亞洲聯網科技
有限公司

Asia Tele-Net and Technology Corporation Limited
(Incorporated in Bermuda with limited liability)
(Stock Code : 0679)



2025
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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About Us

Asia Tele-Net and Technology Corporation Limited is an investment holding company based in Asia. As an investment holding company, we hold investments in various disciplines.

FOR ELECTROPLATING EQUIPMENT SEGMENT

Through our brand "PAL", it is our mission to apply electroplating technologies in different applications or business segments so that the Group would grow segment by segment. This strategy would also help us to smooth out any, if not all, cyclical effect in one particular segment or particular market and hence to produce a more stable turnover and profitability level for the benefits of shareholders.

FOR PROPERTY INVESTMENT SEGMENT

With the properties held on hands, we will continue to seek rental income commensurate with what the market is offering.

FOR TREASURY MANAGEMENT SEGMENT

Treasury management refers to investment in debt instrument, listed stock and deposit products.

The Group's investment strategy in listed stock is to pursue a balanced approach in exploring favourable short-term and long-term investments to, including but not limited to, (a) build a diversified portfolio which can deliver steady income to the Group; (b) offer potential capital gain and (c) invest in sector(s) with long term potential growth. The Group will strive to deliver a diversified investment portfolio which offers potential growth while maintaining a relatively prudent capital management approach.

GENERAL

In the normal course of identifying business opportunities, the Company from time to time engages in discussions with other independent third parties for possible business co-operations. At present, the Board confirms that there are no negotiations or agreements relating to any intended acquisitions or realizations which are disclosable under Rule 13.23 of the Listing Rules, neither is the Board aware of any matter disclosable under the general obligation imposed by Rule 13.09 of the Listing Rules, which is or may be of a price-sensitive nature.

About This Report

The board of directors of the Company (the "Board") is pleased to present its environment, social and governance report for the year ended 31 December 2025. This report discloses the Company's measures and performance on sustainable development issues so that our stakeholders would appreciate our effort and commitment towards environmental protection and social responsibilities.

REPORTING YEAR AND BOUNDARY

The information contained in this report covers operational activities of our Hong Kong office, manufacturing facilities and various service centers in the People's Republic of China ("PRC") as well as our service center in Taiwan during the period from 1 January 2025 to 31 December 2025 (the "Reporting Period").

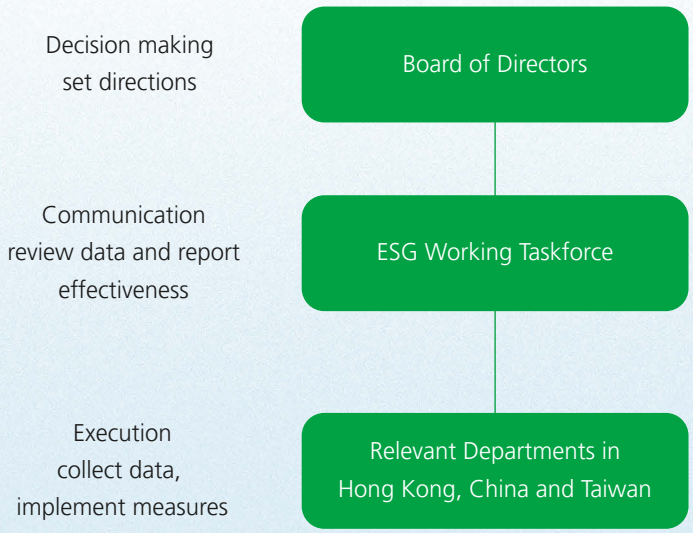
REPORTING STANDARDS

This report was prepared in accordance with Appendix C2 "Environmental, Social and Governance Report Code" of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("Stock Exchange"). Data disclosed in this report are results of internal statistics and analysis on four main aspects, namely environmental protection, operational practices, employee care and community involvement.

BOARD STATEMENT AND ESG GOVERNANCE STRUCTURE

The Board has overall oversight of the Group's sustainability strategy and performance to ensure business resilience. Material ESG issues are prioritized and managed, and risks (including climate-related physical risk and transitional risks) and opportunities are assessed. To the best of the Board's knowledge, this ESG Report fairly addresses the identified material issues and presents the ESG management approach and performance of the Group.

ESG working taskforce is formed which is composed of heads of business units and is led by the Deputy General Manager of the Group. Based on the directions set by the Board, the ESG working taskforce is responsible for assessing, identifying and managing risks and all material ESG issues of the Group, recommending to the Board on the Group's ESG objectives, strategies, initiatives and goals, and reporting annually to the Board on the Group's ESG progress. Assigned management members from relevant departments will report to the ESG working taskforce and are mainly responsible for data collection and report any irregularities.





