CHINA TING GROUP

華鼎集團

Stock Code : 3398

Environmental, Social and Governance Report 2025







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ABOUT THIS REPORT



China Ting Group Holdings Limited and its subsidiaries (hereinafter collectively referred to as "China Ting Group" or the "Group") is a vertically integrated garment manufacturer, exporter and retailer principally engaged in garment OEM and ODM, fashion retailing and property investment in Mainland China.

We are pleased to present the 2025 Environmental, Social and Governance ("ESG") Report (the "Report"), which aims to demonstrate to the public the Group's strategic deployment, concrete actions and substantive results on its journey of moving towards a sustainable development, with in-depth focused on our governance system for identifying and resisting risks arising from climate change. This Report is available in both Chinese and English versions and can be accessed and downloaded by the public at any time via the HKEXnews platform of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") (www.hkexnews.hk) or the Group's official web portal (www.chinating.com.hk).

REPORTING SCOPE

The disclosure period of this Report spans from 1 January 2025 to 31 December 2025 (the "Reporting Period"). This report will focus on disclosing the core aspects of the Group's operations — OEM business. In particular, this Report containing sufficient detail of the performance of our textile, printing and dyeing, and garment manufacturing units located in Mainland China and Cambodia, which together contributed approximately 54.5% of the Group's total annual revenue. The reporting scope covers nine factories distributed across Mainland China and Cambodia (hereinafter collectively referred to as the "subsidiaries" or the "factories"), the organisational details of which are set out as follows:

Business Type	Name of Subsidiary
Textile factory	Zhejiang China Ting Jincheng Silk Co., Ltd
Printing and dyeing factory	China Ting Woollen Textile Co., Ltd ("China Ting Woollen Textile")
Garment factories	Zhejiang Fucheng Fashion Co., Ltd Zhejiang Huali Fashion Co., Ltd. Zhejiang Concept Creator Fashion Co., Ltd Shenzhen Fuhowe Fashion Co., Ltd Finity International Fashion Co., Ltd China Ting (Cambodia) Fashion Co., Ltd. Concept Creator Fashion (Cambodia) Co., Ltd





ABOUT THIS REPORT

REPORTING PRINCIPLES

The Report has been prepared stringently up to the Environmental, Social and Governance Reporting Code (the "Guide") as set out in Appendix C2 to the Listing Rules of the Stock Exchange, and active implement the following four core reporting principles:

Materiality

Definition

This Report focuses on the ESG issues of the greatest influence to the Group's operations and stakeholders.

Application

We focus our resources on the ESG issues that have the most significant impact on business continuity and stakeholder interests. Through multi-channel consultations and matrix analysis, we prioritise the issues to ensure that the information in the Report precisely addresses market concerns.

Quantitative

Definition

All relevant data is presented using measurable metrics, with clear disclosure of calculation criteria and methods, with comparisons with historical data provided as appropriate.

Application

The Group translates each indicator into auditable data performance, providing a detailed explanation of the calculation logic and technical standards. We have engaged expert consultants to calculate the carbon footprint in accordance with internationally recognised standards, and through historical trend comparisons, we enhance the interpretability of the data.

Balance

Definition

This Report provides an objective presentation of the Group's performance in ESG aspects.

Application

The Report maintains a fair and objective narrative stance, transparently presenting the Group's progress and the limitations encountered in driving its ESG transformation, thereby assisting stakeholders in building a multi-dimensional understanding of the Group's overall performance.

Consistency

Definition

We apply consistent disclosure principles to ensure year-on-year data comparability.

Application

The Report employs consistent statistical methodologies. Any modifications to calculation approaches are accompanied by clear explanations of both the rationale for changes and their impacts.





CONFIRMATION AND APPROVAL

The Group has established internal control and review systems to collect and manage relevant information and data to ensure that the disclosures in this Report are accurate and reliable. The content of this Report and the sustainable development strategies referred to therein were fully reviewed and approved by the Board of Directors on 31 March 2026. The Board of Directors assumes ultimate supervisory responsibility for the quality of the Report's content and the effectiveness of the related risk management.

FEEDBACK

We welcome comments from the public and stakeholders on the Group's sustainability performance or the content of this Report, with an aim to continuously improve the sustainability governance and strategies. If you have any questions or suggestions on the Group's sustainable development work, or the content or reporting form of this Report, please contact the Group by email to esg@chinatingholdings.com.



BOARD STATEMENT



In 2025, as global climate governance enters a critical and complex phase of transition, China Ting Group has come to a profound realisation that the long-term value of an enterprise is inseparable from its environmental performance and climate resilience. Facing a multifaceted and ever-changing external environment, the Board of Directors of the Group has consistently regarded green transformation as a core tenet of business continuity. We not only firmly implement the national "3060 Dual Carbon" strategy, but also actively align with the green and low-carbon orientation during the transitional period between the 14th Five-Year Plan and the 15th Five-Year Plan. As a participant in the garment manufacturing industry, we deeply understand that operational compliance and resource optimisation are the cornerstones of maintaining competitive advantage, and we are committed to strictly adhering to environmental red lines while pursuing business growth.



During the past reporting year, the Group's management focus has been on the refined governance of production processes. Through continuous fine-tuning of existing production procedures and self-examination of our environmental management system, we strive to reduce the carbon footprint and pollutant intensity per unit of output. In response to the nation's long-term deployment towards carbon neutrality, the Group has begun to map out a feasible carbon reduction roadmap, ensuring that our operational pace precisely aligns with the national policy timeline. On the product dimension, we continuously explore the application potential of sustainable materials, endeavouring to internalise environmental attributes as an inherent feature of our products and to offer the market a wider range of low-carbon choices.

BOARD STATEMENT

Faced with increasingly frequent climate-related risks, the Group is progressively building a multi-dimensional response framework. This encompasses the optimisation of climate risk identification processes, the cultivation of environmental awareness among all employees, and pilot studies on the transformation of our energy mix. We closely monitor the evolution of clean energy technologies and assess the pathways for their integration into the Group's operations. At the same time, we recognise that acting alone is insufficient to address climate challenges; therefore, we are strengthening in-depth dialogues with our suppliers to explore how we can enhance the resilience of the entire value chain against climate change, based on a shared commitment to environmental compliance.

The Board's oversight of ESG matters is embedded throughout the Group's decision-making process. We firmly believe that a transparent and efficient environmental management framework is not only a fulfilment of responsibility, but also a source of value creation. Through the collaboration between the Sustainable Development Committee and the R&D team, we regularly review progress against environmental targets, ensuring that our management practices remain in close alignment with regulatory requirements and industry benchmarks. We also continue to invest in research and development, aiming to meet the global fashion industry's growing demand for sustainable products with higher-standard green processes.

Looking ahead, China Ting Group will continue to deepen its alignment with national development strategies, striving to achieve an optimal balance between expanding our business footprint and protecting the ecological environment. We will participate more proactively in the construction of a green manufacturing system, turning challenges into opportunities, and developing more resilient and sustainable long-term value for our shareholders and the wider community.

Thank you for your continued attention to and trust in China Ting Group's sustainability journey.

SUSTAINABLE DEVELOPMENT POLICY

China Ting Group regards sustainable development as an endogenous driver of its business operations, rather than merely the fulfilment of external responsibilities. We have transformed environmental stewardship, employee growth, supply chain collaboration and community integration into the Group's core competencies, striving to strike a balance between business growth and social benefits at every link of the textile and garment value chain. Through forward-looking policy guidance and precise action plans, the Group continuously optimises resource allocation, aiming to build development value with long-term resilience against risks for all stakeholders.

We firmly believe that corporate evolution should resonate with the expectations of our stakeholders. The Group has established an agile communication matrix, capturing material issues affecting business sustainability through diversified dialogue channels. These insights not only serve as the underlying data for optimising our governance structure, but also provide the key basis for the Board of Directors to formulate the annual "Sustainable Development Blueprint". At the strategic level, following a systematic management logic, we break down our sustainability vision into actionable, phased targets, thereby contributing to the green transformation of the industrial chain and the prosperity of the regional ecosystem.





GOVERNANCE STRUCTURE

An efficient and transparent governance system is the cornerstone of China Ting Group's steady development. The Board of Directors, as the Group's highest decision-making and supervisory core, comprehensively oversees ESG governance and climate change-related matters. Its responsibilities are not limited to setting top-level strategies and approving targets, but also extend to rigorous review of the risk protection framework and through monitoring of the implementation effectiveness of various sustainability policies, ensuring that the Group remains on a compliant and forward-looking path.

To implement this governance vision, the Group has established a cross-departmental "ESG Management Mechanism". Directly led by the Chief Executive Officer, this mechanism brings together the decision-making power of each core business department, embedding sustainability considerations into the very fabric of daily operations. The management team is responsible for strategy transformation and performance tracking, translating macro-level goals into specific operational parameters, and maintaining regular reporting lines to the Board of Directors. This combination of top-down strategic drive and bottom-up practical feedback ensures that the Group demonstrates exceptional operational efficiency and flexibility in execution when responding to ESG challenges.

THE BOARD

According to the report of the ESG management team, the Group makes decisions on each of the sustainable development issues, and formulates appropriate policies to provide the management and employees of functional department with the basis for formulating and implementing policies

ESG Management Team

CEO

Leading the senior management of various functional departments, formulating relevant policies and measures, and promoting the Board's decision-making to implement the commitments to sustainable development

Finance Team

Assist the Group in formulating and implementing sustainability strategies from a financial perspective

Administration Team

Create a harmonious and inclusive working environment for the Group and its employees

Business Team

Develop environmentally friendly products, advocate environmental protection issues for customers, and form a green ecological chain

Manufacturing Team

Improve production technology, enhance product quality and efficiency, and achieve environmentally friendly manufacturing mode

Weaving Team

Be responsible for the production management and product research and development of the weaving business, striving to reduce energy consumption and improve sewage treatment capacity to ensure compliance of pollutant discharge

Retail Team

Promote the Group's environmental protection concept for products to increase the customers' environmental protection awareness, and ensure that products meet customers' needs



RISK MANAGEMENT

The Board of Directors of China Ting Group assumes the ultimate responsibility for establishing and maintaining robust risk management and internal control systems. We embed risk awareness into every dimension, from strategic planning to daily operations, ensuring that the Group possesses a high degree of adaptability in responding to external challenges such as climate change and market fluctuations. To implement scientific management, the Group has deeply integrated ESG elements and climate-related risks into its existing risk management framework. With reference to professional standards such as the Corporate Risk Management and Internal Control Regulation Rules, we have constructed an institutional framework that aligns with our business reality. Under the professional supervision of the Audit Committee, we have implemented a systematic risk identification and response mechanism, providing strategic direction for the Group's steady course.

