating a list of prioritised material topics based on the Group's understanding of the stakeholders' concerns and requirements as a result of stakeholder engagements.

Step 3: Validation

Reviewing and validating the list of material sustainability topics to ensure that they are relevant and material to the Group for further action and disclosure as appropriate.

Stakeholder Engagement and Materiality Assessment

Material issues

On the basis of fully considering the nature of the business and development strategy, we collected opinions from stakeholders through questionnaires, telephone communication, etc., evaluated and screened important issues during the Year, and submitted the analysis results to the senior management of the Company for review and final confirmation. The material issues of the Company will be highlighted in this report.

Communication with Stakeholders

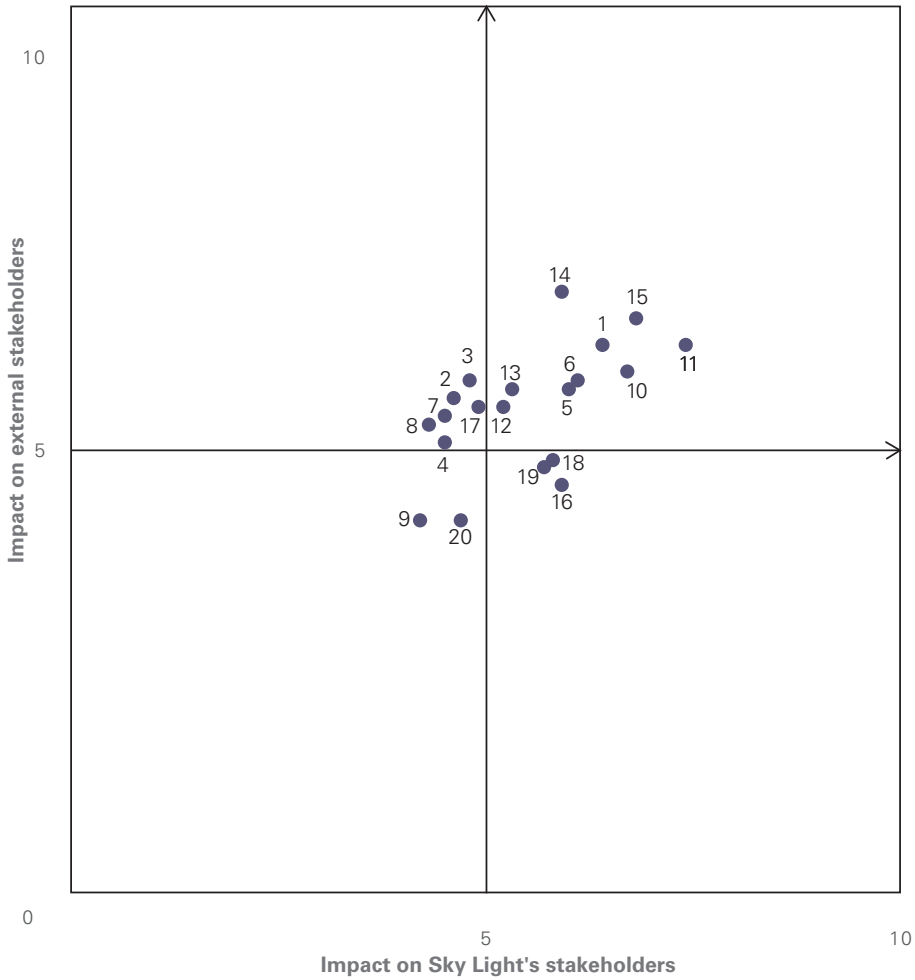
We attach great importance to the communication with key stakeholder groups, take the stakeholder's interest in or be affected by the Group's business as a consideration, and incorporate it into the consideration of the Group's operational decisions. During the Year, we identified significant stakeholders of the Group including government and regulatory authorities, shareholders and investors, employees, customers, suppliers and surrounding communities. The following table sets out the issues of concern to each stakeholder group during the Year, and the Group's main communication methods with key stakeholders.

Stakeholder	Issues concerned	Communication Channels
Government and regulatory authorities	➢ Compliance with statutes ➢ Anti-corruption ➢ Anti-unfair competition ➢ Employment and labor standards	➢ On-site compliance inspection ➢ Regular submission of statements
Shareholders/Investors	➢ Economic performance ➢ Corporate governance ➢ Compliance operation ➢ Anti-corruption ➢ Employment and labor standards	➢ Annual general meeting ➢ Interim and annual reports ➢ Results announcement
Employees	➢ Staff welfare ➢ Labor standard ➢ Staff safety and health ➢ Staff training and promotion	➢ Company internal website/email ➢ Employee satisfaction survey ➢ Performance assessment ➢ Staff forum
Customers	➢ Product quality and customer service ➢ Customer satisfaction and complaint ➢ Protection of intellectual property rights ➢ Protect consumer information security and privacy	➢ Business visit ➢ Email and phone contact ➢ Customer satisfaction survey and feedback form
Suppliers	➢ Anti-corruption ➢ Supply chain management ➢ Protection of intellectual property rights	➢ Suppliers' assessment and management system ➢ Supplier meetings ➢ Site investigation
Community/non-governmental organizations	➢ Community development and social welfare ➢ Environmental issues	➢ Sponsor community welfare activities ➢ Community visits ➢ Voluntary events

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Materiality matrix

Based on the Group's strategic planning and development status, we identified 20 issues. By collecting and evaluating the Group's key stakeholders' opinions on the importance of the issues, we finally identified 9 important issues and 11 general issues. These issues will be important considerations for the future direction of the Group's sustainable development, and are also key disclosures in this report.



Environmental Issues		Social Issues	
1	Resource Management	10	Staff Occupational Health and Safety
2	Air Emissions	11	Employment and Labor Standards
3	Greenhouse Gas Emission	12	Staff Training and Development
4	Sewage Discharge	13	Supply Chain Management
5	Waste Management	14	Product Quality and Customer Service
6	Water Resources Management	15	Customer Satisfaction and Complaint Handling
7	Packaging Material Consumption	16	Respect and Protect Intellectual Property
8	Protect the Environment and Natural Resources	17	Protect Consumer Information Security and Privacy
9	Impact of Climate Change on Business	18	Anti-Corruption
		19	Anti-unfair Competition
		20	Community Development and Social Welfare

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Sustainable Development Goals

We strictly comply with the ESG Reporting Code. We also commit to integrate international well-recognized sustainability measures into our business development and strategies. Starting from 2022, the Company are focusing on the following goals:

1. For the strategic deployment of green and low-carbon transformation, the group will improve the low-carbon operation efficiency of the group's business by updating some low-emission and high-energy-efficiency production equipment.

2. Committed to providing employees with a safe and comfortable working environment and a broad career development platform. To maximize the safety and health of employees, provide skills training, so that employees can gain a sense of achievement and happiness, develop their potential at work, and make contributions to the society.

3. Establish a sound internal control audit system to strictly monitor and deal with bribery. Improve the transparency of company information disclosure, reduce the impact of operating activities on surrounding communities, and provide valuable products to the social.

4. Establish a sound product quality control system and continuously improve customer service quality to meet customer requirements and international standards.

The Group shall review its short-term goals and disclose the execution progress on an annual basis. If necessary, the Group would adjust and realign these goals with its latest business activities and operations. With an estimated period of three to five years, major advances towards the Group's long-term goals would be expected.

Reviewing above goals and targets, during the Year, the Company has been able to achieve the goals and continue to improve operation efficiency. This includes:

- **Green & Low-carbon Transformation:**

  To advance our green and low-carbon transition, the Company replaced one gasoline-powered vehicle with a pure electric new energy vehicle this year, further conserving energy and reducing exhaust emissions.

- **Employee Safety and Health:**

  Regarding employee safety and health, the Company conducted multiple safety training sessions this year to strengthen occupational health and safety awareness. By ensuring a safe working environment, we successfully achieved and maintained a zero-incident record.

- **Compliance & Governance:**

  This year, the Company performed compliance audits across various departments and organized sessions to study anti-corruption policies. These efforts ensured that all employees clearly understand our transparency and integrity management policies, thereby strengthening corporate governance.

- **Quality Management & Customer Satisfaction:**

  Under the continuous implementation of the ISO 9001 Quality Management System, the Company maintained high product quality and a low defective rate this year, consistently delivering a high level of customer satisfaction.

The Company will continue to implement these measures to achieve the sustainable development long-term goals of the Group.

ENVIRONMENTAL PROTECTION

The Group do not involve major environmental contamination risk. As the manufacturing facilities are based in the PRC and the Vietnam, we strictly follow the Environmental Protection Law of the PRC, the Environmental Impact Assessment Law of the PRC, the Water Pollution Prevention and Control Law of the PRC, the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste, and the Law of the PRC on the Prevention and Control of Air Pollution, the Law of the PRC on the Prevention and Control of Environmental Noise Pollution, the Environmental Protection Law of Vietnam, Water Resources Law and the regulation on waste incident response of Vietnam, etc and other relevant emission standards, implementation plans, management regulations and technical guidelines, etc.

In accordance with the ISO14001 environmental management system, the Group regularly identifies, evaluates and inspects important environmental factors and impacts in the product life cycle and operation process, minimising the impact on the environment arising from the Group's business operations, the Group has developed and implemented an Environmental Management Program ("EMP") for the purpose of identifying aspects and climate-related risks and opportunities of the Group's operations ("Aspects") that may have significant impact on the environment in light of applicable laws and otherwise. For example: "Hazardous Chemicals Management Policy", "Sewage Discharge Control Program", "Exhaust Noise Control Program" and "Waste Control Program".

Under the EMP, representatives from each operational department and business unit within the Group will meet yearly with the Group's ESG Working Office to review its key processes and identify possible Aspects underlying the operation of such department. The Group's department heads will then discuss with the ESG Working Office regarding any significant Aspects identified, and design measures aiming at reducing the environmental impacts arising from such Aspects. These measures will be documented and the related staff will be provided with suitable training, with ESG Working Office's supervision and reporting to the Board from time to time to ensure effective implementation.

During the Year, no non-compliance with relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas ("GHG") emissions, discharges into water and land, and generation of hazardous and non-hazardous waste had been identified.

Emissions and Waste Generation

Waste

For the manufacture and sale of camera products and related accessories business, the Group generates non-hazardous wastes during the production process, such as electronic waste, metal waste, and plastic auxiliary materials generated during assembly, paper from product packaging and office processes, plastic by-products such as plastics nozzles clogs and injection molding defects from the production process and plastic containers and glass bottles for storage of raw materials before utilisation. Most of this non-hazardous waste is recyclable and is collected by licensed recycling companies

In addition, the Group generates certain hazardous wastes during the production process such as containers for machine oil and oil paint, organic solvents, industrial alcohol, machine oil and activated carbon filters, etc. During the Year, the Group has engaged licensed waste disposal service providers to process the hazardous wastes.