About This Report

ESG working taskforce oversees ESG and climate-related matters for the Board. The Board has integrated climate risk management into the Group's overall risk management framework to enhance overall management of climate-related risks and opportunities. Through a systematic process of identification, assessment, and management, the Group proactively address the physical and transition risks arising from climate change, seize related development opportunities, enhance the business's climate resilience, and ensure the continued stability of our operations. The Board discusses these matters annually. While ESG and climate issues are not currently included on the Board's agenda, the Board's responsibilities include reviewing and guiding strategies, and reviewing the effectiveness of the risk management system, to address the challenges from climate change.

Currently, the Board members lack ESG and climate-related expertise, because such expertise is considered important but not a top priority. However, the Company plans to address this issue within one year through training or bringing in members with relevant expertise or consulting service provider for enhancing the Board's management capabilities on climate governance. ESG working taskforce manages ESG and climate-related matters, including integrating ESG and climate-related matters into strategies and assessing climate-related risks and opportunities. In the event of occurrence of climate-related risks, it will be reported to the Board. In 2025, the Group conducted a climate scenario analysis to identify potential physical risks (such as extreme weather that affect shortage of supply) and transitional risks (such as changes in price of resources due to emerging regulations). We review our climate risk management process annually and integrate significant climate risk into the Company's overall risk management system.

ESG STRATEGY

The Group's materiality analysis, a process that involves both internal and external stakeholders, identifies the key areas to be considered when developing our sustainability strategies. With health and safety as the foundation, we organized our ESG strategy and priorities around three pillars: People, Performance and Planet. Together with our corporate governance policies and practices, the Group is able to monitor the effectiveness on key ESG issues in a consistent manner.

PEOPLE	PERFORMANCE	PLANET
Build a fair working environment:	**Drive business profit under proper governance:**	**Reduce our footprint & protect the environment:**
Develop practices that benefit the Group's employees and where possible, our consumers and wider community	Maintain honest and transparent accounting practices and regulatory compliance while we grow our business	Protect the planet and minimize our impact is morally imperative
Priority topics include: • Talent attraction and retention • Diversity, equity & inclusion	Priority topics include: • Product responsibility • Anti-corruption	Priority topics include: • Energy & emissions • Water • Waste • Climate change

About This Report

Despite implementing strict cost control measures in various aspects, the Group recognizes that addressing climate change has become a global consensus for sustainable development. Therefore, while ensuring the Company's competitiveness, the Board actively promotes sustainable development policies and strives to integrate environmental protection concepts into all aspects of product management. The Group not only formulates relevant policies and targets but also regularly reviews performance and implementation progress, to ensure effective implementation of relevant environmental protection measures, ongoing reduction of carbon emissions and resource waste. Therefore, the Group adopted a series of strategies (including prioritizing the use of environmentally friendly materials during the product design phase or selecting products that enhance environmental performance), to reduce its impact on environment. These measures not only contribute to the Company's long-term sustainable development but also enhance the Group's competitive advantage in the market, which ensures a balance between environmental protection and economic benefits, particularly on the stage of climate regulation being increasingly stringent.

ESG GOALS AND PERFORMANCE

We are committed to operating in an environmentally, socially and economically responsible manner across all aspects of our business. Having considered the expectations from various stakeholders, we have identified sustainable development goals which are relevant to our businesses and integrated such goals into our day-to-day operations.

	Topic	Goal	Target Date	2025 Status
People	Talent attraction & retention	Provide on-going training and development	Ongoing	Achieved
		Provide employee friendly policies	Ongoing	Achieved
	Diversity, equity & inclusion	Given the nature of engineering field, maintain a right employee gender balance (80% male and 20% female)	By 2023	Achieved except Shenzhen and Suzhou
		Update our diversity, equity and inclusion framework/polices	Ongoing	Achieved
	Health and safety	Annual goal of "zero" lost time incidents for employees	Ongoing	Not achieved
Performance	Product responsibility	Annual goal of "zero" product recall	Ongoing	Achieved
	Anti-corruption	Annual goal of "zero" case against the Group regarding corrupt practices	Ongoing	Achieved
Planet	Energy & emission	Consumption of electricity not to exceed the level consumed in 2019	Ongoing	Achieved in HK, Shenzhen and Suzhou but not in Taiwan
		Consumption of vehicle fuel not to exceed the level consumed in 2019	Ongoing	Achieved
	Water	Water consumption intensity not to exceed the level consumed in 2019	Ongoing	Achieved in HK, Shenzhen and Suzhou but not in Taiwan
	Waste	Food waste intensity maintained at 2019 level Office garbage intensity to be maintained at 2019 level	Ongoing	Achieved Achieved



About This Report

STAKEHOLDER ENGAGEMENT

We engaged our stakeholders to collect the relevant information in order to identify the areas of importance to the Group and to our stakeholders.