During the 2025 financial year, the Group closely followed the evolution of regulatory trends and market dynamics, conducting a comprehensive review and in-depth analysis of the existing risk assessment matrix. The Audit Committee, in collaboration with the Board of Directors, is committed to optimising the risk defence system and strengthening related control measures. We have implemented a tiered management process based on risk priority, dynamically evaluating the effectiveness of response measures through regular monitoring of key early warning indicators, striving to keep potential risks within a reasonable range. For detailed information on the Group's risk management and internal controls, please refer to the dedicated "Corporate Governance Report" section in the Company's annual report.

The risks related to sustainable development identified by the Group during the year are as follows:

Risk	Risk Description	Risk Control Measures	Risk Level/ Assignment
Supply chain management risks	While the Cambodian production base has achieved normalized operation, issues such as the shortcomings of logistics infrastructure and insufficient employment stability in Southeast Asia have become prominent, and bottlenecks in the efficiency of cross-border procurement and production coordination still exist. Meanwhile, the global price fluctuations of light textile raw materials have increased the difficulty of upstream and downstream supply chain coordination, and the risks of quality, delivery time and compensation have not been alleviated. The problem of insufficient talent reserves has constrained the improvement of the efficiency of overseas bases.	1. Promote deep localization of the management team at the Cambodia base, recruiting and cultivating local technical and management professionals 2. Optimize the supply chain collaboration system between China and Cambodia, establishing a cross-border raw material reserve mechanism to cope with price fluctuations 3. Enhance the level of production automation at the Cambodia base to improve production efficiency and product quality stability 4. Develop local raw material suppliers in Southeast Asia to reduce cross-border procurement costs and logistics risks 5. Improve the digital remote management system to achieve real-time monitoring of production and quality at overseas bases	Significant risk

Risk	Risk Description	Risk Control Measures	Risk Level/ Assignment
Green and low-carbon operation compliance risks	With the further implementation of the carbon peaking policy in the industrial sector, the environmental compliance pressure on the Company's textile printing and dyeing segment continues to escalate. The Company may face rising costs in environmental protection equipment and production process upgrades, thereby compressing profit margins.	1. Establish a group-wide carbon management system covering the entire process to monitor carbon emissions at each production stage in real time, ensuring compliance with emission standards 2. Increase investment in upgrading energy-saving and carbon-reduction equipment, introduce clean energy sources such as photovoltaics and energy storage, and reduce dependence on traditional energy 3. Research, develop and promote low-carbon printing and dyeing processes to reduce pollutant emissions and improve resource recycling efficiency 4. Set up dedicated green and low-carbon assessment indicators, allocate emission reduction targets to each production unit, and clarify responsible parties	Significant risk

COMPLIANCE MANAGEMENT

China Ting Group regards integrity in operation as the cornerstone of the Group's longevity, and adherence to all laws and regulations as the bottom line for fulfilling its corporate responsibilities. We are deeply aware that any compliance lapse may cause irreversible adverse effects on business continuity, brand reputation and legal rights and interests. In response to the dynamic evolution of the global textile and garment industry's regulatory environment, the Group adopts a proactive adaptation strategy, refining the operational logic of its businesses in various regions to ensure that every link strictly aligns with local legal requirements. Through the Audit Committee, we rigorously oversee the Group's compliance performance, and rely on a dynamically updated internal policy system to regularly submit assessment reports to the Board of Directors, thereby driving the continuous enhancement of our compliance management capabilities.

The Group is pleased to announce that during the Reporting Period, there were no material breaches or non-compliance records in any key aspect of environmental, social and governance (ESG) matters. Furthermore, the Group was not involved in any concluded litigation cases concerning corruption or bribery, fully demonstrating the effectiveness of our clean operation and compliance governance.

SUSTAINABLE DEVELOPMENT POLICY

Aspect	Issues	The Group's Policies	Major Laws and Regulations (including but not limited to)
Environment	Emissions	• Energy Management System • Chemical Leakage Emergency Plan • Chemical Safety Management Program • Technical Specifications for Dyeing and Finishing Wastewater Treatment of Textile Industry	• Environmental Protection Law of the People's Republic of China • Water Pollution Prevention and Control Law of the People's Republic of China • Environmental Noise Pollution Prevention and Control Law of the People's Republic of China • Solid Waste Pollution Prevention and Control Law of the People's Republic of China • China's Guidelines for Accounting and Reporting Greenhouse Gas Emissions — Other Industrial Enterprises • ISO14064-1 GHG Protocol
	Use of Resources	• Energy Management System	N/A

Aspect	Issues	The Group's Policies	Major Laws and Regulations (including but not limited to)
	The Environment and Natural Resources	• Chemical Leakage Emergency Plan • Chemical Safety Management Program	N/A
	Climate Change	• Climate Change Policy	N/A
Employees	Employment	• Employee's Code of Conduct • Recruitment and Dismissal System • Salary Payment Management System • Leave System • Grievances and Complaints Management Measures • Employee Complaints Handling Procedures	• Labor Law of the People's Republic of China • Labor Contract Law of the People's Republic of China • Social Insurance Law of the People's Republic of China

Aspect	Issues	The Group's Policies	Major Laws and Regulations (including but not limited to)
	Health and Safety	• Rules and Regulations on Employees' Safety and Health • Management Systems for Equipment and Facilities Safety • Management Regulations on the Storage and Use of Chemicals (Hazardous Articles) • Management System for the Use of Chemicals and Labor Protection Gears • Chemical Leakage Emergency Plan • Emergency Rescue System on Production Safety Incidents • Emergency Medical Procedures for Work-related Injuries/Accidents • Emergency Medical Management System • Fire Emergency Plan	• Production Safety Law of the People's Republic of China • Occupational Disease Prevention and Control Law of the People's Republic of China • Work Injury Insurance Regulations • Social Insurance Law of the People's Republic of China
	Development and Training	• Employee Training System	N/A

Aspect	Issues	The Group's Policies	Major Laws and Regulations (including but not limited to)
	Labor Standards	• Social Responsibilities Management System • Child Labor Remediation Management Rules • Staff Handbook	• Labor Contract Law of the People's Republic of China • Law of the People's Republic of China on the Protection of Minors • Provisions on Prohibition of Child Labor
Operation	Supply Chain Management	• Supplier Selection and Review Criteria • Procurement Control Procedures • Procedures for Controlling Suppliers' and Subcontractors' Social Responsibility • Social Responsibility Agreement	N/A

Aspect	Issues	The Group's Policies	Major Laws and Regulations (including but not limited to)
	Product Responsibility	• Production Standard Operating Procedures • Quality Manual • Recall Procedures for Non-Conforming Products • Product Early Warning, Claims, Returns and Complaints Information Procedures • Customer Complaints Handling Procedures • Customer Privacy and Data Protection Systems • Customer Property and Privacy Protection Procedures • Clients' Brands Protection and Control Management System • Client-Related Process Control Procedures	• Contract Law of the People's Republic of China • Advertising Law of the People's Republic of China • Tort Liability Law of the People's Republic of China • Trademark Law of the People's Republic of China
Business ethics	Anti-corruption	• Code of Work for Managers • Anti-Corruption and Anti-Bribery Program • Anti-Bribery/Anti-Corruption Commitment • Supplier's Anti-Bribery/Anti-Corruption Commitment	• Criminal Law of the People's Republic of China • Anti-money Laundering Law of the People's Republic of China • Anti-unfair Competition Law of the People's Republic of China • Tendering and Bidding Law of the People's Republic of China

COMMUNICATION WITH STAKEHOLDERS

The active participation of stakeholders is a core driving force for China Ting Group's journey towards sustainable development. We are committed to building diversified and transparent dialogue platforms, maintaining regular information exchange with all stakeholders to gain in-depth insights into their expectations and aspirations for the Group. During this reporting year, we collected opinions extensively through multi-dimensional interactive channels and translated them into an important reference basis for optimising operational decisions and refining our sustainable development strategies, ensuring that the Group's business operations resonate with societal expectations.

Stakeholders	Communication Channels
Directors and employees	• Internal meetings • Questionnaire • Performance appraisal • Trainings and staff activities • Employee grievance channels • Corporate communications and social media
Investors and shareholders	• Shareholders' meetings and events • Questionnaire • Corporate communications and social media • Press release
Suppliers and partners	• Questionnaire • Review and evaluation • Regular communication and meetings
Customers	• Channels for collecting customers' opinions and complaints • Questionnaire • Corporate communications and social media
Government and regulatory authorities	• Regular communication • Compliance records
Industry association	• Regular exchange • Participation in the affairs of industry association
Community	• Community and volunteer activities • Corporate communications and social media

MATERIALITY ASSESSMENT

Materiality assessment serves as an important foundation for the development of the Group's sustainability strategy. To maintain consistency with the sustainability strategy last year, the Group continued to adopt last year's materiality analysis results during the year, and will conduct materiality assessment next year to ensure our sustainability strategy remains consistent while keeping updated. In last year's assessment, we adopted a systematic three-step assessment process to precisely identify the key issues that have a significant impact on the Group's business continuity and stakeholder interests, thereby providing a scientific basis for the Group to set its future development priorities.

01

Identify relevant issues

- With reference to the latest "Guide" requirements of the Stock Exchange, combined with industry dynamics and peer performance, 23 environmental, social and governance issues closely related to the Group's operations were identified, constructing an initial.

02

Prioritize the issues

- Invite internal and external stakeholders to participate in an online survey to rate the materiality of ESG issues.
- Collect and evaluate the opinions on the impact of the issues on the Group's corporate value (financial materiality) and the Group's impact on the economy, environment and society (impact materiality) to determine the overall materiality level of each issue.
- Develop a materiality matrix and priority list of ESG issues.