Looking forward, the Group will implement waste recycle practices in the future so as to be in the line with the aim to reduce wastes.

Through the implementation of the measure, we can keep the generation of wastes at a lower level during the Year and target to continue maintaining such a low level from the year 2025 onwards.

Air Emissions

Air emissions of the Group are principally emitted from (i) motor vehicles for the transportation of products and personnel and (ii) forklifts for inter-plant transportation and warehouse operation. To further conserve energy and reduce emissions, we have reduced our fleet by 2 motor vehicles since September 2025. Currently, the Group owns a total of 2 motor vehicles (2024: 4) for product transport and other business purposes and 3 forklifts (2024: 3) for in-plant transport and warehouse operations.

The Group arranges dedicated personnel to conduct unified management of its own vehicles and conduct daily records and monitoring of vehicle usage and fuel consumption to achieve energy conservation and emission reduction goals. To further conserve energy and reduce emissions, starting in December 2025, we replaced one of our gasoline-powered vehicles with a pure electric new energy vehicle.

Sewage Discharge

The Group does not produce industrial sewage, but will produce a small amount of domestic sewage during office and operational activities. The Group did not receive any notification regarding sewage discharge violation during the Year. According to the inspection report provided by the independent environmental inspection agency, the Group believes that the discharged sewage does not pose material impact on the surrounding environment which is different from that posed by local domestic sewage discharges.

GHG Emissions

The main sources of GHG emissions generated by the Group could be categorised into three scopes:

Scope 1 Direct emission due to the diesel and gasoline consumed by motor vehicles and forklifts transported within the plant and warehouses. During the soldering process in the camera manufacturing, reflow waste gas was generated. Although the volume is immaterial, such waste gas will be collected and exhausted by a funnel via turbine extraction.

Scope 2 Indirect emission due to the consumption of electricity during the operations at the factory, warehouses and office, especially carbon dioxide.

Scope 3 The indirect GHG emissions that occur throughout a company's entire value chain, included raw material procurement, employee travel, product usage, and waste disposal.

GHG emission (Scope 3) span the entire value chain, characterized by dispersed emission sources and a broad reliance on third-party data (e.g. suppliers and logistics providers). Given the complexities involved in data collection, calculation, and verification, we are focused on establishing a comprehensive, end-to-end data framework to ensure the authenticity, accuracy, and consistency of our reporting. Currently, our mechanisms for collecting and verifying this data are in their early stage, and a transition period is required to secure complete and reliable figures. Consequently, the Company has not disclosed GHG emissions (Scope 3) for the Year.

Although quantitative data is not fully disclosed in this report, we have strictly adhered to the GHG Protocol Corporate Value Chain (Scope 3) Standard to conduct systematic risk identification based on materiality. We have identified key Scope 3 categories relevant to our operations, including purchased goods and services, upstream and downstream transportation and distribution, the use of sold products, and end-of-life treatment. We are actively establishing supplier engagement mechanisms and data quality management processes, with a clear roadmap and timeline in place to ensure that future disclosures authentically reflect the environmental impact of our value chain.

The Company plans to formally include these identified material and representative Scope 3 categories in our 2026 ESG report. This ensures comprehensive, transparent, and compliant reporting, serving as a vital foundation for our ongoing transition toward low-carbon management.

Although the Group believes these emissions do not have a significant adverse effect on the environment, we have maintained the GHG emission (involving scope 1 and scope 2 GHG emissions) intensity at a lower level during the Year. The Group targets to continue maintaining such a low level from the year 2025 onwards and maintaining the average total GHG emissions per full-time employee not exceeding 2 tCO_2e during the next reporting period.

Given that unified industry decarbonisation standards and dedicated emission reduction frameworks for our sector are still evolving, the Group's GHG targets have not adopted sectoral decarbonisation approach, and no carbon credits are used to offset GHG emissions.

Measures undertaken to reduce emissions and wastes

With a view to minimising the environmental impact brought by these emissions and wastes, the Group has adopted the following measures during the Year to supplement its Environment Management Plan ("EMP"):

1. Implementing clear guidelines as to business uses and maintenance of corporate vehicles, recording and monitoring the consumption of fuel on a continuing basis so as to enhance efficiency in their deployment and reduce emissions. The Group advocates fewer vehicle utilization, and encourages employees to go to work by carpooling and on bicycle or green walking. Furthermore, the Group's corporate vehicles are inspected regularly at government's designated inspection sites to ensure adherence to the prevailing emission standard, and vehicles not conforming to exhaust emission requirements will not be used.

2. Understanding better the Group's suppliers and subcontractors and taking into account their environmental and social responsibility practices in the selection process. Please refer to the subsection headed "Social Responsibility Operational Practices — Supply Chain Management" below in this report for further details.

3. Continuing to commission hazardous wastes to licensed waste disposal service providers, which will further process these wastes for reuse/storage. As for the non-hazardous wastes, the Group has adopted a waste classification approach and inspired its employees to make a positive impact on the minimization of daily waste by bringing their own lunch boxes to reduce plastic waste.

4. The Group also promotes the "3R" Program which aims at minimising, to the extent practicable, the amount of wastes produced during the course of the Group's business operations. The term "3R" represents:

   (a) Reduction — reducing the volume of relative toxicity of wastes generated to the extent practicable, by using alternative materials, processes and procedures;

   (b) Reuse — reusing wastes generated and returning unused materials such as plastic containers and packaging cartons; and

   (c) Recycling — converting waste materials into usable materials or extracting useful substances from them, such as recycling scrap metal, packaging material and paper.

5. Periodically arranging environmental compliance inspections to ensure the Group's compliance with the applicable local environmental laws and regulations relating to the Group's operations. The Group has commissioned independent environmental inspections at its factory site in Shenzhen and Hanoi in this year, as regards its compliance with applicable regulations on effluents, emissions and noise. The Group's production facility in Shenzhen and in Hanoi has been certified by the inspecting agencies for compliance with the relevant environmental standards, benefiting from which the Group had not experienced any material environmental incidents arising from its manufacturing activities. No material administrative sanctions or penalties were imposed on the Group during the Year.

6. In order to reduce GHG emissions, the Group has adopted measures to save energy and reduce consumption, such as limiting the temperature of air conditioners to 26°C and controlling the on and off time of air conditioners and lighting equipment; phase out high energy-consuming equipment, and replace energy-saving equipment. To reduce the consumption of electricity, please refer to the "Resources Consumption — Electricity" section of this report for further details.

Emissions Data Performance Table

Key Performance Indicators	Unit	Year 2025	Year 2024
Air Emissions[1]			
Nitrogen oxides (NO_x)	tonnes	**0.084**	0.104
Sulfur oxide (SO_x)	tonnes	**0.00017**	0.00020
Particulate matters (PM)	tonnes	**0.008**	0.010
Intensity of emission[2]	tonnes/million HK$ revenue	**0.00032**	0.00042
GHG Emissions			
Scope 1 Direct emission[3]	tonnes of CO_2e	**67.76**	90.80
Scope 2 Indirect emission[4]	tonnes of CO_2e	**1,882**	2,094
Total of GHG emission (Scope 1 + Scope 2)	tonnes of CO_2e	**1,950**	2,185
Intensity of GHG emission[2]	tonnes of CO_2e/ million HK$ revenue	**6.75**	7.99[6]
Waste Discharge			
Output of non-hazardous waste	tonnes	**82.59**	83.83
Intensity of non-hazardous waste output[2]	tonnes/million HK$ revenue	**0.29**	0.31
Output of hazardous waste	tonnes	**1.16**	0.60
Intensity of hazardous waste output	tonnes/million HK$ revenue	**0.0040**	0.0022

Notes:

1. The calculation method refers to Appendix 2 to "How to Prepare An ESG Report", namely, Reporting Guidance on Environmental KPIs, issued by the Stock Exchange in March 2020, and the Technical Guide for Compiling Emission Inventories of Air Pollutants from Vehicles on Roads*《(道路機動車大氣污染物排放清單編製技術指南》), issued by Ministry of Environmental Protection of the PRC (中華人民共和國環境保護部) on 31 December 2014).

2. Intensity of emission is calculated using the total emission in tonnes divided by revenue per million Hong Kong dollars for the Year.

3. The main sources of GHG emissions (Scope 1) are diesel and gasoline. The calculation method refers to Appendix 2 to "How to Prepare An ESG Report", namely, Reporting Guidance on Environmental KPIs, issued by the Stock Exchange in March 2020, the Guidelines for Accounting and Reporting of Greenhouse Gas Emissions from Industrial Enterprises in Other Industries (Trial) *《(工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》) and the Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions of Land Transportation Enterprises*《(陸上交通運輸企業溫室氣體排放核算方法與報告指南》) published by National Development and Reform Commission of the PRC in July 2015.

4. The main sources of GHG emissions (Scope 2) are consumption of electricity. The calculation method refers to the average emission factor of national power grid* (全國電網平均碳排放因子) in 2022 issued by the Ministry of Ecology and Environment of the PRC (中華人民共和國生態環境部).

5. The overall reduction in emissions is mainly due to (i) the disposals of 2 motor vehicles on September 2025; and (ii) the replacement of 1 gasoline-powered vehicle with a pure electric new energy vehicle starting in December 2025.

6. The greenhouse gas emission density in the 2024 report was 0.33. At that time, the calculation only covered the greenhouse gas emission density in scope 1. The actual greenhouse gas emission density should cover scope 1 and scope 2, so the revised figure is 7.99.

7. The Group selects the above methods, data and assumptions mainly because they comply with international GHG accounting standards and can truly reflect the Group's operating conditions.

* *for identification purpose only.*

Resources Consumption

The Group recognises the importance of efficient resources consumption and continuously aims at streamlining its operations with a view to developing an energy-efficient culture. In order to reduce the consumption of natural resources caused by business operations, the Group has set a goal starting from 2022 to keep the resource consumption intensity below the baseline value. The principal types of resources utilised by the Group in its business operations during the Year, and the measures undertaken by the Group to promote efficient usage are discussed below.

Electricity

Electricity is necessary for each stage of the Group's production process and is the main source of energy used. The Group has adopted an internal policy to promote conservative energy uses for many years. Under the policy, the usage of electricity in different departments is continuously monitored and there are clear guidelines on the operating hours/energy-saving measures in respect of electrical appliances such as office equipment and lighting and air conditioning facilities. For example, for energy conservation, lightings in stairwells are switched off during daytime when there is sufficient light, electrical appliances with high energy consumption characteristics are modified to the extent practicable to improve energy efficiency, LED lights are used in offices and workshops, and the temperature of air conditioner is set at 26°C or above etc. In addition, energy consumption efficiency of electrical appliances will also be taken into account when purchases are being considered.