Communications and engagement with stakeholders are an integral part in forming our policies and measures for environmental protection and social responsibility.

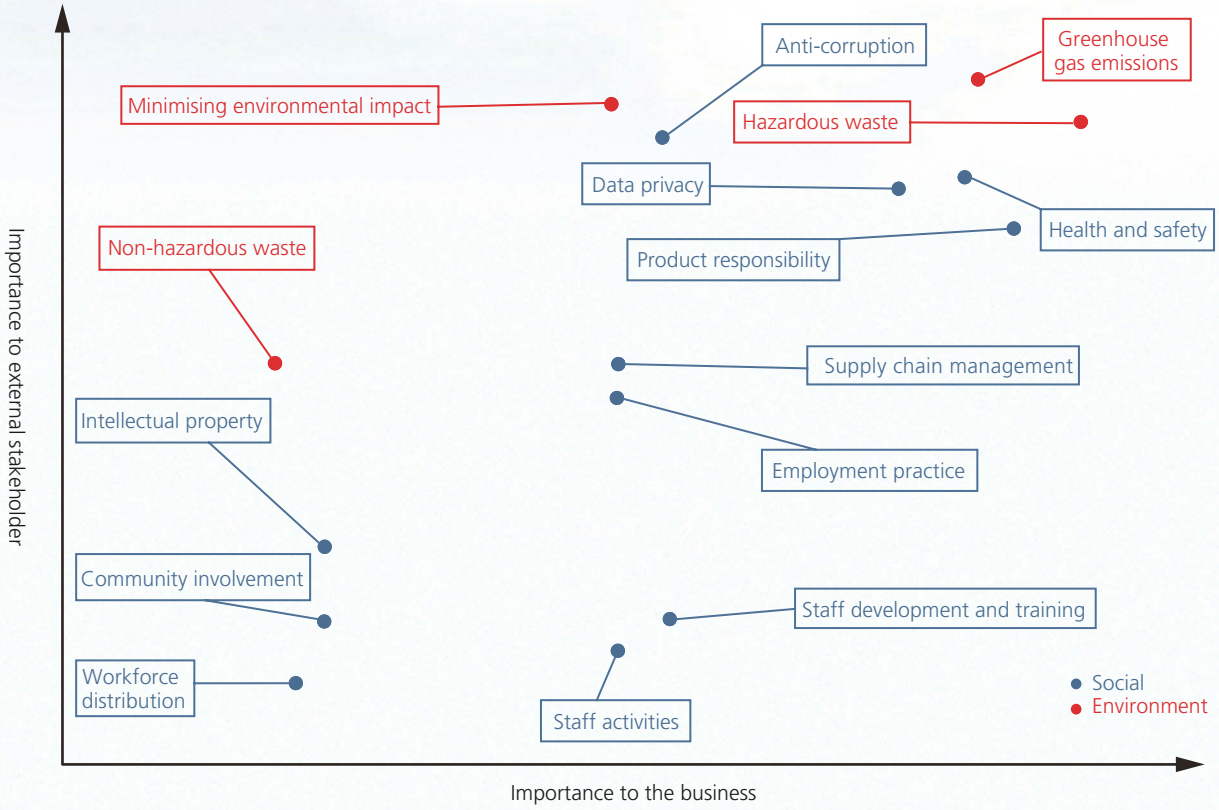
Expectations of Stakeholders and Responses

Stakeholders	Concerned Issues	Communication and Responses
Shareholders	• The corporate governance system • Business strategies • Business performance • Investment returns	• Shareholders' meetings • Annual Report & interim report • ESG Report • Announcements and circulars
Customers	• Product quality safety • Service quality • Pricing • Customer data protection • Business ethics • Contract compliance	• Requests raised during meeting and/or contract negotiation • Constant improvement in product design • Monitoring of customers' satisfaction • Project review meeting
Employees	• Employee rights and benefits • Compensation policy • Training and development • Work environment	• Employee activities • Employee training • Company's intranet
Suppliers	• Business ethics • Fair competition • Contract compliance including punctual payment	• Requests raised during meeting and order negotiation • Project review meeting
Governments and Supervisory institutions	• Compliance over rules and laws • Degree of harm done to environment • Creation of employment	• Visits to the Group companies • Questionnaire sent to the Group • Information disclosure
Community and the public	• Contribution to community development • Environmental protection • Business ethics	• Community activities • Employee volunteer activities • Social undertakings

About This Report

MATERIALITY ASSESSMENT

Based on the stakeholder engagement findings, we have come up with a materiality matrix are stated below. We strive to ensure proper measures are applied on the most significant issues so that they are addressed adequately throughout our business activities.