03

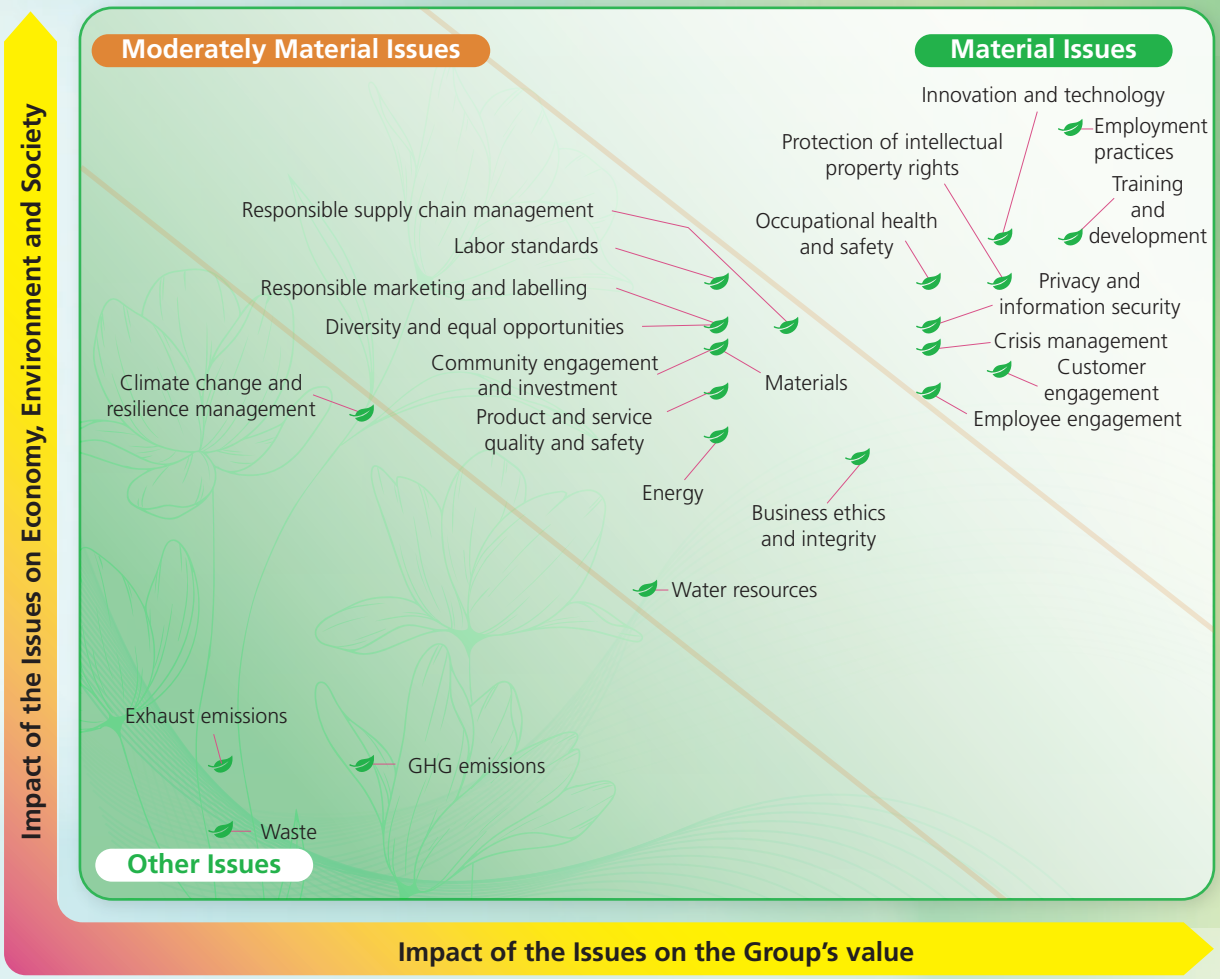
Verify material issues

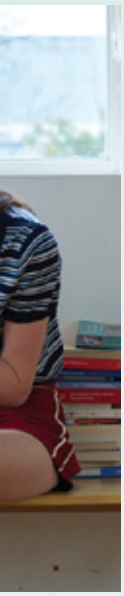
- The results of the materiality assessment are submitted to the Board for review and confirmation.





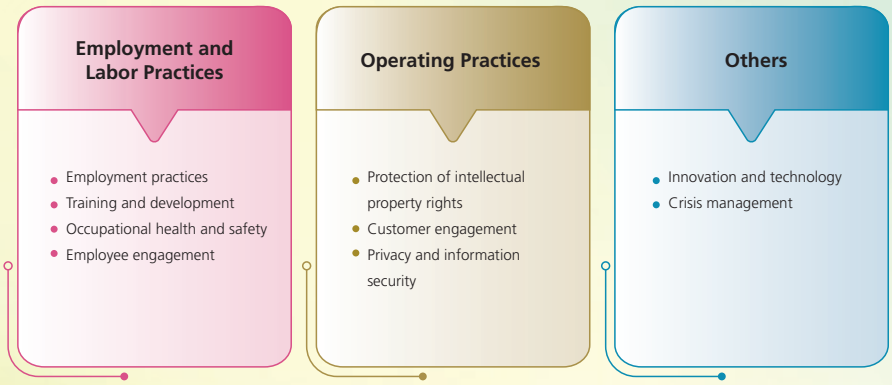
Based on the dual-dimensional comprehensive analysis, we conducted a matrix mapping analysis of the 23 ESG issues mentioned above. We assessed the key concerns of stakeholders through two dimensions: "Impact on Corporate Value" and "Impact on the Environment, Society and Economy". Through the matrix analysis, we identified the key issues located in the upper-right quadrant. These "material issues" have become the core disclosures of this Report, and we will elaborate on their management approaches and performance in the subsequent sections.





SUSTAINABLE DEVELOPMENT POLICY

Material issues for the year are as follows:



This Report formulates a reporting framework based on the materiality analysis results and stakeholders' concerns, and elaborates on the Group's performance and measures during the year as follows.

PEOPLE ORIENTED

China Ting Group regards its employees as the core driving force for the sustained development of the Company. We value talent cultivation and development, and establish sound employment management systems and labor practices to strive to create a safe, healthy, diversified and inclusive working environment where every employee can give full play to their strengths.

EMPLOYMENT MANAGEMENT

Policies and Measures	Purpose
Employee's Code of Conduct Recruitment and Dismissal System Salary Payment Management System Leave System	The Group has developed the policies for recruitment and resignation, remuneration, working hours, dismissal, equal opportunities, holidays and other benefits, to ensure that employees understand the requirements and procedures of the Group's employee system
Grievances and Complaints Management Measures Employee Complaints Handling Procedures	In order to ensure that employees can appeal for their opinions and feelings, the Group has established corresponding complaint management policies and procedures to maintain good two-way communication with employees

In an ever-evolving industrial landscape, the Group deeply recognises that outstanding human resources are key to maintaining its competitive advantage. We not only focus on attracting and retaining elite talent, but also emphasise creating a dynamic environment with a strong sense of belonging. By optimising our human resources management framework, we ensure that every employee enjoys equal opportunities for development, broad career paths, and robust protection of their rights and interests, thereby collectively driving the Group's long-term transformation.

Talent Recruitment and Retention

We are committed to creating a fair, open and motivating working atmosphere, and attracting and retaining outstanding talents through a competitive remuneration package within the industry. The Group relies on the Recruitment and Dismissal System and the Salary Payment Management System to implement standardised human resources operating procedures, ensuring fairness and transparency in the management process. In the talent selection process, we consistently adhere to objective assessment, taking educational background, professional skills, past performance, interview results and job fit as the core selection criteria, strictly eliminating any discrimination and ensuring that all applicants are provided with an equal starting point for their careers.

To drive employees to pursue excellence and realise their personal value, the Group has established a scientific performance evaluation mechanism, implementing comprehensive annual appraisals. We ensure the objectivity of the assessment process and provide corresponding remuneration feedback based on the appraisal results and market salary trends. For employees with outstanding contributions, in addition to salary adjustments based on rank and performance, there are also diversified incentive schemes, including monthly performance bonuses, position allowances, statutory holiday overtime compensation, various subsidies and perfect attendance bonuses. We believe that a precise reward mechanism can effectively stimulate employees' professional enthusiasm and enhance their sense of identification with the Company.

The Group attaches great importance to the legal rights and interests as well as the work-life balance of its employees, and has formulated a Leave System that combines regulatory compliance with human care. In addition to statutory public holidays, employees are entitled to various types of paid leave in accordance with the law, including annual leave, sick leave, marriage and bereavement leave, maternity leave and paternity leave. To achieve work-life balance and improve employee well-being, we provide comprehensive care measures, such as meal subsidies, employee dormitory arrangements, and team cohesion building activities (e.g., group travel). These initiatives not only convey the Company's caring attitude towards its employees, but are also translated into team cohesion and stability, working together to create a harmonious and win-win workplace environment.

Diversity, Equal Opportunities and Anti-discrimination

China Ting Group is committed to fostering a work environment that embodies diversity and inclusiveness, and actively attracts talented individuals with diverse backgrounds and professional expertise. We have strictly established equal opportunity and anti-discrimination principles in our "Recruitment and Dismissal System", aiming to ensure that all employees and applicants are treated fairly at all stages of their career. The Group adopts a zero-tolerance stance towards any discrimination, harassment or unfair treatment based on race, gender, age, religious beliefs, disability or other personal characteristics, thereby safeguarding the purity and dignity of the workplace culture.

Employee Grievance

The Group adheres to high standards of professional ethics and integrity principles, and implements strict controls over any acts that violate laws, regulations or corporate conduct. To effectively safeguard employees' rights and interests, we have established a well-established and professional grievance mechanism. Pursuant to the "Grievances and Complaints Management Measures" and the "Employee Complaints Handling Procedures", employees are encouraged to report their demands through formal channels when encountering unequal treatment, workplace harassment or discrimination.

All complaint cases received will be subject to a rigorous investigation process to ensure fairness and confidentiality. Once the investigation results confirm the existence of any violation, the Group will impose corresponding disciplinary actions on the responsible persons based on the severity of the circumstances and the Company's rules and regulations. Through a systematic grievance management mechanism, we are committed to eliminating any factors that may impair workplace harmony, thereby ensuring the sustainable and stable operation of the Group.