Due to the implementation of the above measures, we have maintained the electricity usage with such low level during the Year and target to continue maintaining such a low level from the year 2025 onwards.

Fuel Oil

Apart from transportation of products via logistics companies, the Group also utilises 2 motor vehicles (2024: 4) as product transportation back-up and for other business uses. The Group also maintains 3 forklifts (2024: 3). Fuels consumed by the Group during the Year were all consumed by motor vehicles. As the subsection headed "Emissions and Waste Generation" mentioned, the decrease in air and GHG emissions mainly due to the disposals of 2 motor vehicles on September 2025, and the replacement of one gasoline-powered vehicle with a pure electric new energy vehicle starting in December 2025. Consequently, transportation demand and fuel consumption decreased this year, leading to a correspondingly significant decrease in direct energy consumption. The Group continues to promote efficient use of company vehicles by taking relevant measures.

Water

The Group's production process does not involve high level of water consumption as the water employed in cooling processes and waterproof testing processes can be re-used in the same production process. Save as aforesaid, all water resources are consumed by employees in the offices, warehouses, factory quarters and the staff's dormitories in the PRC and the Vietnam.

Currently, water resources supply comes from the local government via its domestic water supply and the Group has not encountered any difficulty in procuring such water supply during the Year. The Group has adopted internal guidelines and provides staff education to promote water conservation, such as

- placing "SAVE WATER" posters and banners at the water using areas to remind staff;
- advocating the importance of water conservation for new employee during orientation briefings;
- building dual flush toilets system in the company; and
- routinely inspects and upkeeps water supply facilities.

To further ensure quality of water supplied for staff use, the Group has also adopted clear guidelines regarding sanitisation and filtration in water supply and storage facilities.

Due to the implementation of the above measures, we have maintained the water usage with such low level during the Year and target to continue maintaining such a low level from the year 2025 onwards.

Packaging Materials for finished goods

When designing products, one of the top issues of concern is the products' environmental impact. The Group establishes, maintains and strengthens its environmental management system in accordance with the ISO 14001:2015 standard, develops products from an environmental perspective, adheres to the concepts of design and sustainable development, and conducts harmful substance detection and durability testing on relevant materials during the product design stage in order to ensuring that our products meet the requirements of environmental protection. While satisfying the customers, the Group is proactively sourcing renewable materials that meet all of its environmental requirements.

In addition, the Group encourages operational staffs to prioritize materials reuse. Some of the packaging materials such as cardboard boxes and wooden crates are utilized to the maximum extent. In the effort to operate with maximum efficiency, the data collection scope has been expanded to capture the data of packaging used for the finished products. This helps the Group to efficiently manage its resources and prompts the Group to explore alternative packaging solutions.

Resource Consumption Performance Table

Key Performance Indicators	Unit	Year 2025	Year 2024
Direct Energy Consumption[1]			
✧ Diesel	thousand litres	**3.70**	5.31
✧ Gasoline	thousand litres	**6.77**	7.78
Total Direct Energy Consumption[2]	MWh	**105.26**	132.18
Indirect Energy Consumption[1]			
✧ Purchased Electricity	MWh	**3,301**	3,672
Total Energy Consumption (Direct & Indirect)	MWh	**3,406**	3,804
Energy Consumption Intensity[2]	MWh/million HK$ revenue	**11.79**	13.92
Water Usage			
Water Consumption	tonnes	**21,183**	26,198
Water Consumption Intensity[2]	tonnes/million HK$ revenue	**73.30**	98.05
Packaging Materials Usage			
Packaging Materials Consumption	tonnes	**231**	151
Packaging Materials Consumption Intensity[2]	tonnes/million HK$ revenue	**0.80**	0.55

Notes:

1. Energy consumption is measured in MWh. Direct energy types include diesel and gasoline, and indirect energy types include purchased electricity. Energy consumption is calculated in megawatt hours, and its calculation is based on the General Principles of Comprehensive Energy Consumption Calculation GB/T 2589-2020 issued by the National Energy Fundamentals and Management Standardization Technical Committee of the PRC.

2. The consumption intensity is calculated using the total volume divided by the revenue in million Hong Kong dollars for the Year.

During the Year, to the best of the Directors' knowledge, the Group did not receive any complaint from its customers or any other parties in respect of any environmental protection issues, and had not experienced any material environmental incidents arising from its manufacturing activities. During the Year, no material administrative sanctions or penalties were imposed upon the Group for the violation of environmental laws or regulations which had an adverse impact on its operations.

Environmental, Social and Governance Report

The Environment and Natural Resources

According to the relevant environment laws and regulations of the PRC and Vietnam, and the inspection reports of independent environmental inspection agencies, the Group believes that its production and business operation activities do not have a significant impact on the environment and natural resources. The Group has disclosed different ways and strategies above to reduce environmental impact brought by the business operation.

Climate-related Disclosures

Governance

Climate change represents one of the most pressing global challenges of our era. Under the oversight and support of the Board, the Group's ESG Working Office is responsible for coordinating and advancing sustainability and climate-related initiatives across the entire Group. Recognizing the significant risks climate change poses to global stability and corporate operations, the ESG Working Office has integrated climate-related risks and opportunities into our daily operational framework. The ESG Working Group convenes at least annually to review ESG targets and risk management. By leveraging timely data reporting, the Group monitors progress toward its objectives and develops strategic mitigation measures to address climate-related risks.

The Group is actively working to align its remuneration policy and practices with its climate strategy by integrating climate-related considerations into the compensation framework, e.g. embedding climate-related risk considerations into performance scorecard and evaluation system.

Strategy

Climate-related Risks and Opportunities

Through a comprehensive climate risk assessment, we have identified the potential impacts and opportunities of climate-related risks on our business assets, operations, and financial performance across the short-term (1-3 years), medium-term (3-5 years), and long-term (5-10 years). We adopt a balanced strategy to fully evaluate both positive and negative impacts, aiming to minimize adverse business effects while maximizing value creation.

We have identified the following climate-related risks and opportunities affecting our manufacturing business and formulated corresponding mitigation measures:

Type of risks	Climate-related Risks	Current/Anticipated Effects on Business Model	Current/Anticipated Effects on Value Chain	Materiality level (short, medium or long term)
Physical Risk (Acute)	Extreme Weather	Manufacturing facilities in coastal regions of Vietnam face high threats from typhoons and tropical cyclones. Heavy rainfall may cause plant flooding or logistics disruptions, affecting timely delivery of finished goods.	**Revenue:** Decreased sales due to work stoppages. **Expenditure:** Increased costs for equipment repair and expedited logistics.	Short term

Type of risks	Climate-related Risks	Current/Anticipated Effects on Business Model	Current/Anticipated Effects on Value Chain	Materiality level (short, medium or long term)
Physical Risk (Chronic)	Rising Mean Temperatures	Sustained high temperatures lead to significantly higher cooling costs for production workshops, thereby increasing operational expenses.	**Operating Costs:** Substantial increase in electricity expenses. **Capital Expenditure:** Requirement to upgrade to more efficient cooling systems.	Medium term
Transition Risk (Policy & Legal)	Carbon Pricing & Environmental Regulations	China's "Dual Carbon" goals and Vietnam's evolving environmental regulations may lead to higher energy prices or carbon taxes on energy-intensive production stages.	**Operating Costs:** Rise in tax liabilities and energy costs. **Asset Value:** Potential impairment of aging and high-energy-consumption equipment.	Medium term
Transition Risk (Market & Technology)	Shift in Consumer Preference Toward Green Products	Increasing demand in the consumer electronics industry for eco-friendly materials (e.g., recycled plastics, conflict-free metals). Failure to R&D green materials timely may result in loss of orders.	**Revenue:** Declining demand for traditional products. **R&D Expenses:** Investment required for developing sustainable alternative materials.	Long term

Type of Opportunity	Climate-related opportunity	Current/Anticipated Effects on Business Model	Current/Anticipated Effects on Value Chain	Materiality level (short, medium or long term)
Opportunity (Resource Efficiency)	Energy Structure Transition (Photovoltaics)	Planned installation of rooftop solar panels at plants to reduce reliance on unstable grids and lower the corporate carbon footprint.	**Operating Costs:** Long-term reduction in electricity expenditure.	Short term
Opportunity (Products & Services)	Low-power & Circular Design	R&D of long-battery-life (energy-saving) cameras and earphones to enhance the brand's green premium.	**Revenue:** Access to high-end green markets and increased market share. **Competitiveness:** Enhanced customer loyalty and brand valuation.	Medium term
Opportunity (Resilience)	Diversified Manufacturing Footprint	Leveraging manufacturing bases in both China and Vietnam to flexibly allocate capacity; when one location is affected by climate disasters, the other can rapidly provide backup.	**Cash Flow:** Reduced fluctuations in cash flow caused by business interruptions.	Long term

Financial Impacts on Financial Position and Performance

The Group has assessed the potential impacts of climate-related risks and opportunities on our financial position, financial performance, and cash flows, and found that the climate-related risks and opportunities did not give rise to any material financial impact on the Group during the Year. We adopt forward-looking financial planning to ensure capital robustness during the transition to a low-carbon economy.

1. Impact on Financial Performance (Profit and Loss)

    - **Operating Expenses:** We anticipate that the gradual implementation of carbon pricing mechanisms and shifts in energy policies in China and Vietnam will lead to rising electricity procurement costs in the short-to-medium term. However, through energy efficiency optimization programs within our factories, we expect to partially offset the pressure on operating margins caused by energy price volatility.

    - **Revenue Growth:** The Group is actively investing in the R&D of eco-friendly camera accessories and low-power consumption products. We expect these "green products" to become a new driver for future revenue growth and help consolidate long-term partnerships with multinational retailers.

2. Impact on Financial Position (Balance Sheet)

    - **Capital Expenditure (CAPEX):** To enhance climate resilience, the Group has planned allocations for facility upgrades at our plants, including the installation of distributed photovoltaic (PV) systems. While these investments increase short-term CAPEX, they will significantly mitigate long-term risks associated with energy dependency.

    - **Asset Valuation:** We have integrated climate risk factors into our asset impairment testing. Currently, our production equipment in both regions complies with the latest local environmental regulations. We will continue to monitor regulatory evolution to prevent accelerated depreciation of fixed assets due to abrupt policy changes.

3. Impact on Cash Flows

    - **Financing Activities:** The Group is exploring the integration of climate performance indicators (e.g., carbon intensity per unit of product) into future financing terms. By accessing green credit channels to lower financing costs, we aim to ensure sufficient cash flow to support the company's green transition strategy.

In this reporting period, the Group has not quantified the current or anticipated financial effects of climate-related risks and opportunities. This is due to the following factors:

1. Non-identifiability of discrete financial effects — The potential financial effects arising from climate-related risks and opportunities cannot be separately and reliably isolated from broader macroeconomic, operational, and market-driven influences.