ACCESS OF THIS REPORT

This report is released online. The online version is available on the website of the Stock Exchange (www.hkexnews.hk) and the Company's website (www.atnt.biz). This report is released in Chinese and English version. Should there be any discrepancies between the two versions, the English version shall prevail.

FEEDBACK

Our continued improvement depends on your valuable comments on the contents and form of this report. If you have any question or suggestion, please send it to esg@atnt.biz via email or to our Hong Kong office by post to Rooms 607-610, 6/F, Tai Yau Building, 181 Johnston Road, Wan Chai, Hong Kong.



Environmental Protection

The Group formulates policies and measures to identify and minimize wastes and emissions from our operations. Main discharges generated from our operations are emission, solid waste and waste water.

We have established a data collection system to measure our emissions and waste generation. By analyzing the data year by year, it will help us identifying problematic areas and hence establishing rectification measures.

EMISSIONS

Given the nature of our businesses, our emissions mainly come from indirect energy consumption in terms of electricity. Therefore, management of energy conservation is reinforced in our offices through the following policies and measures:–

- Promote and use high efficiency or energy-saving equipment
- Promote concept of energy-saving and emission reductions amongst employees by reminding employees to turn off any computers, printers, light and other office equipment that are not being used
- Set ventilation system with an average temperature between 23 to 25 degrees Celsius
- Offer company coach services to staff so that they commute between office and major bus/MTR stations via our company coach which is a similar form of public transport
- Reduce frequency of travel by encouraging the use of video-conferencing
- Install sensor light for people who pass through the corridor in the office at night, the sensor light will turn on automatically
- Use environmental friendly paper to print Annual Reports and Interim Reports for our stakeholders' perusal

Relevant emission data are reported below.

Environmental Protection

A. Air emissions and greenhouse gas emissions from the fuel consumption

	2025 Hong Kong office	2024 Hong Kong office	2025 Shenzhen office	2024 Shenzhen office	2025 Taiwan office	2024 Taiwan office
A1. Pollutants from air emissions						
NOx emissions (g)	41,452	38,245	13,732	23,699	12,245	8,062
SOx emissions (g)	133	101	116	107	30	19
PM emissions (g)	3,944	3,614	1,234	2,248	955	629
A2. Greenhouse gas emission						
CO_2 emissions (kg)	30,321	25,062	18,598	17,135	8,256	5,589
CH_4 emissions converted to CO_2 emissions (kg)	29	19	41	37	0.06	0.04
N_2O emissions converted to CO_2 emissions (kg)	2,078	1,405	2,568	2,240	0.3	0.2

The Group owns a number of light vehicles for carrying passengers and heavy-duty trucks for goods delivery. The business activities were increased in year 2025 and hence higher overall emission.

B. Greenhouse gas emissions from other sources

CO2 emissions (kg)	2025 Hong Kong office	2024 Hong Kong office	2025 Shenzhen Office & Factory	2025 Shenzhen Staff quarter & Canteen	2024 Shenzhen Office & Factory	2024 Shenzhen Staff quarter & Canteen	2025 Suzhou Office & Warehouse	2025 Suzhou Staff quarter & Canteen	2024 Suzhou Office & Warehouse	2024 Suzhou Staff quarter & Canteen	2025 Taiwan office	2024 Taiwan office
Use of electricity	157,439	164,993	76,487	N/A	74,671	N/A	14,459	1,651	14,403	2,917	23,108	19,416
Use of natural gas	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Generated from wasted papers	2,395	2,515	11,460	N/A	8,880	N/A	634	N/A	612	N/A	2,035	2,078
Electricity used by Water Supplies Department for fresh water we consumed	217	183	N/A		N/A		N/A		N/A		N/A	N/A
Electricity used by Drainage Services Department for sewage we generated	105	86	N/A		N/A		N/A		N/A		N/A	N/A
Generated from business travel activities	130,668	123,951	8,795		7,486		23,149	N/A	7,692	N/A	12,700	11,190
TOTAL	290,824	291,728	129,695		91,038		39,893		25,624		37,843	32,684



Environmental Protection

Comparing with 2024, greenhouse gas emissions for most of the operating locations were increased in 2025, except Hong Kong office:

- In 2025, the overall carbon emission by our Hong Kong office was decreased due to decreased electricity consumptions.
- In 2025, the emission from use of electricity and business travel activities by our Shenzhen and Taiwan office was increased due to increased business activities.
- In 2025, the carbon emission by our Suzhou office was increased due to increased travel activities.
- Greenhouse gas emission generated from wasted papers was relatively the same in most of the regions, except Shenzhen office.