COMPLIANT LABOR PRACTICES

Policies and Measures	Purpose
Social Responsibilities Management System	Strictly prohibit the use of child labor or forced labor in business operations, and at the same time, establish response procedures to deal with the misemployment of child labor to protect the affected minors
Child Labor Remediation Management Rules	

Prevention of Child Labor and Identity Verification

In accordance with the Social Responsibilities Management System and the Child Labor Remediation Management Rules, China Ting Group has established a rigorous preventive mechanism to safeguard the rights and interests of workers. We have a zero-tolerance policy towards child labor and any form of forced labor. During the recruitment stage, the human resources department implements multi-dimensional identity verification procedures, requiring applicants to provide statutory identity documents, conducting face-to-face interviews for confirmation, and performing cross-checking with relevant departments, to ensure that all newly hired employees meet the legal working age requirements.

To ensure the effectiveness of the policies, the Group regularly conducts compliance reviews on personnel files and organises specialised training on laws and regulations for the recruitment team. If, during operations, an extreme case of mistakenly employing child labor is identified, the Group will immediately initiate a standardised remedial procedure, including: suspending the minor's work immediately, arranging professional medical examinations to assess his/her health condition, contacting his/her family members or guardians, and reporting to the local labor authority for record. In addition, we will provide necessary financial assistance to support his/her return to the education system or enrollment in appropriate vocational training. At the same time, we will conduct an in-depth investigation into the root cause of the incident, thereby reinforcing the existing policies and procedures to prevent similar risks from happening again.

Prevention of Forced Labour and Employment Autonomy

In terms of preventing forced labour, the Group has established a transparent contractual management system. Before formally commencing their duties, all new employees must sign a detailed employment contract, which clearly defines core terms such as the remuneration structure, benefit items, scope of duties, and working hours arrangements. We ensure that employees exercise their autonomy to sign the contract on the basis of a full understanding of its contents.

Upon joining the Company, employees are required to read the Staff Handbook to grasp key information such as working hour schedules, overtime compensation, and leave policies. The Group strictly monitors overtime hours to ensure that employees enjoy adequate rest entitlements, and pays overtime wages in accordance with statutory requirements. When terminating an employment relationship, we strictly adhere to the employment contract and local laws and regulations to ensure that the resignation process is lawful and transparent. Through regular internal compliance audits, we ensure that various labour standards are substantively implemented across all operating units, thereby safeguarding the sustainable operation of the Group.

SAFEGUARDING HEALTH

Policies and Measures	Purpose
Rules and Regulations on Employees' Safety and Health Management Systems for Equipment and Facilities Safety	Strengthen the prevention of risks related to occupational health and safety, and protect the safety and health of employees and related persons
Management Regulations on the Storage and Use of Chemicals (Hazardous Articles) Management System for the Use of Chemicals and Labor Protection Gears Emergency Plan for Chemical Leakage	Ensure that chemicals and other hazardous substances are properly handled to protect employees, while limiting the handling, usage, storage and disposal of relevant chemicals to maintain a safe working environment
Management System for Equipment Safety	Responsible for managing the daily inspection and maintenance of the production equipment of the subsidiaries to ensure that the equipment is functioning properly and to maintain a safe working environment
Emergency Medical Management System Fire Emergency Plan	In case of any employee injury or fire and other related safety accidents, we will provide employees with treatment process to ensure that we will take corresponding emergency measures according to the severity of the situation in a safe environment, and notify the fire or rescue organizations as soon as possible to escort the injured person to the nearby hospital for treatment

China Ting Group has always placed the safety protection and physical and mental health of its employees at the core of its business decisions. To implement the highest standards of workplace safety, we have established the leading group for environmental hygiene and healthy and safe production, which is directly led by the senior management, and is responsible for coordinating, supervising and refining the implementation effectiveness of various occupational safety and health policies. Through regular review meetings, the Group dynamically assesses the applicability of existing protective measures and ensures that management strategies can precisely respond to changes in the operating environment, thereby building a solid safety line from the institutional level.

Professional Chemical Management System

In view of the use of chemicals in the production process, the Group regards the relevant safety management as a key element in preventing operational risks. We have established a rigorous chemical management framework, encompassing core guidelines such as the Rules and Regulations on Employees' Safety and Health, the Management Regulations on the Storage and Use of Chemicals, and the Emergency Plan for Hazardous Chemicals.

For specific positions involving exposure to chemicals, the Group implements a strict professional training and certification mechanism to ensure that relevant employees possess comprehensive safe operation skills and the ability to handle emergency situations. In addition to conducting regular leakage emergency drills, we continue to invest in the upgrading of protective equipment and the maintenance of safety facilities. Furthermore, the Group has implemented a whole-process tracking mechanism, incorporating rigorous monitoring from the source of procurement to the end-use stage, striving to eliminate any potential environmental and health risks.

Systematic Training and Emergency Practices

To cultivate a safety culture with universal participation, the Group has implemented a systematic "three-level safety education" system, ensuring that every member, from the decision-making level to the front-line production staff, receives corresponding job-specific training and passes rigorous assessments to qualify for their positions. In addition to regular training, we insist on organizing at least two large-scale practical fire evacuation drills for all employees every year, thereby enhancing emergency response capabilities and self-rescue and mutual aid skills. Through the above comprehensive protection system, we are committed to creating a safe, healthy and resilient working environment, safeguarding the occupational well-being of every employee.

Number of work-related fatalities occurred in the past three years (including the Reporting Period)	0
Number of work-related injuries	15
Rate of work-related injuries (per thousand employees)	0.53
Lost days due to work-related injuries	15

ENCOURAGE GROWTH

Policies and Measures	Purpose
Employee Training System	Provide different types of training for personnel of different ranks and departments to meet the needs of employees in their positions, including induction training, on-the-job training, management training, etc.

China Ting Group firmly believes that the professional growth of its employees is the core engine driving the Company's progress, and therefore continuously invests resources to promote talent development. Following the Employee Training System, we have established a comprehensive annual education framework to ensure that employees at different functions and levels have access to suitable learning resources. The Group dynamically optimizes the training content based on industry trends, evaluation of training effectiveness and management guidance, aiming to unlock employee potential while strengthening the Group's overall competitive advantage in the market.

Diversified Training and Transformation Support

We have built a multi-dimensional internal learning platform, covering areas such as onboarding orientation, job skill enhancement and leadership development, precisely aligning with the career development needs of employees at all levels. In addition, the Group actively supports employees' participation in external professional courses to broaden their international perspectives and deepen cross-disciplinary knowledge reserves. To support the Group's strategic transformation, we have particularly strengthened special training on sustainable development and emerging business areas, assisting employees in mastering key competencies under industrial changes.

During the Reporting Period, a total of 2,854 employees of the Group were trained, representing 87.5% of all employees. The average training hours of the employees in general were recorded as 4.35 hours. The level of training participation and commitment remained stable as compared with previous years.

QUALITY OPERATION

China Ting Group has always regarded operational excellence as the cornerstone of the Company's development, and is committed to practicing sustainable development through product innovation and service value. We have established a comprehensive operational management framework, with core areas covering rigorous quality control and systematic supplier evaluation, thereby consolidating the Group's brand reputation and deepening customer trust. Through continuous process improvement and strict quality control, we ensure the provision of safe, reliable and high-quality product solutions to the market.

Policies and Measures	Purpose
Production Standard Operating Procedures Quality Manual	Maintain high-quality production by setting up policies for standardized production procedures and clarifying the operation quality and level for employees
Customer Complaints Handling Procedures Product Early Warning, Claims, Returns and Complaints Information Procedures Recall Procedures for Non-Conforming Products	Clear guidelines on the handling of complaints and the recall of non-conforming products to reduce the health and safety risks of customers and the public
Customer Privacy and Data Protection Systems Customer Property and Privacy Protection Procedures Clients' Brands Protection and Control Management System Client-Related Process Control Procedures	Restrict employees' access to confidential information and customers' information through various systems and procedures, and specify relevant responsibilities to comprehensively reduce the risk of information leakage or infringement

STRICT QUALITY CONTROL

To precisely align with the evolving market trends and consumer expectations, the Group is committed to providing high-quality products and service experiences. Guided by the goal of enhancing customers' quality of life, we ensure that every output meets high standards of quality through iterative upgrades of production processes and optimization of service pathways. During the product development stage, we prioritise safety and functionality as core considerations, implementing rigorous quality monitoring procedures at every step, from raw material selection to final product inspection.

QUALITY OPERATION

We firmly believe that innovation is the core driver of the Company's long-term success. Through routine market research and customer feedback mechanisms, we continuously innovate and develop product portfolios that better meet market needs. At the same time, the Group proactively identifies and adopts cutting-edge technologies and environmentally friendly materials, balancing product quality with environmental responsibility. Our research and development team closely tracks industry technological changes, striving to create a more innovative and environmentally friendly product experience for customers, thereby enhancing the brand's leadership in sustainable competition.

Quality Management

The Group has established a rigorous and comprehensive quality control system, with dedicated production and quality inspection departments collaborating to perform functional supervision. To maintain a high degree of consistency and reliability in product quality, we have implemented multi-dimensional quality control procedures. During the manufacturing process, all production personnel must strictly follow the Production Standard Operating Procedures and perform precise inspections at each process stage. Quality management professionals, in accordance with the detailed guidelines of the Quality Manual, apply scientific sampling techniques to conduct systematic testing and analysis of raw materials, semi-finished products and finished goods.

In addition, the Group regularly organises special training on quality management, aiming to deepen employees' quality awareness and professional skills, ensuring that output meets or even exceeds established quality standards. Through such rigorous control measures, we are committed to delivering the highest quality and most trustworthy product solutions to our stakeholders.

Communication with Customers

The Group regards customer feedback as a key pathway to optimizing its services, and collects opinions through diversified communication channels. We have established a standardised Customer Complaints Handling Procedures, and appointed a dedicated investigation team directly led by the General Manager to ensure that each request receives timely and effective response and resolution. We conduct in-depth analysis of the underlying causes of each feedback item, and accordingly initiate corresponding process improvement measures.

Product Monitoring and Recall Mechanism

To safeguard the high standards of its products and services, the Group has implemented a full-cycle product monitoring system. For potential non-conforming products, we have the contingency capability to promptly initiate recall actions in accordance with the Product Early Warning, Claims, Returns and Complaints Information Procedures and the Recall Procedures for Non-Conforming Products. At the same time, we will review the production process retrospectively and formulate preventive strategies to prevent similar issues from occurring at the source.