2. High measurement uncertainty — The level of estimation uncertainty associated with modelling climate-related financial effects remains significant. Any quantitative outputs would therefore lack the reliability and decision-usefulness expected by users of financial and sustainability information.

Given these constraints, the Group has also not provided aggregated quantitative information on the combined financial effects of climate-related risks and opportunities. The Group considers that such information, if produced at this time, would not provide meaningful or actionable insights.

The Group has focused on a comprehensive qualitative assessment of the climate-related risks and opportunities affecting our financial position and performance. While we have integrated climate risk factors into our asset impairment testing and risk management framework, we have not yet disclosed exhaustive quantitative metrics (such as precise financial impact valuations or carbon-related cost fluctuations) in this report. This is primarily due to the ongoing evolution of our internal data collection systems, which are currently being refined to ensure the accuracy and comparability of climate-related financial data. The Group is actively developing a robust methodology to quantify these impacts, including the standardization of emission data across our China and Vietnam manufacturing bases. We are committed to a progressive disclosure approach and plan to integrate more granular quantitative financial information as our internal reporting systems mature in subsequent year.

Climate Resilience

The Group acknowledges the importance of assessing the climate resilience of its business strategies and business models in responding to climate-related changes, developments and uncertainties. During the Year, as the climate policies and quantitative frameworks applicable to the industry are still being refined, the Group has not formally adopted climate scenario analysis for risk identification. Nevertheless, to assess our climate resilience, the Group has adopted a qualitative scenario-based stress testing framework. Rather than relying on a single third-party model, we have developed an internal analytical process that integrates our operational historical data, industry benchmarks, and expert management workshops.

- **Time Horizons:** Assessments are conducted across short-term (1-3 years), medium-term (3-5 years), and long-term (5-10 years) horizons to capture different risk velocities.

- **Methodological Scope:** Our analysis utilizes a "Transmission Channel" approach. We map climate variables—such as regional extreme heat trends and localized flood probabilities—directly against our production workflows. We prioritize identifying how these climate events would impact our specific value chain (from raw material supply to final delivery) based on the collective experience of our regional plant managers and external sustainability advisors.

- **Purpose:** This process allows us to simulate potential "worst-case" scenarios in a controlled workshop environment, enabling us to bridge the gap between abstract climate science and our actual factory operations. It serves as a data-driven foundation for our cross-regional production "mutual backup" strategy.

The Group recognizes that the impact of climate change extends beyond environmental protection; it is a fundamental challenge to operational resilience. To this end, we have established comprehensive climate adaptation and recovery mechanisms across our operations in China and Vietnam to ensure business continuity in a volatile climate.

In the assessment of climate resilience, the Group acknowledges that inherent uncertainties exist within current climate modeling. We explicitly monitor the following areas to refine our future strategies:

Accuracy of Localized Climate Projections:

Global climate models often lack the resolution required for highly localized impact analysis (e.g., specific district-level flood risk in Hanoi). We address this by incorporating on-the-ground historical incident data from our local plant management teams to complement global model projections.

Based on the geographical characteristics of our production bases, we have implemented differentiated hardware reinforcement measures:

- **Disaster-Resistant Building Standards:** To address the threats of tropical cyclones and heavy rainfall in Vietnam, we have reinforced factory rooftops and upgraded drainage systems. Additionally, the foundations of critical electronic material warehouses have been elevated to withstand extreme flooding.

- **Environment and Process Protection:** In response to extreme heat trends in China, we have upgraded smart temperature control and thermal insulation systems for our precision optical workshops. This minimizes the impact of temperature fluctuations on manufacturing processes while ensuring employee safety and productivity during heatwaves.

- **Climate Risk Insurance:** We regularly assess the Value at Risk (VaR) for each site and maintain property and business interruption insurance covering extreme climate disasters, ensuring a sufficient financial buffer in the event of force majeure.

- **Emergency Drills:** Climate emergency response teams have been established at both China and Vietnam sites. Regular simulation drills for extreme weather are conducted annually to ensure a rapid response from management to frontline staff.

Policy and Regulatory Volatility:

While we model based on current "Dual Carbon" goals and Vietnamese environmental regulations, the speed and rigor of future enforcement (e.g., potential carbon border adjustment mechanisms) remain uncertain. We mitigate this by building flexible production capacity that can adapt to different regulatory regimes.

Leveraging the strategic advantage of having plants in both China and Vietnam, the Group has built a resilient "mutual backup" production network:

- **Dynamic Capacity Dispatch:** We have established cross-border production contingency plans. Should one region experience power instability or logistics disruptions due to extreme weather, the Group can rapidly activate dispatch mechanisms to shift affected orders to redundant lines at the other base, minimizing downtime.

- **Supply Chain Resilience Management:** We conduct climate risk audits of core component suppliers and implement "strategic inventory buffers" and "multi-sourcing" strategies for critical paths to counter regional logistics interruptions caused by climate disasters.

Strategy and Decision-making: Climate Transition Action Plan

During the Year, there were no mandatory statutory or regulatory climate targets applicable to the industry, and relevant industry standards and quantitative frameworks are still under development and refinement. Accordingly, the Group has not set specific quantitative targets for climate-related matters.

Recognizing the profound impact of climate risks on manufacturing operations, the Group has integrated "Climate Resilience" and "Low-carbon Operations" into its core business decision-making. We have formulated certain climate-related strategic targets based on the "2026-2030 Green Manufacturing and Climate Resilience Plan" (the "Resilience Plan"), to address the relevant climate-related risks and opportunities. The Resilience Plan focused on the following strategic pillars:

1. Energy Transition and Efficiency Enhancement (Decarbonization)

    - **Distributed Photovoltaic (PV) Projects:** To address energy consumption across production lines in China, we have planned the installation of distributed PV systems. By installing solar power systems at our China facilities, we aim to increase the proportion of renewable energy to 20% of total electricity consumption by 2027.

    - **Smart Factory Upgrades:** Given the stringent temperature control requirements for precision camera component production, we will introduce AI-driven energy management systems. These systems will optimize the power load of HVAC and cleanroom environments, with an expected reduction in carbon emission intensity by 10% annually.

2. Green Innovation in Product Lifecycle (Green Product Strategy)

   We view climate risks as opportunities for product upgrades, prioritizing the allocation of R&D resources toward:

   - **Eco-friendly Material Application:** We target increasing the use of Post-Consumer Recycled (PCR) plastic in product casings to over 50% by 2027. Furthermore, we will transition fully to FSC-certified sustainable packaging to reduce reliance on petroleum-based plastics.

   - **Low-power Technology R&D:** By optimizing product energy efficiency and extending battery life, we aim to reduce indirect energy consumption for end-users during the product's usage phase.

3. Supply Chain Resilience and Climate Adaptation (Resilience & Adaptation)

   To ensure business continuity, we have incorporated physical protection and logistical flexibility into our operational decisions:

   - **Infrastructure Reinforcement:** In response to the threat of tropical cyclones at our Vietnam plants, the Board has approved special appropriations for structural reinforcement, drainage system upgrades.

   - **Supply Chain Climate Audits:** Within our established supplier assessment mechanisms, we prioritize collaboration with electronic component suppliers who have committed to "2050 Net-Zero Emissions" or obtained ISO 14064 certification. Simultaneously, we mitigate the impact of extreme weather on cross-border logistics by maintaining strategic inventories of core components, such as sensors.

   For details of the GHG emission targets, please refer to the section headed "Emissions and Waste Generation – GHG Emissions" of this report.

   The reporting Year is adopted as the base period for the above targets. The Group will benchmark against the baseline data in subsequent years to maintain the indicators at the set levels.

The Resilience Plan is established based on the key assumptions formed through the assessments of policy environment, technological developments, market development trends of the latest international climate change agreements, stakeholder concerns, and climate scenarios while relying on factors such as the market availability of green electricity and low-carbon materials, the availability of Scope 3 emission data, and the data quality of carbon accounting instruments. The Group will continuously review and optimise the implementation arrangements of the transition plan through the integration of regulatory developments, technological advancements and business developments.

The Group's targets are reviewed and formulated by the Board without third-party verification. Progress will be monitored through ongoing environmental data collection and regular operational performance reviews. The Group will also assess and refine relevant targets in due course in response to the maturing of industry frameworks and regulatory developments.

Risk Management

1. Risk Management Framework and Integration

Compared to the previous reporting period, the Group has significantly enhanced its climate risk management process. Previously, our risk management focused primarily on compliance and reactive defense at the single-asset level. During this reporting period, we have evolved our management framework into a forward-looking, integrated system, transitioning from a 'static' to a 'dynamic' approach. Whereas we previously relied heavily on historical data for loss assessment, we have now introduced 'Scenario-based Stress Testing' to proactively simulate the potential ripple effects of extreme weather across our supply chain, rather than merely evaluating direct asset-level losses.

Through the Audit Committee, the Board of Directors oversees the identification, assessment, and mitigation processes of climate risks, ensuring that management mechanisms cover all production bases of the Group in both China and Vietnam. These initiatives are implemented by the ESG Working Office and the ESG Working Group.

2. Risk Management Process

We adopt a four-stage cyclical process to manage climate-related risks:

- Stage 1: Identification

  We conduct regular climate risk screenings, considering factors such as:

  - **Geographic Environment:** Assessing the frequency of typhoons and flooding affecting our Vietnam plants, as well as the risks of extreme heat and power rationing impacting our China facilities.
  - **Industry Trends:** Monitoring global consumer electronics requirements for eco-friendly materials (e.g., plastics) and e-waste disposal regulations.
  - **Value Chain Analysis:** Identifying the supply stability of upstream critical components (e.g., camera sensors) under climate-related disasters.

- Stage 2: Assessment

  Identified risks are scored based on two dimensions and plotted onto a Climate Risk Matrix:

  - **Likelihood of Occurrence:** Based on historical meteorological data and policy trend forecasts (Categorized as: Critical, High, Medium, Low).
  - **Financial Impact:** Evaluating potential amounts regarding revenue loss, asset impairment, and compliance costs (Categorized as: Major, Moderate, Minor).

- Stage 3: Mitigation and Response

  We implement differentiated strategies tailored to different risk levels:

  - **Physical Defense:** Investing in flood prevention facilities and high-efficiency temperature control systems in Vietnam and China plants to reduce physical damage risks.
  - **Diversified Footprint:** Flexibly allocating production capacity between China and Vietnam to transform localized climate risks into Group-wide operational resilience.
  - I**nsurance Transfer:** Purchasing comprehensive property insurance for assets with high exposure to climate threats to transfer financial losses caused by extreme weather.

- Stage 4: Monitoring and Reporting

  The ESG Working Group is responsible for the continuous monitoring of risk indicators and submitting progress reports to the Board semi-annually. Furthermore, we have established an "Early Warning Mechanism"; upon the issuance of extreme weather alerts or significant environmental policy changes in China or Vietnam, production management teams must immediately activate emergency protocols.

  As the climate policies and quantitative frameworks applicable to the industry are still being refined, the Group has not formally adopted climate scenario analysis for risk identification.

Metrics and Targets

Climate-related transition risks, physical risks and opportunities

As industry-specific climate policies and quantitative frameworks are still being refined, the amount or percentage of assets or business activities exposed to climate-related transition risks, physical risks or opportunities cannot be quantified at present.

Capital deployment

During the Year, we did not deploy capital towards climate-related risks and opportunities. We will evaluate the feasibility of capital deployment in the future.

Internal carbon prices

During the Year, we did not apply an internal carbon price in decision making. We will evaluate the feasibility of using an internal carbon price in the future.

EMPLOYMENT AND LABOR PRACTICES

The Group believes that its employees are indispensable in its achievement of success, and is committed to ensuring the health, safety and general welfare of its employees at work. In addition, the Group provides various job-related seminars, workshops and training courses for the employees' continuous development.

Employment

The Group strictly complies with relevant laws and regulations regarding employment and labor protection, including but not limited to the Labor Law of the PRC, the Labor Contract Law of the PRC, Social Insurance Law of the PRC, the Prohibition of Child Labor of the PRC, the Law of the PRC on the Protection of Women's Rights and Interests, the Labor Law of Vietnam, the Law on Social Insurance of Vietnam, the Trade Union Law of Vietnam, the Law on Children of Vietnam and the Labor Protection Regulations of Vietnam, etc. and actively identify updates to relevant laws and regulations.

Combined with the actual operation of the Group, we have formulated the "Recruitment Management Regulations", "Employee Change and Resignation Management Measures", "Labor Union Management Measures", "Employee Welfare Management Measures", "Employee Overtime Management Measures" and "Employee Holiday Management Measures". "Regulations on Attendance Management", "Administrative Measures for the Protection of Female Workers", "Administrative Measures for Prohibition of Discrimination", "Employee Incentive Procedures", "Labor and Moral Risk Assessment and Risk Management Procedures", "Administrative Measures for Child Labor and Juvenile Workers", "Prohibition of Harassment or Abuse Control Procedures" and other employee management policies, which regulate the relevant human resource management policies including remuneration, recruitment, dismissal, promotion, working hours, holidays, benefits and welfare, code of conduct and professional ethics.

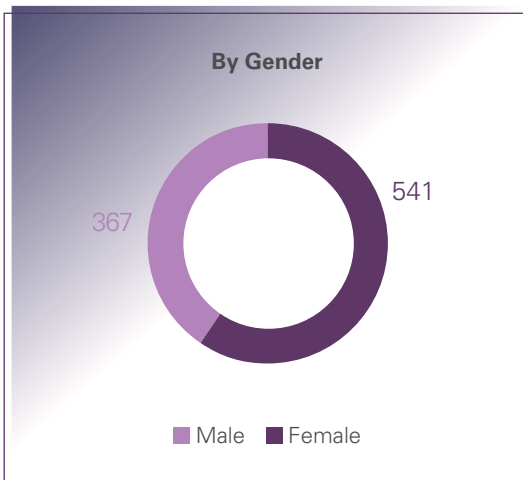
During the induction stage of new employees, we will distribute the "Staff Handbook" to the employee, and provide special induction training for the employee to ensure that the employee clearly understands their rights when signing the contract.

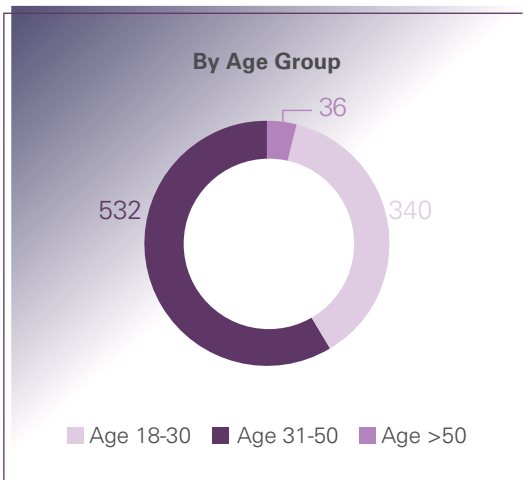
The Group has not been subject to any significant administrative sanctions or penalties for violations of laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, benefits and welfare, and preventing child and forced labor that would have had an adverse impact on the Group's operation. During the Year, there were no relevant laws and regulations relating to the aforesaid aspects the compliance with which have a significant impact on the Group.

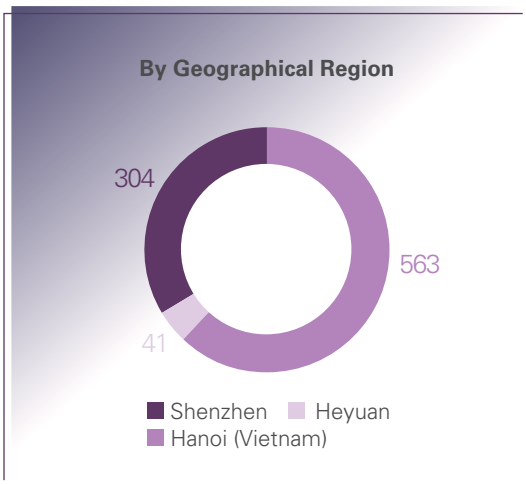
TOTAL WORKFORCE

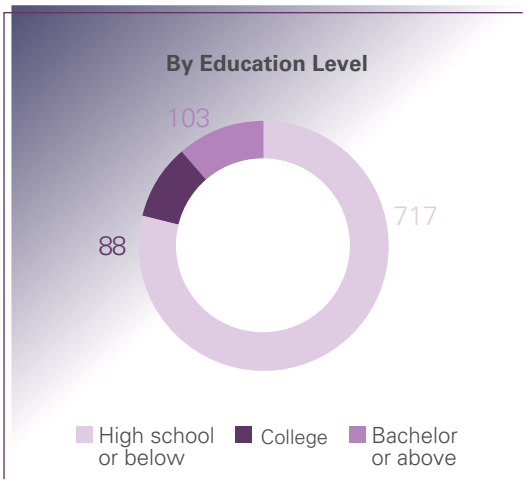
Set forth below is the Group's staff composition in the PRC and the Vietnam as at 31 December 2025:

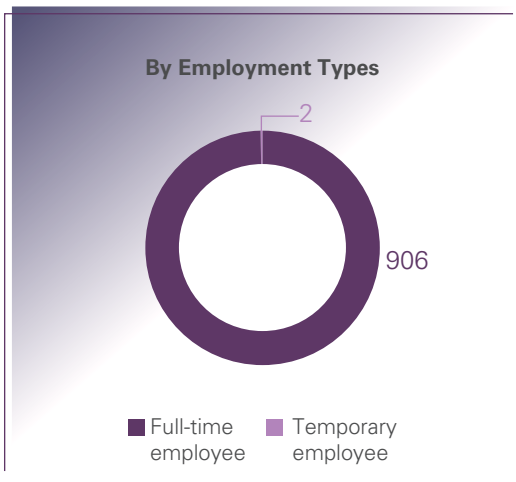
Total Number of Employees: 908











Employee Turnover Rate Table

Types	category	Year 2025 Number of employees on list	Year 2025 Number of employee turnover	Year 2025 Turnover rate (%)
Number of employees		**1,778**	**870**	**48.93**
By Gender	Male	**823**	**456**	**55.41**
	Female	**955**	**414**	**43.35**
By Education Level	High school or below	**1,507**	**790**	**52.42**
	College	**134**	**46**	**34.33**
	Bachelor or above	**137**	**34**	**24.82**
By Age Group	18-30	**847**	**507**	**59.86**
	31-50	**882**	**350**	**39.68**
	≥50	**49**	**13**	**26.53**
By Geographical Region	Shenzhen, PRC	**756**	**452**	**59.79**
	Heyuan, PRC	**118**	**77**	**65.25**
	Hanoi, Vietnam	**904**	**341**	**37.72**

Note:

1. Turnover rate = Number of employee turnover(each type)/Number of employees on list*100%

Labor Standards

The Company strives to be a responsible employer and the Group is committed to implementing good employment practices, and advocates ethics and human rights at the workplace.

(a) Practices on Recruitment Process

The Group recruits employees through the open market with equal opportunities. Its employment standards are fair and equitable. During the recruitment process, it focuses on job applicants' business ability, personality and development potential, and never treat them differently based on age, gender, ethnicity, nationality, marital and family status, health status, and religion. To ensure a healthy and safe workplace environment, the Group strives to foster a culture of diversity and inclusion that respects, values and connect our employees by fostering a culture of diversity and inclusion. The Group prohibits discrimination against potential candidates on the basis of their race, color, religion, sex and gender identity/sexual orientation, age, marital and parental status, and/or pregnancy or medical conditions in the recruitment process.

In accordance with relevant laws and regulations, the Group does not hire any persons aged below 16. During the recruitment process, job applicants will be requested to produce identity proof to ensure compliance with the Group's policy as stated above. The Group has also formulated other policies to clearly prohibit child labor, established a confidential and anonymous complaint mechanism and regularly reviews the procedures of recruitment agencies to ensure the verification of the age of their employees as a standard process and makes it a selecting criterion of agents. If job application of child labor is found, the Group will communicate with its legal guardian and arrange handling methods. If there is illegal behavior, platforms for reporting to management are established within the Group, for example, employees can report in person or by e-mails. In addition, the Group ensures that employees are aware of their own rights and interests and prevents forced labor by specifying working hours, rest periods, content, location, dismissal matters and vacation arrangements in employment contracts.

During the Year, the Group had no incident of discrimination, use of child labor or forced labor.

In addition, the Group makes constant assessment and adjustment in labor employment in light of the Group's economic performance. Employee who is dismissed due to the Group's human optimization program will be compensated according to the Labor Law of the PRC or Labor Law in Vietnam.

(b) Practices on Remuneration and Promotion

The Group recognizes its employees as its greatest assets. In order to attract, motivate and retain talents, the Group offers competitive remuneration packages. The remuneration of each employee will be determined with reference to a number of factors including educational background, experience, job duties, professional skills and technical capabilities, as well as salary level for similar job positions in the industry. The Company has also adopted the share option scheme upon listing of the Company's shares on the Main Board of the Stock Exchange, under which employees of the Group are, based on management's evaluation of their individual performance, eligible to be granted share options as incentives. The Group adopts an open-door communication policy and carries out annual review with its employees on their performance, during which process each employee is given equal opportunity for promotion. The Group's employees are provided with a clear career path with opportunities for additional responsibilities and promotions.