We are committed to maintaining close strategic ties with our customers. Through regular collection of opinions and big data analysis, we drive the iterative optimization of product and service quality. The professional after-sales team actively responds to customer expectations, striving to create an excellent service experience. This continuous improvement approach not only steadily enhances customer satisfaction, but also consolidates the long-term trust relationship between the Group and its customers.

During the Reporting Period, the Group did not record any material customer complaints, nor were there any cases of product recall due to safety and health reasons.

Protecting Privacy and Intellectual Properties

In the era of rapid development of digital transformation and artificial intelligence in 2025, the protection of information security and intellectual property has become the strategic core of China Ting Group's operational resilience. The Group regards the safeguarding of personal privacy and technological achievements as the cornerstone of its corporate integrity and operations, and has established a rigorous information protection matrix. For core confidential data such as production technologies, product design plans and customer contracts, we have implemented refined access rights management and dynamic hierarchical controls to ensure that sensitive data can only be accessed by authorized personnel within a controlled environment.

To protect customers' commercial value and design outcomes, the Group has implemented the Clients' Brands Protection and Control Management System. We enforce strict restrictions on photography and videography in production areas and product display zones, and through standardised management processes, provide comprehensive protection for customer brands, exclusive accessories and trademark rights, striving to block any risk of design infringement at the source.

At the same time, the Group strictly implements the Client-Related Process Control Procedures, which clearly define the responsibilities of each functional department in data security and intellectual property protection. We ensure that every step of product development and service delivery precisely complies with customers' contractual requirements, minimizing the risk of information leakage. Through the in-depth protection of intellectual property, we are committed to creating a fair, honest and innovation-enabling business environment, thereby promoting the sustainable growth of the Group.

SUPPLY CHAIN MANAGEMENT

Policies and Measures	Purpose
Supplier Selection and Review Criteria Procurement Control Procedures	Standardized source management system and procedures to regulate, assess and approve suppliers' product quality, handling and remedial measures for non-conforming products, after-sales services, etc.
Procedures for Controlling Suppliers' and Subcontractors' Social Responsibility Social Responsibility Agreement	Provide suppliers with clear social responsibility requirements to ensure that the suppliers which the Group cooperates with understand our emphasis on social responsibility and improve the social responsibility performance of the supply chain

China Ting Group is committed to embedding the principles of sustainable development into all dimensions of its supply chain management, and seeks to establish shared values with its partners. Through the dynamic adjustment of supplier selection criteria and procurement procedures, we ensure that selected partners possess excellent quality capabilities and compliance awareness. The Group has implemented a rigorous source management system, incorporating Environmental, Social and Governance ("ESG") performance into core procurement decisions to maintain the stability and environmental friendliness of raw material supply. For suppliers that fail to meet the Group's standards, we implement an elimination mechanism and promptly activate alternative solutions to maintain the overall competitiveness of the supply chain.

Risk Control and On-site Monitoring and Verification

To implement responsible governance in the supply chain, we require all partners to sign the Social Responsibility Agreement and incorporate it into the Group's risk management system for unified supervision. The Group regularly conducts policy assessments and on-site inspections to comprehensively review the effectiveness of suppliers' practices in environmental protection and social responsibility. Through these continuous monitoring measures, we are committed to collaborating with suppliers to enhance the overall level of sustainable development and jointly address the challenges posed by climate change and market transformation.

During the Reporting Period, the Group had a total of 97 cooperative suppliers. Among them, suppliers located in Mainland China accounted for approximately 84.54%, mainly providing various raw materials required for production; the remaining suppliers were distributed in Hong Kong and other regions in Asia. By optimizing the supply regional layout, we continue to strengthen the flexibility and risk resistance of the supply chain.

ANTI-CORRUPTION

Policies and Measures	Purpose
Code of Work for Managers	Standardize the code of business ethics for employees and completely eliminate improper trading activities including bribery, fraud, extortion and money laundering
Anti-Corruption and Anti-Bribery Control Program	

China Ting Group regards integrity-based operation as the governance foundation for its long-term development, and adopts an absolute zero-tolerance stance towards any form of fraud or dishonest conduct. The Group strictly prohibits all activities that violate business ethics, including bribery, extortion, money laundering and various types of illegal interest transfers. To establish a high-standard business culture, we have implemented the Code of Work for Managers and the Anti-Corruption and Anti-Bribery Control Program, which set out clear behavioural boundaries to ensure that all of the Group's businesses operate robustly within the framework of laws and ethics. For employees in key positions and partners, we mandate the signing of the Anti-Bribery/Anti-Corruption Commitment and the Supplier's Anti-Bribery/Anti-Corruption Commitment, aiming to maintain absolute fairness and transparency in key business areas such as procurement tendering, project construction, and sales and trading.

The Group has established a stringent internal control and reporting mechanism, providing employees and business partners with safe and unimpeded channels to report any suspected corruption or irregularity. We have a protected anonymous reporting hotline, and solemnly undertake to keep all case information strictly confidential, resolutely safeguarding the legitimate rights and interests of whistleblowers and ensuring they are free from any discrimination or retaliatory treatment. For serious violations that are verified, the Group will resolutely initiate judicial recourse and refer the case to law enforcement authorities, thereby upholding the spirit of the rule of law and social justice.

To deepen the integrity awareness of all members, during the Reporting Period of the financial year 2025, the Group continued to conduct special anti-corruption training for Board members and all employees, reinforcing professional ethics through case studies and regulatory interpretation. The total number of training hours accumulated during the year was 3,176 hours. Through regular educational reinforcement, we are committed to transforming integrity and self-discipline into a part of the corporate culture, thereby supporting the Group's sustainable development.

CLEAN OPERATION

Facing the severe challenges posed by global climate change, countries around the world are accelerating their ambitious blueprints for "carbon neutrality" and "net zero emissions". As a socially responsible corporate citizen, China Ting Group actively aligns itself with China's "dual-carbon" strategy and the Hong Kong SAR Government's "Climate Action Blueprint" vision. We regard low-carbon transformation as an inevitable choice for the Company's development, and are committed to synergistically promoting the evolution of the entire society towards a low-carbon, high-quality economic model by optimizing resource allocation and reducing our carbon footprint.

To implement the sustainable development strategy of energy conservation and emission reduction, the Group has established an environmental management framework that is highly compatible with its business characteristics. We have set forward-looking and practicable environmental performance indicators, aiming to drive the continuous evolution of our environmental governance capabilities. During the Reporting Period of the financial year 2025, the Group implemented rigorous monitoring of various emissions data and energy consumption indicators, and implemented multi-dimensional energy-saving and carbon-reduction initiatives. At the same time, we are committed to deepening employees' awareness of ecological civilization, embedding the concept of green operation into the corporate culture and daily operational details, and working together to create a green future.

EMISSIONS MANAGEMENT

Policies and Measures	Purpose
Energy Management System	Set up guidelines for electricity consumption in operating sites and offices for guiding employees to reduce energy consumption in daily operations
Chemical Leakage Emergency Plan Chemical Safety Management Program	Clarify relevant procedures and handling methods for collection of hazardous waste, as well as basic knowledge on handling leakage incidents to reduce potential safety risks

Air Pollutants

China Ting Group deeply embeds the philosophy of green operation, integrating carbon reduction actions and climate resilience into production and business logic to comprehensively accelerate the low-carbon transformation process. To precisely control the emission intensity of greenhouse gases and air pollutants, the Group has formulated the Energy Management System, establishing clear energy-saving guidelines for production factories and administrative office areas to ensure that employees can efficiently manage energy and resource consumption in daily operations. Through source control and process monitoring of emission sources, we are committed to minimizing our environmental footprint and contributing corporate efforts to address global climate challenges.

Specifications for electrical equipment	• regular inspection and maintenance of electrical equipment to ensure electricity efficiency • requiring the equipment load rate to be maintained at above 40% to ensure efficient operation • regularly cleaning and repairing the air-conditioning system to ensure efficient operation and longer service life • recommending to set the air-conditioning temperature at 24 to 26 degrees Celsius
Digital transformation and green transportation	• making greater use of online communication and remote working to accelerate digital transformation • reducing unnecessary business travel • requiring employees who need to use vehicles to register with the relevant departments by filling up a car-out order • suggesting employees to choose car-sharing as much as possible, so as to reduce the cost while reducing relevant emissions
Environmental protection awareness of employees	• requiring employees to receive relevant environmental management training when they join the Company to enhance their awareness of environmental protection • requiring all employees to check and confirm that water, electricity, steam, etc. have been turned off after work

During the Reporting Period, the Group's main sources of air pollutant emissions were the fossil fuels consumed by fixed equipment and vehicles. The related emissions of nitrogen oxides, sulfur oxides and respiratory suspended particles were 4,336 kg, 23 kg and 328 kg, respectively, representing a significant increase in general compared with the previous year, which was primarily due to the inclusion of vehicle usage performance of the Cambodia factory in the reporting scope, and the higher emission factors for diesel and gasoline in Cambodia than in other regions.

Air Pollutant Emissions	Unit	2025	2024	Changes
Nitrogen oxides	kg	4,336	2,438	77.9%
Sulfur oxides	kg	23	9	157.8%
Respiratory suspended particles	kg	328	201	63.4%

Waste

The Group is committed to mitigating the environmental burden caused by its production activities, promoting the transformation of waste from source reduction to resource utilisation through the implementation of comprehensive management guidelines and systematic processes. We firmly believe that effective waste management is key to practicing sustainable production. Therefore, in addition to improving the hardware layout for waste segregation and recycling at our operating sites, we also focus on deepening employees' awareness and sense of responsibility regarding resource circulation.

Waste Category	Waste Type	Treatment Methods
Hazardous waste	Waste engine oil, wastewater, sludge and waste coatings	Hazardous waste are recorded, classified and stored in detail according to the Chemical Safety Management Program and the Chemical Leakage Emergency Plan before being handed over to a qualified hazardous waste collector for disposal
Non-hazardous waste	Waste cartons, waste packaging bags and rags	Handing over to the relevant municipal departments or qualified recyclers for collection and treatment

Through standardized handling guidelines and transparent flow monitoring, the Group ensures that waste disposal fully complies with the environmental legal requirements of its operating locations, actively building an environmentally friendly enterprise.

During the Reporting Period, the Group generated 2,739 tonnes of hazardous waste. In terms of non-hazardous waste, the amount generated by the Group this year was 972 tonnes, which was primarily due to the higher amount of waste from the Cambodia factory.