(c) Practices on Working Hours and General Welfare

The resting time of the Group's employees is well respected and the employees are also entitled paid holidays pursuant to statutory requirements. Under normal circumstances, the regular work week shall not exceed 48 hours. The Group shall allow employees at least 24 consecutive hours of rest in every week. All overtime work shall be consensual. The Group shall not request overtime on a regular basis and shall compensate all overtime work at a higher rate as required by the Labor Laws of the PRC and the Vietnam or otherwise under their respective employment contracts. There is a computerised attendance registration system in place to continuously monitor the working hours of the employees. During working hours, the employees' personal movements are not restricted in any way. By reviewing the working hours of the employees, the Group strives to ensure that no forced labor is being used in the Group's business operations. The Group also adopts a no-violence policy towards sexual harassment at the workplace to protect its employees from unsolicited sexual advances.

Besides, the Group also makes statutory pension scheme contributions for the benefit of employees in accordance with the relevant legal requirements.

To enhance overall morale of its employees, the Group also organises company events such as New Year Party, Excellent employee Awards, departmental team outdoor activities, afternoon tea gatherings and set up employee fitness area and lounge to allow the staff members to gather outside of work for bonding and team-building.

Employee Benefit and Welfare

Statutory welfare	• Social insurance and housing fund • Statutory and paid holidays
General welfare	• Allowance: accommodation allowance and other kind of allowances • Holiday Gifts bags (included New Year, Women's Day, Labor Day, Dragon Boat Festival, Mid-Autumn Festival, etc.) • Afternoon tea gatherings • Bedminton activities • Excellent employee awards • Chinese New Year annual dinner • Outdoor fitness club

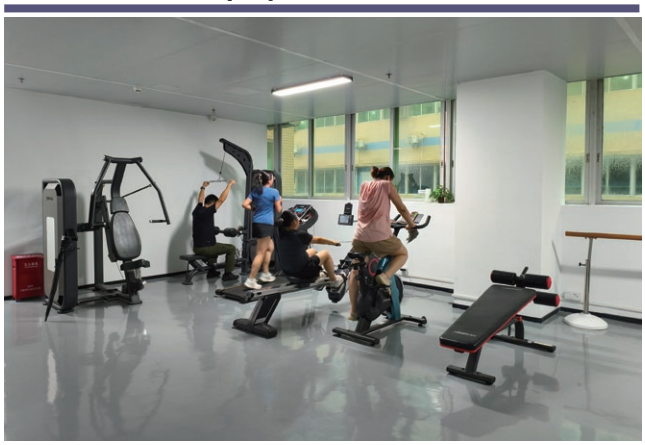
Excellent Employee of the Year Award



New Year Party



Employee fitness area



Outdoor fitness activities



Afternoon tea gatherings



Bedminton activities



Health and Safety

The Group is committed to providing a safe working environment to its employees. The Group has adopted an internal framework to assist the Group in identifying and controlling health and safety risks and reducing workplace injuries which complies with the relevant laws and regulations in the PRC and Vietnam, including but not limited to:

(i) The work Safety Law of the PRC, Laws of the PRC on Prevention and Control of Occupational Diseases, the Fire Control Law of the PRC and Regulation on Work-related Injury Insurance of the PRC, and

(ii) Law on Occupational Safety and Health, Law on Fire Prevention and Fighting, Law on Social Insurance and the Safety management regulations for trade and Industry sector in the Vietnam.

The laws mentioned above deals with occupational hygiene and safety assurance, policies and benefits for victims of occupational accidents and occupational diseases. Based on the relevant laws and regulations, in order to reduce safety risks, the Group have formulated and implemented the "Safety Production Responsibility Policy", "Fire Safety Management Policy", "Production Safety Management Policy", "Occupational Health and Safety Management Policy", "Safety Hazard Investigation and Management Policy", "Safety Training Policy", "Production Safety Accident Emergency Rescue Plan", "Emergency Response Plan for Employee Sudden Illness and Work Injury" policies.

These policies include emergency measures for emergencies such as water and electricity abnormalities, fire hazards, work-related injuries and diseases, accidents, and occupational health. At the same time, we also carry out relevant safety training and emergency drills for the employees of the Group to ensure that employees know the safety management system and emergency methods of the Group, as well as the rights enjoyed by them.

During the Year, the Group strictly complied with the above mentioned laws and regulations, and there was no material violation of health and safety laws and regulations. There are no relevant laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards the compliance with which have a significant impact on the Group. In addition, the Group has not experienced any major safety accident and there has been no work-related fatality accident occurred in each of the past three years (including this year). No employees suffered any work-related injuries during the year, and the number of lost workdays was zero (2024: 64 days).

Notes:

1. Employee work-related injuries are determined in accordance with the provisions of the "Regulations on Work-related Injury Insurance".

2. The statistics of employee casualties refer to the national standard "Classification of Casualties for Enterprise Employees" GB/T6441-1986.

Listed below are some of the measures that the Group regularly practices in accordance with applicable local workplace safety regulations for reducing the accidents rate of workplace:

- Providing health checks to its staff members as appropriate prior to commencement of employment and during the employment
- Streamlining production process on a continuous basis and reducing/eliminating the use of known hazardous substances in the Group's manufacturing process to the extent practicable
- Set up fire safety and occupational health facilities, such as fire control systems and smoke control systems
- Employing certified contractors for regular inspection of fire safety equipment
- Providing personal protective equipment and other safety equipment at the workplace
- Supervising and providing specific technical training and protection supplies to staff members who may come in contact with potentially hazardous substances
- Prohibiting smoking at the workplace, factory quarters and dormitories
- Providing safety training to staff members every year
- Conducting emergency drills at least 2 times a year in the case of fire or other hazards
- Regular cleaning of the water supply filters and daily garbage removal
- Regular conducting of safety checking

Safety inspection



Fire maintenance



Fire training



Traffic safety training



Fire drill



Fire drill



Development and Training

Considering its employees to be indispensable to the Group's business achievements, apart from safety related training as mentioned above, the Group also provides both internal and external training programs to its employees regularly with a view to enhancing their work quality and personal development. To this, we have formulated the "Training Management Regulations", by collecting the "Training Needs Survey Form" from all employees of the Group, understood and confirmed the training needs of employees, and set up an annual training plan to provide appropriate training to employees. Such training covers topics such as:

- Orientation training — training programs are held for new employees
- Product knowledge enhancement — training programs are held on a regular basis to familiarise its staff with the Group's products
- Market updates — staff members are brought abreast with technology development and market conditions of the electronics industry
- General training — general systems of the Group and specific systems of individual departments
- Management systems training
- Management and communication techniques training
- Safety production, environmental protection and other compliance training

Management training



Holiday safety training



Knowledge of product training



Skill training



New employee orientation



Health and safety training



Development and Training Performance Summary

key performance indicators	Year 2025	Year 2024
Percentage of employees trained (total percentage)[1]	**90.72%**	86.20%
Percentage of employees trained by gender[2]		
Female employees	**44.11%**	44.66%
Male employees	**55.89%**	55.34%
Percentage of employees trained by employee category[2]		
Junior employees	**94.35%**	94.36%
Intermediate management	**4.35%**	4.27%
Senior management	**1.30%**	1.37%
Average training hours completed per employee by gender[3]		
Female employees	**4.16**	2.22
Male employees	**3.27**	1.75
Average training hours completed per employee by employee category[3]		
Junior employees	**3.73**	1.93
Intermediate management	**5.24**	2.71
Senior management	**1.47**	2.02

Notes:

1. Percentage of employees trained (total percentage) = total number of employees trained/total number of employees on list *100%

2. Percentage of employees trained of each type = number of employees trained of each type/total number of employees trained *100%

3. The average number of training hours completed by each employee in type-X = the total training hours of type-X employees/the total number of type-X employees.

SOCIAL RESPONSIBILITY OPERATIONAL PRACTICES

Supply Chain Management

To ensure the Group's product quality, its raw materials and products procurement policy is to select only those suppliers on an approved list who have passed the Group's quality control tests and have a satisfactory record of quality and on-time delivery. The Group also practises ethical procurement and targets to source raw materials from socially responsible suppliers. To achieve this, we have established the "Supplier Management Measures", formulated the "Quality Record Control Program" and "Purchasing Control Program", and conducted monthly assessments and annual on-site audits for suppliers.

All personnel with supply chain management responsibilities are trained to ensure, to the extent practicable, that selected suppliers are legally compliant in respect of materials and products provided to the Group, especially with respect to compliance with laws against slavery and human trafficking, and other employment — and environment-related laws. Conformity by suppliers with the relevant industrial standards and ethical business norms in their supply of materials and products to the Group is one of the supplier selection criteria that the Group takes into account. Suppliers' fulfilment of the environment, health and safety requirements of the Group are relevant factors which will be taken into account by the Group in its supplier selection process, in order to reduce the environmental and social risks caused by procurement and subcontracting.

Apart from continuously monitoring the quality of products and materials procured under quality assurance agreements entered into with suppliers, the Group will also review suppliers' environmental and social responsibility-related practices annually through, for example, site inspections and interviews. The Group's management will review the procurement process and may source materials/products from alternative suppliers when a supplier has been identified by the Group to have deficient environmental and social responsibility practices and has not made any improvement upon request.

Supply Chain Management Performance Table

Key Performance Indicators	Year 2025	Year 2024
Number of Suppliers by Geographical Region		
Total number of suppliers	**142**	142
PRC	**136**	135
Vietnam	**6**	7
Supplier Quality Management Assessment		
Total number of new suppliers assessed	**35**	63
Assessment pass	**30**	62
Unable to pass	**5**	2
Supplier Sustainability Management Review		
Total number of suppliers for sustainability management review	**5**	21
Review pass	**5**	15
Unable to pass	**0**	6

Product Responsibility

The Group has put in place a sound quality management system. All our products are subject to thorough and comprehensive testing to meet customers' requirements and international standards. The Group strictly complied with the Product Quality Law of the PRC, Industrial Product Quality Responsibility Regulations, Internet Security Law of the PRC, Consumer Rights Protection Law of the PRC, Advertising Law of the PRC and Law on Product and Goods Quality of Vietnam, Law on Cybersecurity, Law on Protection of Consumer Rights and other related product laws. During the Year, there are no relevant laws and regulations relating to health and safety, advertising, labelling and privacy matters in connection with products and services provided the compliance with which have a significant impact on the Group. The Group has also established management policies for product health and safety, advertising, labeling and privacy issues, and formulate clear quality control and finished product management. For example: "Advertising Management Control Program", "Non-conformity and Corrective Actions", "EICC Manual", "Intellectual Property Protection Program", "Incoming Material Inspection Control Program", "Outgoing Quality Management Program", "Customer Complaint Operation Guide" and "RMA Customer Return Handling Procedures".

In addition, the group has obtained certificates of ISO9001:2015 Quality Management System, ISO27001:2013 Information Security Management System and ISO14001:2015 Environmental Management System. The Group has also established and implemented the "Guidelines for Customer Complaints" to ensure the protection of consumers' rights and interests as well as conducting regular satisfaction surveys on major customers.

The Group has devised a stringent materials specification and implemented internal standards to ensure that the use of hazardous substances in the manufacturing of its products is reduced or eliminated to the extent practicable. To ensure adherence to this policy, the Group conducts periodic assessment through internal quality assurance department or third-party inspection agencies on all products manufactured by it against international standards and other benchmarks prescribed by applicable legislation such as the European RoHS (Restriction of Hazardous Substances Directive), REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) standards, Halogen Free standards and California Proposition 65. The assessment covers the entire product lifecycle from the research and development phase to customer sale and product waste disposal.

The Group's suppliers also entered into quality assurance agreements regarding control of hazardous substances and their adherence to the assurance undertakings is also a factor taken into account at the Group's annual review as a part of its supply chain management.

In terms of advertisements, product description and labelling, as the Group's products are self-manufactured or sourced from third-party suppliers in accordance with the customer's order and detailed specifications regarding the product are set out in the respective agreements/purchase orders with the customers, or are otherwise available upon customer's request, its product packaging can therefore maintain a relatively simple design.

The Group values customers' feedbacks and complaints, which serve as an important reference to improve and enhance product quality and corporate competitiveness. The Group has a set of rules and procedures designed for managing customers and product complaints, which are handled by sales department. Customer feedback in the course of product development is usually addressed in a timely manner. In addition, the Group will invite customers to fill in the "Customer Satisfaction Survey" for the manufacture and sale of camera products and related accessories business via email every six months. By establishing customer communication and feedback channels, the Group obtains and understands customer satisfaction with our products and services on a regular basis.

In case the Company receives customer's request to return the product, we follow the "RMA Customer Return Handling Procedure" and adopt the following eight disciplines problem solving method (8Ds) to deal with the recall procedure:

D1 Establish the professional team by technology and quality department

D2 Investigate the cause, define and describe the problem

D3 Implement interim containment actions

D4 Determine and verify root causes

D5 Confirm permanent corrective action for the problems

D6 Implement permanent corrective action

D7 Take preventive action

D8 Issue an 8Ds report to the customer and keep record for subsequent traceability

Major Customer Satisfaction Survey

Key Performance Indicators	Year 2025	Year 2024
Number of questionnaires issued (customer/copy)	**6**	6
Number of questionnaires returned (customer/copy)	**6**	6
Satisfaction target value	**≥90**	≥90
Average satisfaction of major customers	**91.3**	91.5

In order to fulfill product responsibility, the Group actively communicates with suppliers, employees and customers, and prevents any product defects through quality assurance and monitoring measures such as safety testing, performance testing and reliability testing. In addition, the Group places clear warnings or reminders in conspicuous places on the packaging of products and goods.

During the Year, the Group has no product recovery, complaints or quantity return due to safety and health, advertising and labelling.

Confidentiality and Information Security

We also strictly safeguard corporate confidentiality, customers' confidentiality and our employees' privacy, and have established guidelines for intellectual property protection and confidentiality. The Group is dedicated to protecting and enforcing the intellectual property rights by registering its trademarks and patents in Mainland China and entering into non-disclosure agreements with business partners which stipulate that parties to the agreements shall respect for each other's intellectual property rights. In addition, we have implemented strict IT security policies, factory access control systems and documentation access authorization procedures to safeguard the confidentiality and privacy.

The below sets out a few examples of the practices adopted by the Group in relation to safeguard the confidentially and privacy.

- There are entrance guards and security station at the main gate of the factory, and no unauthorized person is allowed to enter.
- Employees must wear the identification card when entering the factory.
- All visitors (including customers, suppliers, and applicants) must make an appointment or be brought into the factory by a dedicated person, and verify and register their identity information.
- Without the management approval, no person shall take photographs in sensitive or confidential area in the factory;
- Network and computer equipment set up security measures and encryption.
- Important systems and sensitive data are stored in a stand-alone environment, and document server access control measures are established to prevent unauthorized access.
- The Group signed a confidentiality agreement with internal employees. Without the management approval, all of the confidential information shall not be copied and provided to any third party. The Group signed a confidentiality agreement with internal employees. Without the management approval, all of the confidential information (including personal information of customers) shall not be copied and provided to any third party. The Group instructs its employees to exercise strict standards of care in handling the personal information of customers and remind them of their obligations with regard to the confidentiality of customer information. The use of the information is restricted for the purpose consistent with those identified in the contracts to ensure the information is used in a responsible and non-discriminatory manner.

During the Year, there were no reported cases of claims of breach of confidentiality and privacy.

Anti-corruption Practices

Conducting business with integrity is one of the core values underlying the Group's business operations. The Group believes an effective anti-corruption mechanism is the cornerstone for the sustainable and organic growth of the Group. In compliance with the Company Law of the PRC, the Audit Law of the PRC, the Anti-Money Laundering Law of the PRC, the Criminal Law of the PRC, the Anti-Unfair Competition Law of the PRC, and the Interim Provisions on Prohibition of Commercial Bribery and the Vietnam Anti-Corruption Law, Competition Law, Law on anti-Money Laundering, the Vietnam Criminal Code and other relevant laws and regulations, the Group regularly inquires about local laws and regulations and establishes a list and conducts compliance obligation evaluation on the list of laws and regulations on a regular basis. In addition, an independent third-party organization reviews the Group's laws and regulations list and compliance obligation evaluation regularly to ensure that the operation of the group strictly abides by the current laws and regulations.

The Group has adopted and circulated internally clear guidelines for employees, establish and implement the "Integrity and Transparent Management System" which strictly prohibit bribery, extortion, fraud, money laundering and other acts such as gambling and personal loans with persons having business relationships with the Group, misappropriation of the Group's assets, inappropriate charitable donation or sponsorship, unlawful solicitation of business or favourable treatment, provision or acceptance of "kickbacks" or unreasonable gifts, entertainments or other improper benefits, etc. and require its personnel to declare any interests in the Group's business partners, suppliers and advisers that may conflict with the Group's business interests.

The audit committee of the Company (the "Audit Committee") has established a "Whistleblowing Policy" and a set of comprehensive procedures whereby employees, customers, suppliers and other concerned parties can report any actual or suspected occurrence of improper conduct involving the Company, and for such matters to be investigated and dealt with efficiently in an appropriate and transparent manner. The Audit Committee has overall responsibility for the Whistleblowing Policy, but has delegated day-to-day responsibility for overseeing and implementing it to the head of Group Internal Audit, including but not limited to receiving reports and complaints, overseeing the conduct of subsequent investigations, and providing information and recommendations for action resulting from investigation into complaints. However, responsibility for monitoring and reviewing the operation of the policy lies with the Audit Committee.

Employees are also required to comply strictly with applicable laws relating to the above acts which regulated by the jurisdiction where the Group's subsidiaries operate. It is also a term under the Group's standard employment contract that legal non-compliance will constitute a ground of termination of employment. The Group also expects its suppliers and business partners to similarly abide by the relevant local anti-corruption laws.

In order to strengthen corporate integrity and governance, the Group has established an "Anti-bribery and Anti-corruption Policy", and regularly provides anti-corruption training to directors and employees. By publishing the "Integrity and Transparency Management System", interviewing risk points with various departments, filling out the risk prevention and control registration form by various department and organizing various departments to learn about the integrity system as well as avoidance of conflict of interest investigations and other methods, all employees and departments can clearly understand the Company's integrity and transparent management policies and effectively implement them.

In order to check the implementation, each department conducts a quarterly review and feeds back to the general manager's office. The general manager's office uniformly checks the risks and risk control measures, and generates an annual review report to report to the directors and employees. The released content includes anti-corruption and bribery, anti-employment embezzlement, anti-money laundering, etc. integrity training videos and corporate WeChat integrity announcements.

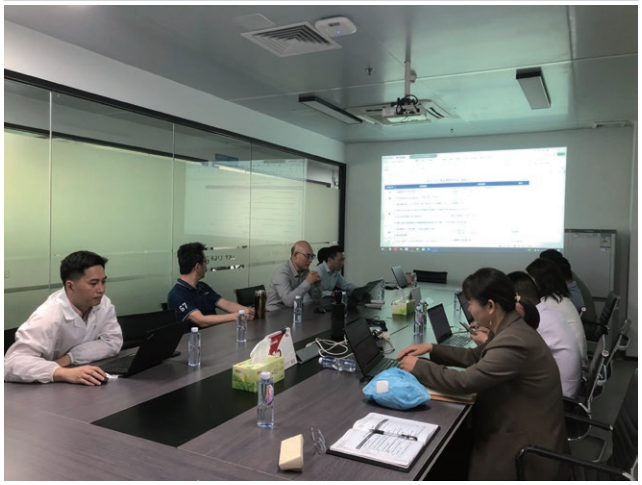
There are no relevant laws and regulations relating to bribery, extortion, fraud and money laundering the compliance with which have a significant impact on the Group.

During the Year, the Group did not received any complaint or notification from governmental authorities regarding non-compliance of the Group or its employees with anti-corruption laws referred to above and there were not any concluded legal cases regarding corrupt practices brought against the Group or its employees, and no non-compliance with relevant laws and regulations relating to bribery, extortion, fraud and money laundering had been identified.

Anti-corruption training



Anti-corruption training



Community Participation

The Group firmly believes that community support is crucial to the Group's success. By organizing or participating in appropriate community activities, the Group, our employees and the community can build closer relationships. During the Year, the Group provided employment opportunities for local residents and gave priority to suppliers involved in community construction.

Looking to the future, the Group will continue focusing to our core value of promoting sustainable development goals. The Group encourages and enables our employees to contribute to the community through donations or volunteering.