Waste	Unit	2025	2024	Changes
Total amount of hazardous waste generated	tonne	2,740	0	N/A
Hazardous waste intensity (by turnover)	tonne/turnover in HK$'000	0.002	0	
Total amount of non-hazardous waste generated	tonne	972	562	60%
Non-hazardous waste intensity (by turnover)	tonne/turnover in HK$'000	0.0006	0.0004	

The Group is committed to mitigating the environmental burden caused by its production activities, promoting the transformation of waste from source reduction to resource utilisation through the implementation of comprehensive management guidelines and systematic processes. We have improved the hardware layout for segregation and recycling at our operating sites, and focus on deepening employees' awareness of resource circulation. Pursuant to the Waste Disposal Guidelines, all employees are required to strictly perform waste classification, accurately dividing waste into the two categories of "hazardous" and "non-hazardous", and ensuring that the disposal process fully complies with the environmental legal requirements of the operating locations.

To fulfil our long-term commitment to environmental protection, the Group is adopting proactive strategies to progressively develop a specific roadmap for emission reduction and waste reduction. Our strategic priorities include:

- Greenhouse gas accounting system: We plan to establish, in the short to medium term, a complete carbon accounting mechanism covering "Scope 1" (direct emissions), "Scope 2" (energy indirect emissions) and "Scope 3" (other indirect emissions from the value chain), providing data support for the formulation of a scientific carbon reduction pathway.

- Indicator-based management: We are studying the formulation of specific waste reduction Key Performance Indicators ("KPIs") to implement environmental responsibility into concrete data monitoring.

- Knowledge enhancement and empowerment: Through regular organisation of environmental protection special training and creative workshops, we enhance the green practice capabilities of all employees, ensuring that the environmental protection culture permeates from the bottom up.

- Dynamic review and optimization: The Group has established a regular review mechanism to track progress towards various environmental targets. We will optimize management strategies in a timely manner according to changes in the internal and external environment, ensuring that various environmental protection measures can maximize their ecological and economic benefits, thereby driving the Group towards a new stage of sustainable development.

Wastewater

In the textile and garment industry chain, the recycling of water resources and wastewater treatment are core issues for fulfilling environmental responsibilities. China Ting Group has established a rigorous management system for the industrial wastewater and domestic sewage generated during its operations. We strictly follow the Technical Specifications for Dyeing and Finishing Wastewater Treatment of Textile Industry to implement treatment procedures, ensuring that all discharged water quality consistently meets statutory discharge standards. To improve resource utilisation efficiency and reduce operating costs, the treated recycled water is widely reused in production workshops, printing and dyeing processes, and landscaping irrigation of the plant area, practicing closed-loop management of water resources.

To enhance the effectiveness of water resources management, the Group continuously invests resources in facility upgrades. Among them, the China Ting Woolen Textile production base is equipped with a high-performance wastewater treatment and recycling system. Through process optimization, it has successfully increased the wastewater reuse rate of the factory to over 70%. This significant achievement not only demonstrates the Group's leading position in technology application, but also fully reflects our firm commitment to ecological protection and sustainable production.

During the Reporting Period, the total amounts of domestic sewage and industrial wastewater generated by the Group were approximately 631,396 tonnes and 576,330 tonnes, respectively. We continuously monitor the flow of various types of wastewater, and are committed to further reducing wastewater discharge intensity through technological innovation.

RESOURCE EFFICIENCY

China Ting Group strategically anchors the concept of environmental protection in its daily operations, committing to reduce the consumption of natural resources while maximizing resource utilisation efficiency. With the Energy Management System as its management guideline, the Group implements comprehensive resource control measures aimed at achieving the intended goals of energy conservation, water conservation and waste reduction. In addition, the Group actively promotes special training for employees, aiming to build a corporate culture of "cherishing resources and achieving efficient utilisation", transforming environmental awareness into organisational behaviour. For the specific management of pollutant and greenhouse gas emissions, please refer to the "EMISSIONS MANAGEMENT" section.

Energy

The Group drives sustainable development through concrete actions, continuously exploring forward-looking environmental protection technology solutions, optimizing energy allocation and monitoring systems, and ensuring that overall operations are highly aligned with the principles of green development. We actively promote the transformation of the energy structure, expanding the application proportion of renewable energy sources such as solar and photovoltaic power generation. To ensure the implementation of energy-saving goals, we have established dedicated "Energy Management Teams" in each subsidiary, responsible for coordinating, planning and executing annual energy-saving special plans, and regularly reviewing policy effectiveness to pursue optimal energy output efficiency.

During the Reporting Period of the financial year 2025, the Group's total energy consumption was recorded at 53,280 MWh. The energy structure is mainly composed of purchased electricity and heat, with consumption of 13,689 MWh and 22,284 MWh, respectively, accounting for 0.6% and 0.8% of total consumption.

Compared with previous years, total energy consumption for the year decreased by approximately 1.3%, approximate to that of last year in general.

Energy		Unit	2025	2024	Changes
Direct Energy	Gasoline	MWh	425	679	-37.4%
	Diesel	MWh	132	84	+57.1%
	Liquefied petroleum gas	MWh	50	68	-26.2
	Natural gas	MWh	16,700	14,523	+15.0%
Indirect Energy	Purchased electricity	MWh	13,689	13,611	+0.6%
	Purchased heat	MWh	22,284	22,103	0.8%
Renewable Energy	Solar and photovoltaic power generation	MWh		2,898	
Total energy consumption		MWh	53,280	53,965	-1.3%
Energy intensity (by turnover)		MWh/turnover in HK$'000	0.03	0.03	+8.6%

Water Resources

As a water-intensive enterprise, China Ting Group places great emphasis on the intensive use of water resources. The Group's main water source is the municipal water supply system, and during the Reporting Period, we did not encounter any difficulties in sourcing water that is fit for purpose. As a leader actively practicing social responsibility, we have incorporated water resources management into our core operational strategy. In addition to achieving recycled water reuse through advanced sewage treatment systems, we have also implemented a comprehensive water conservation action plan, aiming to reduce water intensity in the production process and cultivate a water-saving culture among all employees.

To maximize the economic and environmental benefits of every drop of water, we have implemented the following management measures:

- Technology empowerment: Deploy water-saving process equipment to optimize water efficiency at the source.
- Awareness orientation: Conduct diversified water resources protection education to strengthen employees' sense of ecological responsibility.
- Precise control: Establish a rigorous off-duty inspection mechanism to eliminate leaks and unnecessary energy waste.
- Facility maintenance: Perform routine inspections and pressure tests on the pipeline network to proactively prevent leakage risks.
- Data monitoring: Construct a dynamic water consumption monitoring system to identify and address abnormal water usage in real time through data analysis.

During the Reporting Period, the Group's total water consumption was recorded at 631,396 cubic meters, with water consumption intensity of 0.39 cubic meters per HK$'000 of turnover. Compared with the previous year, total water consumption and water consumption intensity increased by 24.7% and 7.2%, respectively.

Water Resources	Unit	2025	2024	Changes
Total water consumption	cubic meter	631,396	506,496	+24.7%
Water consumption intensity (by turnover)	cubic meter/turnover in HK$'000	0.39	0.32	+7.2

Office Paper Consumption

China Ting Group is committed to integrating the concept of environmental protection into every detail of its administrative operations, by accelerating digital transformation and comprehensively promoting electronic document systems and remote collaboration tools. This strategic initiative not only reduces paper demand at the source, but also achieves the multiple benefits of optimized resource allocation, improved process efficiency, and deepened low-carbon awareness among employees. We firmly believe that through changes in operating models, we can effectively reduce the dependence of corporate operations on forest resources, and promote the transformation of the office environment towards a green and efficient model.

The Group has implemented a waste paper recycling and reuse mechanism to mitigate the potential greenhouse gas emissions arising from paper disposal. During the Reporting Period of 2025, the Group recycled approximately 0.9 tonnes of waste paper, practicing the protection of the ecological environment through closed-loop resource management.

During the Reporting Period, the Group's total paper consumption was 3.4 tonnes, with paper consumption intensity of 0.000002 tonnes per HK$'000 of turnover, approximate to that of last year in general. The Group will continue to monitor the relevant indicators, and through more precise digital control measures, is committed to achieving a dynamic balance between business growth and resource protection, thereby driving sustainable development.

Office Paper Consumption	Unit	2025	2024	Changes
Total paper consumption	tonne	3.4	3.3	+1.6%
Paper consumption intensity (by turnover)	tonne/turnover in HK$'000	0.000002	0.000002	—

Packaging Materials

China Ting Group is committed to mitigating the environmental burden caused by packaging waste, and promotes the efficient use of resources through process optimization and design innovation. The Group has implemented refined packaging management, iterating the traditional single-piece packaging model into a batch standardised integration model, adopting batch packaging of five, ten, thirty or fifty pieces according to product characteristics, thereby significantly reducing material consumption at the source.

To realize the vision of sustainable packaging, the Group has actively introduced innovative thinking and green technologies:

- Material innovation: Invest in the research and development of environmentally friendly packaging materials, exploring more ecologically friendly alternatives.
- Design optimization: Improve packaging structure design to achieve material minimization while ensuring product protection performance.
- Collaborative development: Deeply connect with supply chain partners to jointly develop packaging solutions with low-carbon attributes, thereby precisely meeting customers' high expectations for green products.

During the Reporting Period, the Group's total consumption of packaging materials was 18 tonnes, with packaging intensity of 0.00001 tonnes per HK$'000 of turnover. Benefiting from the full implementation of the batch packaging model and design optimization, total consumption and consumption intensity decreased significantly by approximately 64.1%, as compared with the previous year.

Packaging Materials	Unit	2025	2024	Changes
Paper and cartons	tonne	4	38	-88.4%
Plastic	tonne	13	11	+19.9%
Total amount of packaging materials	tonne	18	49	-64.1%
Packaging materials intensity (by turnover)	tonne/turnover in HK$'000	0.00001	0.00003	-64.1%

THE ENVIRONMENT AND NATURAL RESOURCES

As a company deeply rooted in the manufacturing sector, China Ting Group is fully aware of the finite nature of natural resources such as raw materials, water resources and energy, as well as the potential pressure that production activities exert on the ecosystem. We regard "resource efficiency" as the core of our transformation, and continuously improve resource utilisation efficiency through comprehensive management strategies and technological iteration. The Group actively deploys renewable energy applications and introduces advanced pollution prevention and control technologies, striving to minimize the environmental footprint of our operations and achieve a dynamic balance between corporate development and the ecological environment.