Appendix I: List of Major Laws and Regulations

Aspect	Major Laws and Regulations	
	PRC	Vietnam
A1 Emissions	Environmental Protection Law of the PRC	Environmental Protection Law
A3 Environment and Natural Resources	Environmental Impact Assessment Law of the PRC	Water Resources Law
	Water Pollution Prevention and Control Law of the PRC	Regulation on waste incident response
	Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste	
	Law of the PRC on the Prevention and Control of Air Pollution	
	Law of the PRC on the Prevention and Control of Environmental Noise Pollution	
B1 Employment	Labor Law of the PRC	Labor Law
B2 Health and Safety	The work Safety Law of the PRC	Law on Occupational Safety and Health
	Laws of the PRC on Prevention and Control of Occupational Diseases	Law on Fire Prevention and Fighting
	Fire Control Law of the PRC	Law on Social Insurance
	Regulation on Work-related Injury Insurance of the PRC	The safety management regulations for trade and industry sector
B4 Labor Standards	Labor Contract Law of the PRC	Law on Social Insurance
	The Prohibition of Child Labor of the PRC	Trade Union Law
	Law of the PRC on the Protection of Women's Rights and Interests	Law on Children
	Social Insurance Law of the PRC	Labor Protection Regulations

Aspect	Major Laws and Regulations	
	PRC	Vietnam
B6 Product Responsibility	Product Quality Law of the PRC	Law on Product and Goods Quality
	Industrial Product Quality Responsibility Regulations	Law on Cybersecurity
	Internet Security Law of the PRC	Law on Protection of Customers' rights
	Consumer Rights Protection Law of the PRC	
	Advertising Law of the PRC	
B7 Anti-corruption	Criminal Law of the PRC	Anti-Corruption Law
	Company law of the PRC	Vietnam Criminal Code
	Audit Law of the PRC	Competition Law
	Anti-Unfair Competition Law of the PRC	Law on anti-Money Laundering
	Anti-Money Laundering Law of the PRC	
	Interim Provisions on Prohibition of Commercial Bribery	

Appendix II: List of Management Policy

Aspect	Internal Policy
A1 Emissions	Environmental Management Program — Hazardous Chemicals Management Policy — Sewage Discharge Control Program — Exhaust Noise Control Program — Waste Control Program
A2 Use of Resources	
A3 Environment and Natural Resources	
B1 Employment	Recruitment Management Regulations
B2 Health and Safety	Safety Production Responsibility Policy
	Fire Safety Management Policy
	Occupational Health and Safety Management Policy
	Safety Hazard Investigation and Management Policy
	Safety Training Policy
	Production Safety Management Policy
	Production Safety Accident Emergency Rescue Plan
	Emergency Response Plan for Employee Sudden Illness and Work Injury
B3 Development and Training	Training Management Regulations
B4 Labor Standards	Labor Union Management Measures
	Employee Change and Resignation Management Measures
	Employee Welfare Management Measures
	Employee Overtime Management Measures
	Employee Holiday Management Measures
	Regulations on Attendance Management
	Administrative Measures for the Protection of Female Workers
	Administrative Measures for Prohibition of Discrimination
	Employee Incentive Procedures
	Labor and Moral Risk Assessment and Risk Management Procedures
	Administrative Measures for Child Labor and Juvenile Workers
	Prohibition of Harassment or Abuse Control Procedures

Aspect	Internal Policy
B5 Supply Chain Management	Supplier Management Measures
	Quality Record Control Program
	Purchasing Control Program
B6 Product Responsibility	Advertising Management Control Program
	Non-conformity and Corrective Actions
	EICC Manual
	Intellectual Property Protection Program
	Incoming Material Inspection Control Program
	Outgoing Quality Management Program
	Customer Complaint Operation Guide
	RMA Customer Return Handling Procedures
	Guidelines for intellectual property protection and confidentiality
B7 Anti-corruption	Integrity and Transparent Management System
	Whistleblowing Policy
	Anti-bribery and Anti-corruption policy
D Climate-related Disclosures	2026-2030 Green Manufacturing and Climate Resilience Plan

Appendix III: Index Table of Environmental, Social and Governance Reporting Code by the Stock Exchange

ESG Aspects	Description	Section	Page No.
A. Environment			
A1 Emission			
A1	General Disclosure.	Environmental Protection	8
KPI A1.1	The types of emissions and respective emissions data.	Environmental Protection — Emissions and Waste Generation — Emissions Data Performance Table	9,12
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Environmental Protection — Emissions and Waste Generation — Emissions Data Performance Table	10,12
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Environmental Protection — Emissions and Waste Generation — Emissions Data Performance Table	12
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Environmental Protection — Emissions and Waste Generation — Emissions Data Performance Table	12
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Environmental Protection — Emissions and Waste Generation — GHG Emissions	10
KPI A1.6	Description of how hazardous and non- hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Environmental Protection — Emissions and Waste Generation — Waste Environmental Protection — Emissions and Waste Generation — Measures undertaken to reduce emissions and wastes	9 11
A2 Use of Resources			
A2	General Disclosure.	Environmental Protection — Resources Consumption	13
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh) and intensity.	Environmental Protection — Resources Consumption — Resource consumption performance table	15
KPI A2.2	Water consumption in total and intensity.	Environmental Protection — Resources Consumption — Resource consumption performance table	15
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Protection — Resources Consumption — Electricity	13
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Environmental Protection — Resources Consumption — Water	14
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Environmental Protection — Resources Consumption — Resource consumption performance table	15

ESG Aspects	Description	Section	Page No.
A3 The Environment and Natural Resources			
A3	General Disclosure.	Environmental Protection — The Environment and Natural Resources	16
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Protection — The Environment and Natural Resources	16
B. Social			
B1 Employment			
B1	General Disclosure.	Employment and Labor Practices — Employment	26
		Employment and Labor Practices — Labor standard	29
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Employment and Labor Practices — Employment	27
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment and Labor Practices — Employment	28
B2 Health and Safety			
B2	General Disclosure.	Employment and Labor Practices — Health and Safety	31
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Employment and Labor Practices — Health and Safety	32
KPI B2.2	Lost days due to work injury.	Employment and Labor Practices — Health and Safety	32
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Employment and Labor Practices — Health and Safety	31-32

ESG Aspects	Description	Section	Page No.
B3 Development and Training			
B3	General Disclosure.	Employment and Labor Practices — Development and Training	34
KPI B3.1	The percentage of employees trained by gender and employee category.	Employment and Labor Practices — Development and Training — Development and Training Performance Summary	36
KPI B3.2	The average training hours completed per employee by gender and employee category.	Employment and Labor Practices — Development and Training — Development and Training Performance Summary	36
B4 Labour Standards			
B4	General Disclosure.	Employment and Labor Practices — Labor Standards	29
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Employment and Labor Practices — Labor Standards	29
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Employment and Labor Practices — Labor Standards	29
B5 Supply Chain Management			
B5	General Disclosure.	Social Responsibility Operational Practices — Supply Chain Management	37
KPI B5.1	Number of suppliers by geographical region.	Social Responsibility Operational Practices — Supply Chain Management — Supply Chain Management Performance Table	37
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.	Social Responsibility Operational Practices — Supply Chain Management — Supply Chain Management Performance Table	37
		Social Responsibility Operational Practices — Supply Chain Management	37
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Social Responsibility Operational Practices — Supply Chain Management	37
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Social Responsibility Operational Practices —Supply Chain Management	37

ESG Aspects	Description	Section	Page No.
B6 Product Responsibility			
B6	General Disclosure	Social Responsibility Operational Practices — Product Responsibility	38
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Social Responsibility Operational Practices — Product Responsibility	38
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Social Responsibility Operational Practices — Product Responsibility	38
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Social Responsibility Operational Practices — Product Responsibility	40
KPI B6.4	Description of quality assurance process and recall procedures.	Social Responsibility Operational Practices — Product Responsibility	39
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Social Responsibility Operational Practices — Product Responsibility	39
B7 Anti-corruption			
B7	General Disclosure.	Social Responsibility Operational Practices — Anti-corruption Practices	41
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.	Social Responsibility Operational Practices — Anti-corruption Practices	41
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Social Responsibility Operational Practices — Anti-corruption Practices	41
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Social Responsibility Operational Practices — Anti-corruption Practices	41
B8 Community Investment			
B8	General Disclosure	Social Responsibility Operational Practices — Community Participation	42
KPI B8.1	Focus areas of contribution.	Social Responsibility Operational Practices — Community Participation	42
KPI B8.2	Resources contributed to the focus area.	Social Responsibility Operational Practices — Community Participation	42

ESG Aspects	Description	Section	Page No.
D Climate-related Disclosures			
(I) Governance			
19	Information about: (a) the governance body or individual(s) responsible for oversight of climate-related risks and opportunities; and (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Climate-related Disclosures — Governance	16
(II) Strategy			
20	Information of the climate-related risks and opportunities that could be expected to affect the Group's cash flows, its access to finance or cost of capital over the short, medium or long term.	Climate-related Disclosures — Strategy — Climate-related Risks and Opportunities	16
21	Information of the current and anticipated effects of climate-related risks and opportunities on the business model and value chain.	Climate-related Disclosures — Strategy — Climate-related Risks and Opportunities	16
22	Information of the effects of climate-related risks and opportunities on its strategy and decision-making — Climate Transition Action Plan.	Climate-related Disclosures — Strategy — Strategy and Decision-making: Climate Transition Action Plan	21
23	Information about the progress of plans disclosed in previous reporting periods	Environmental, Social and Governance Working Office — Sustainable Development Goals	7
24	Qualitative and quantitative information about: (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; (b) the climate-related risks and opportunities identified for which there is a significant risk of a material adjustment within the next annual reporting period.	Climate-related Disclosures — Strategy — Financial Impacts on Financial Position and Performance	18
25	Qualitative and quantitative disclosures about: (a) how the Group expects its financial position to change over the short, medium and long term; and (b) how the Group expects its financial performance and cash flows to change over the short, medium and long term.	Climate-related Disclosures — Strategy — Financial Impacts on Financial Position and Performance	18
26	Information of the resilience of the Group's strategy and business model to climate-related changes, developments and uncertainties, with climate-related scenario analysis to assess its climate resilience.	Climate-related Disclosures — Strategy — Climate resilience	19

ESG Aspects	Description	Section	Page No.
(III) Risk Management			
27	Information about: (a) the processes and related policies used to identify, assess, prioritise and monitor climate-related risks; (b) the processes used to identify, assess, prioritise and monitor climate-related opportunities; and (c) the extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the Group's overall risk management process.	Climate-related Disclosures — Risk Management	23
(IV) Metrics and Targets			
28	The absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO_2 equivalent, classified as:	Environment Protection — Emission and Waste Generation — GHG Emissions	10
	(a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions;	Environment Protection — Emission and Waste Generation— Emissions Data Performance Table	12
29	Measurements of GHG emissions and the approach used to measure the GHG emission	Environment Protection — Emission and Waste Generation— Emissions Data Performance Table	12
30-32	The amount and percentage of assets or business activities vulnerable to climate-related transition risks, physical risks and opportunities	Climate-related Disclosures — Metrics and Targets — Climate-related transition risks, physical risks and opportunities	25
33	The amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities	Climate-related Disclosures — Metrics and Targets — Capital deployment	25
34	Whether and how is applying a carbon price in decision making	Climate-related Disclosures — Metrics and Targets — Internal carbon prices	25
35	Remuneration – Disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement.	Climate-related Disclosures — Governance	16
36	Industry-based metrics that are associated with one or more particular business models, activities or other common features that characterize participation in an industry	N/A	–
37-40	Climate-related targets	Climate-related Disclosures — Strategy — Strategy and decision-making: Climate Transition Action Plan	21