The Group implements rigorous risk control over the chemicals involved in its production processes. We have established a systematic Chemical Leakage Emergency Plan, which sets out in detail the incident response procedures, handling processes and protective measures. To ensure the resilience of the governance system, we require all employees to regularly participate in practical emergency drills to enhance their ability to handle unexpected incidents. This mechanism is designed to ensure that, in an emergency, we can quickly contain the risk of diffusion, initiate efficient rescue operations, minimize the threat to environmental elements such as the atmosphere, soil and water bodies, and comprehensively protect the safety of personnel and the community.

We actively introduce innovative technological means to conduct dynamic environmental risk assessments and analyses throughout the entire life cycle of production and research and development. By accurately identifying potential influencing factors, the Group can timely optimize preventive management measures and promote the green upgrading of processes. With the assistance of big data and advanced monitoring technologies, we continuously reduce the intensity of pollutant emissions during production, ensuring the sustainable operation of the Group in harmony with the natural environment.

CLIMATE CHANGE

Global climate volatility and the derived ecological challenges have become core issues of corporate resilience. Based on the industrial characteristics of the garment manufacturing industry, China Ting Group has conducted systematic climate risk assessments and opportunity identification for its major operating locations, including Mainland China and Southeast Asia. We are committed to aligning with the national climate strategy, and by incorporating climate risk management into business decisions, we actively capture the growth momentum against the backdrop of the low-carbon economic transformation.

GHG

During the Reporting Period, the total amount of GHG emissions generated by the Group was 36,027 tonnes of carbon dioxide equivalent (tCO_2-e), and the intensity of GHG emissions was 0.02 tCO_2-e/turnover in HK$'000, which was approximate to that of last year. The carbon emissions of the Group were mainly from the purchased electricity and heat used in the production process, of which electricity consumption and heat consumption accounted for 20.8% and 68.6% of the total carbon emissions, respectively.

GHG Emissions	Unit	2025	2024	Change
Scope 1				
Direct GHG emissions	tCO_2-e	3,755	3,242	+15.8%
Scope 2				
Energy indirect GHG emissions	tCO_2-e	32,244	31,855	+1.2%
Scope 3				
Other indirect GHG emissions	tCO_2-e	29	33	-12.7%
Total GHG emissions	tCO_2-e	36,027	35,130	+2.6%
GHG emissions intensity (by turnover)	tCO_2-e/turnover in HK$'000	0.02	0.02	—

The Group is committed to enhancing the transparency of carbon accounting. During the Reporting Period, we have compiled and disclosed Scope 3 GHG emissions data. However, for emission sources that have a more significant impact on the garment manufacturing industry (such as embodied carbon in purchased raw materials, upstream and downstream logistics and transportation, and end-of-life treatment of products), the Group is currently unable to provide complete quantitative data disclosure. This is mainly because the Group's supply chain network is widely distributed across Mainland China and Southeast Asia, involving over a hundred raw material suppliers and logistics partners. At present, most of our upstream partners have not yet established a standardised carbon footprint accounting mechanism, making it extremely difficult for the Group to obtain primary data with audit reliability. The Group has identified "deepening Scope 3 accounting" as a key task for the future and plans to gradually incorporate material emission sources into its accounting scope, so as to present the Group's climate impact in a comprehensive manner.

Climate Change Strategy

In order to ensure that carbon reduction vision is precisely implemented across all business levels, the Group has formally issued the "Climate Change Policy". This policy takes "Mitigation", "Adaptation and Resilience" and "Communication" as its three core management pillars, and formulates defensive strategies against the identified physical risks (such as extreme weather events) and transition risks (such as changes in policies and regulations).

- Mitigation: Reducing the carbon footprint of the operational end through process upgrades and energy substitution.
- Adaptation and Resilience: Enhancing the emergency response capability of infrastructure against climate disasters and strengthening supply chain resilience.
- Communication: Establishing a transparent disclosure mechanism to promote the engagement of employees and stakeholders on climate issues.

All employees of the Group abide by this policy and translate low-carbon practices into voluntary actions. Looking ahead, we will continue to optimise the climate risk governance structure, regularly conduct dynamic reviews and updates on major climate risks, and allocate dedicated resources for the research, development and implementation of action plans, thereby contributing corporate efforts to mitigating the global climate crisis.

Based on the Group's industry characteristics and operating locations, we have preliminarily identified our major climate-related risks and opportunities as follows:

	Climate Risks
Physical risks	
Increasing extreme weather events	Due to the impact of global climate change, the frequency and intensity of extreme weather events such as typhoons and heavy rains have increased. These weather events may not only cause direct damage to factory facilities, but also affect the stable operation of the supply chain, causing delays in the transportation of raw materials and even possible suspension of production lines.
Rising average temperature	The continued rise in temperature caused by global warming will not only significantly increase the air-conditioning costs of the factories, but will also affect the temperature control of production workshops, reduce the comfort level of the employees' working environment, and thus may affect production efficiency and product quality.

Water shortage	The water-intensive textile and printing and dyeing processes consume a substantial amount of water resources. Changes in rainfall patterns and prolonged droughts caused by climate change could lead to unstable water supplies, affect production schedules, and potentially increase water consumption costs.
Transition risks	
Policy and regulation risks	As the global attention to climate change increases, governments around the world have introduced stricter carbon emission regulations and environmental protection standards. These policy changes will not only increase compliance costs for companies, but may also require them to make significant operational adjustments.
Technical transformation risks	In order to meet the increasingly stringent requirements on energy conservation and emission reduction, companies need to invest a substantial amount of fund to update environmental protection equipment and adopt low-carbon technologies. Such technical transformation may require significant upfront investment and may also face challenges such as technology adaptation and personnel training.
Market risks	With the improvement of environmental protection awareness, consumers' demand for environmentally friendly products is increasing, imposing higher requirements on the environmental protection performance of the products. Such a shift in the consumption trend may affect the market share of traditional products and force companies to adjust their product structure.
Climate Opportunities	
Innovation in energy conservation technology	By adopting advanced energy-saving equipment and clean production technologies, companies can not only improve production efficiency but also reduce energy consumption and operating costs. Besides, the application of innovative technologies can also help companies establish technological leadership in the industry.

Sustainable product development	By actively developing products that use environmentally friendly fabrics and sustainable materials, we can not only meet consumers' growing demand for environmentally friendly products, but also steal the march on others for the opportunities in the green consumer goods market and explore new drivers for business growth.
Supply chain optimization	By establishing long-term cooperative relationships with suppliers and jointly developing a low-carbon supply chain system, we can not only improve the environmental protection performance of the entire supply chain, but also enhance the resilience and competitive advantage of the supply chain and achieve sustainable development.
Brand value appreciation	By implementing comprehensive environmental protection measures and sustainable development strategies, we can not only improve our environmental performance, but also enhance the social responsibility image of our brands, thereby improving the recognition and influence of the brands among consumers.

The Group has preliminarily completed the identification of climate-related risks and opportunities in respect of its garment manufacturing business. However, in relation to more in-depth climate scenario analysis and quantitative assessment of the financial impact of climate risks, the Group has not yet made a comprehensive disclosure during the Reporting Period. The main reasons are as follows:

- Complexity of data collection: As the Group's supply chain spans multiple regions across Mainland China, obtaining accurate and verifiable carbon footprint data for downstream distribution and upstream raw materials requires in-depth engagement with a large number of suppliers. At present, the relevant data collection system is still at the construction stage.
- Rigour of professional assessment: Climate scenario simulation involves complex climate models and financial forecasting tools. To ensure the accuracy and professionalism of the disclosed information, the Group considers that more time is needed to engage external experts for a dedicated assessment, so as to avoid misleading stakeholders.

The Group is committed to continuously improving its climate information disclosure level. We plan to gradually initiate the following work within 3 to 5 years:

- Build the accounting system in phases: Prioritise the collection of carbon emission data from key suppliers and gradually improve Scope 3 disclosure.
- Deepen risk management: Introduce scientific climate scenario simulation in the future to assess the potential financial impact of extreme weather events on the Group's asset value.
- Target tracking: Establish clearer climate key performance indicators (KPIs) and regularly report emission reduction progress to stakeholders.

CONNECTING WITH COMMUNITY

As a key participant in the value chain of the fashion industry, China Ting Group is deeply rooted in the governance principle of giving back to society, and is committed to establishing a sustainable and virtuous cycle between business growth and social well-being. During the Reporting Period of 2025, the Group strategically focused its charitable resources on the education sector, creating tangible value for the long-term progress of society through dedicated efforts in talent cultivation and academic awards. In particular, the Group mobilized its employees to participate in volunteer activities and made donations during the year. For example, Finity donated clothing equivalent to approximately RMB280,000 during the year, putting into practice the principle of taking from society and giving back to society.

Looking ahead, China Ting Group will continue to deepen its community investment strategy, with a focus on education and social welfare. We will remain on a targeted path of philanthropy to connect with stakeholders from all sectors, jointly driving social equity and progress, and contributing China Ting's strength to building a better and more inclusive society.

OVERVIEW OF KPIS

ENVIRONMENTAL PERFORMANCE

	Unit	2025	2024	2023	2022
Air pollutant emissions					
Nitrogen oxides	kg	4,336	2,438	2,196	2,419
Sulfur oxides	kg	23	9	13	26
Respiratory suspended particles	kg	328	201	182	168
GHG emissions					
Scope 1					
Direct GHG emissions	tCO_2-e	3,755	3,242	5,091	4,547
Scope 2					
Energy indirect GHG emissions	tCO_2-e	32,244	31,855	25,989	30,128
Scope 3					
Other indirect GHG emissions	tCO_2-e	29	33	29	2
Total GHG emissions	tCO_2-e	36,027	35,130	31,109	34,677
GHG emissions intensity (by turnover)	tCO_2-e/turnover in HK$'000	0.02	0.02	0.02	0.02
Waste					
Total amount of hazardous waste generated	tonne	2,740	0	1,663	1,248
Hazardous waste intensity (by turnover)	tonne/turnover in HK$'000	0.002	0	0.008	0.010
Total amount of non-hazardous waste generated	tonne	972	562	157	276
Non-hazardous waste intensity (by turnover)	tonne/turnover in HK$'000	0.001	0.004	0.0001	0.0002

OVERVIEW OF KPIS

	Unit	2025	2024	2023	2022
Energy					
Direct energy					
Gasoline	MWh	425	679	567	660
Diesel	MWh	132	84	129	330
Liquefied petroleum gas	MWh	50	68	154	185
Natural gas	MWh	16,700	14,523	15,015	12,445
Biomass fuel	MWh	—	—	—	—
Indirect energy					
Purchased electricity	MWh	13,689	13,611	16,391	15,343
Purchased heat	MWh	22,284	22,103	42,023	53,572
Renewable energy					
Solar and photovoltaic power generation	MWh	—	2,898	—	2,442
Total energy consumption	MWh	53,280	53,965	74,279	84,976
Energy consumption intensity (by turnover)	MWh/turnover in HK$'000	0.03	0.03	0.04	0.05
Water resources					
Total water consumption	cubic meters	631,396	506,496	596,652	680,517
Water consumption intensity (by turnover)	cubic meters/ turnover in HK$'000	0.39	0.32	0.36	0.38
Office paper consumption					
Total paper consumption	tonne	3.35	3.34	3.56	49
Paper consumption intensity (by turnover)	tonne/turnover in HK$'000	0.000002	0.000002	0.000002	0.00003

	Unit	2025	2024	2023	2022
Packaging materials					
Paper and cartons	tonne	4	38	77	90
Plastics	tonne	13	11	12	23
Iron/metal	tonne	—	—	—	9
Total amount of packaging materials	tonne	18	49	89	122
Packaging materials intensity (by turnover)	tonne/turnover in HK$'000	0.00001	0.00003	0.0001	0.0001

SOCIAL PERFORMANCE

Number of employees[1]		2025	2024
Gender	Male	1,078	622
	Female	2,185	1,047
Age	Aged below 31	1,343	130
	Aged between 31–50	1,487	1,071
	Aged above 50	433	468
Rank	Senior management	25	25
	Middle management	115	99
	General employees	3,123	1,573
Employment type	Full-time	3,260	1,669
	Part-time	3	0
Region	Mainland China	1,377	1,669
	Hong Kong	0	0
	Cambodia	1,886	N/A
Total number of employees		**3,263**	**1,669**

Number and rate of new employees[2]			
Gender	Male	171 (15.86%)	70 (11.25%)
	Female	501 (22.93%)	76 (7.26%)
Age	Aged below 31	283 (21.07%)	43 (33.08%)
	Aged between 31–50	375 (25.22%)	57 (5.32%)
	Aged above 50	14 (3.23%)	46 (9.83%)
Region	Mainland China	46 (3.34%)	146 (8.75%)
	Hong Kong	0 (0%)	0 (0%)
	Cambodia	626 (33.19%)	N/A
Total number and ratio of new employees		**672 (20.59%)**	**146 (8.75%)**

1 Total number of employees at the end of the Reporting Period.

2 Rate of new employees (percentage) = number of new employees in the particular category/total number of employees in the particular category at the end of the Reporting Period x 100%.

Turnover number and rate of employees[3]		2025	2024
Gender	Male	118 (10.95%)	74 (11.90%)
	Female	318 (14.55%)	199 (19.01%)
Age	Aged below 31	195 (14.52%)	39 (30.00%)
	Aged between 31–50	168 (11.30%)	109 (10.18%)
	Aged above 50	73 (16.86%)	125 (26.71%)
Region	Mainland China	214 (15.54%)	273 (16.36%)
	Hong Kong	0 (0%)	0 (0%)
	Cambodia	222 (11.77%)	N/A
Total turnover number and rate of employees		**436 (13.36%)**	**273 (16.36%)**

Health and safety	2025	2024
Number of work-related fatality[4]	0	0
Number of employees injured at work	15	0
Injury rate (per thousand employees)	0.53	0
Lost days due to work injury	15	0

Percentage of employees trained[5]		2025	2024
Gender	Male	90.91%	75.56%
	Female	85.77%	78.99%
Rank	Senior management	92.00%	72.00%
	Middle management	70.43%	51.52%
	General employees	88.06%	79.48%
Total percentage of employees trained		**87.47%**	**77.71%**

[3] Turnover rate of employees (percentage) = turnover number of employees in the particular category/total number of employees in the particular category at the end of the Reporting Period x 100%.

[4] The Group has no work-related fatalities in the past three years, including 2023.

[5] Percentage of employees trained (percentage) = number of employees trained in the particular category/total number of employees in the particular category at the end of the Reporting Period x 100%.

OVERVIEW OF KPIS

Average training hours of employees[6]		2025	2024
Gender	Male	4.50	25.57
	Female	4.27	22.84
Rank	Senior management	9.04	22.08
	Middle management	4.69	19.80
	General employees	4.30	24.14
Average training hours of employees		**4.35**	**23.86**

Supply chain management		2025	2024
Region	Mainland China	82	100
	Hong Kong	3	2
	Other regions in Asia	12	1
Total number of suppliers		97	103
Percentage of suppliers implementing relevant practices	Procurement practices	100%	100%
	ESG practices	48.45%	48.54%
Number of suppliers certified	ISO9001	9	13
	ISO14001	0	0
	OHSAS8000	0	0

Product responsibility	2025	2024
Percentage of products sold or shipped that are subject to recall for safety and health reasons	0	0
Number of major customer complaints about products and services	0	0

[6] Average training hours of employees = total training hours of the employees in the particular category/total number of employees in the particular category at the end of the Reporting Period.

Rate of employees who received anti-corruption training [7]		2025	2024
Rank	Senior management	88.00%	36.00%
	Middle management	89.57%	19.19%
	General employees	85.27%	28.54%
Total rate of employees who received anti-corruption training		**85.44%**	**28.58%**

Average training hours of employees on anti-corruption (hours)[8]		2025	2024
Rank	Senior management	1.16	0.76
	Middle management	1.69	0.51
	General employees	0.97	0.88
Average training hours of employees on anti-corruption		**0.97**	**0.87**

[7] Rate of employees who received anti-corruption training (percentage) = number of employees who received anti-corruption training in the particular category/total number of employees in the particular category at the end of the Reporting Period x 100%.

[8] Average training hours of employees on anti-corruption = total training hours on anti-corruption in the particular category/total number of employees in the particular category at the end of the Reporting Period.

REPORT CONTENT INDEX

Aspects, General Disclosure and KPIs	Content	Page Index/ Remarks
Mandatory Disclosure Requirements		
Governance Structure	(i) a disclosure of the board's oversight of ESG issues. (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses). (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they related to the issuer's businesses.	11
Reporting Principles	Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.	4
Reporting Scope	A narrative explaining the reporting scope of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.	3

Aspects, General Disclosure and KPIs	Content	Page Index/ Remarks
A1 Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	13, 34-37
A1.1	The types of emissions and respective emissions data.	35, 49
A1.3	Total hazardous waste produced and intensity.	36, 49
A1.4	Total non-hazardous waste produced and intensity.	36, 49
A1.5	Description of emission target(s) set and steps taken to achieve them.	36–37
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.	36–37
A2 Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	38–42
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	39, 50
A2.2	Water consumption in total and intensity.	40, 50
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	39–40
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.	39–40
A2.5	Total packaging material used for finished products and with reference to per unit produced.	42, 50

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Aspects, General Disclosure and KPIs	Content	Page Index/ Remarks
A3 The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	13, 42
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	42
B1 Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	15, 23–24
B1.1	Total workforce by gender, employment type, age group and geographical region.	52
B1.2	Employee turnover rate by gender, age group and geographical region.	53
B2 Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	16, 26–27
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	27, 53
B2.2	Lost days due to work injury.	27, 53
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	26–27

Aspects, General Disclosure and KPIs	Content	Page Index/ Remarks
B3 Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	16, 27–28
B3.1	The percentage of employees trained by gender and employee category.	28, 53
B3.2	The average training hours completed per employee by gender and employee category.	28, 54
B4 Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	17, 25
B4.1	Description of measures to review employment practices to avoid child and forced labor.	25
B4.2	Description of steps taken to eliminate such practices when discovered.	25
B5 Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	17, 32
B5.1	Number of suppliers by geographical region.	32, 54
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	32
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	32
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	32

REPORT CONTENT INDEX

Aspects, General Disclosure and KPIs	Content	Page Index/ Remarks
B6 Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	18, 29–31 Due to the nature of the business, advertising does not have a material impact on the Group's daily operations, so this Report does not disclose the relevant policies and measures.
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	31
B6.2	Number of products and services related complaints received and how they are dealt with.	31
B6.3	Description of practices relating to observing and protecting intellectual property rights.	31
B6.4	Description of quality assurance process and recall procedures.	30
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	30–31

Aspects, General Disclosure and KPIs	Content	Page Index/ Remarks
B7 Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	18, 33
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.	33
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	33
B7.3	Description of anti-corruption training provided to directors and employees.	33, 55
B8 Social Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	48
B8.1	Focus areas of contribution.	48
B8.2	Resources contributed to the focus area.	48

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Aspects, General Disclosure and KPIs	Content	Page Index/ Remarks
D Climate-related Disclosures		
Governance	Climate-related governance structure	11
Strategy	Climate-related risks and opportunities	44–47
	Business model and value chain	At this stage, due to limitations in internal data availability, modelling capabilities and resource allocation, the Group is not yet able to disclose the quantified financial impacts of climate-related risks and opportunities. The Group will gradually complete, develop and disclose scenario analysis and a structured climate transition roadmap over the next five years, and will set out its current initiatives and planned actions in stages.
	Strategy and decision-making	
	Financial position, financial performance and cash flows	
	Climate resilience	

Aspects, General Disclosure and KPIs	Content	Page Index/ Remarks
Risk Management Metrics and Targets	Climate-related risk management policies and processes	12–13
	Greenhouse gas emissions	43
	Climate-related transition risks	45
	Climate-related physical risks	44–45
	Climate-related opportunities	45–46
	Capital deployment Internal carbon pricing Remuneration policy Climate-related targets	At this stage, the Group has not yet formulated specific policies or measures related to climate-related capital deployment, internal carbon pricing mechanism, remuneration policy linked to climate performance, or quantified climate-related targets.

CHINA TING GROUP HOLDINGS LIMITED
華鼎集團控股有限公司

Environmental, Social and Governance Report 2025