SOLID WASTE

Our day to day operations mainly generate non-hazardous solid waste including production remaining materials and office garbage. Our policies and procedures for minimizing solid waste are summarized below.

- Production remaining materials refer to the leftover materials and offcuts from manufacturing process. In order to minimize these remaining materials, we use CNC machining whenever possible to reduce yield loss and we set a maximum benchmark for each project. When this benchmark is crossed, responsible engineers and supervisors are required to answer for this in the review meeting
- As part of the process to reduce costs for our customers and to offer a lower price, our engineering teams continuously offer ideas on minimal material consumption design for our customers to consider
- Production remaining materials will be sorted into recyclable and non-recyclable ones. The Group works with recycling companies and hand the waste for their recycling and handling. For the non-recyclable waste, the Group will dispose them at approved waste centers
- We encourage use of recycled or reuse papers
- We encourage practice of double-sided printing
- We use recycled plastic cartridges in photocopiers and printers
- We enable passwords control at photocopiers and printers so that staff could have a second-thought before actual printing and to delete any document which is activated to print by mistake
- As part of supply chain management, we will use eco-friendly packaging material whenever possible

Environmental Protection

Total non-hazardous waste produced are as follows:–

	2025 Hong Kong office Consumption (tonnes)	Intensity	2024 Hong Kong office Consumption (tonnes)	Intensity	2025 Shenzhen office & factory Consumption (tonnes)	Intensity	2024 Shenzhen office & factory Consumption (tonnes)	Intensity	2025 Suzhou office Consumption (tonnes)	Intensity	2024 Suzhou office Consumption (tonnes)	Intensity	2025 Taiwan office Consumption (tonnes)	Intensity	2024 Taiwan office Consumption (tonnes)	Intensity
Food waste	0.19	0.002 tonnes per employee	0.18	0.002 tonnes per employee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Office garbage	0.37	0.004 tonnes per employee	0.34	0.003 tonnes per employee	2.13	0.01 tonnes per employee	1.22	0.01 tonnes per employee	2.08	0.10 tonnes per employee	2.08	0.07 tonnes per employee	2.52	0.15 tonnes per employee	2.85	0.16 tonnes per employee
Packing material waste	0.19	N/A	1.24	N/A	1.1	N/A	0.9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Production remaining waste	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

- Food waste generated in year 2025 remained relatively the same.
- In 2025, creation of office garbage increased in Shenzhen offices due to increased business activities.
- Packing waste decreased significantly in Hong Kong office in 2025 while its creation of office garbage increased slightly.

WATER

The Group uses water in two main areas, namely water consumed for testing equipment and water consumed in office and staff quarters. Water consumed in office and staff quarters are for drinking and cleaning purposes.

Water consumption for office, production plant and staff quarters in total and intensity are as follows:–

	2025 Hong Kong office	2024 Hong Kong office	2025 Shenzhen Office & Factory	2024 Shenzhen Office & Factory	2025 Suzhou office Staff quarter & Canteen	2024 Suzhou office Staff quarter & Canteen	2025 Taiwan office	2024 Taiwan office
Water consumption in total (cubic meters)	497	418	2,587	2,430	64.5	121	192	91
Intensity	5.05 cubic meters per employee	4.17 cubic meters per employee	14.74 cubic meters per employee	13.77 cubic meters per employee	2.07 cubic meters per employee	3.89 cubic meters per employee	10.87 cubic meters per employee	5.20 cubic meters per employee

Our Suzhou office has moved to an industrial park and our rent paid has included the water consumption cost. As a result, there was no water consumption data available for our Suzhou office. In 2025, the use of water by the canteen and staff quarters in Suzhou was significantly reduced.

In 2025, the use of water by our Hong Kong and Shenzhen office was increased in year 2025, and the use of water by our Taiwan office was greatly increased due to increased business activities.



Environmental Protection

For the Group's office-based operations in Hong Kong, the PRC and Taiwan, the Group does not have any issues in sourcing water that is fit for its purpose as water is adequately supplied by the government authorities to the office buildings where the Group's offices are located. Nonetheless, the Group recognises the scarcity of resources the environment could offer and always encourages its staff members to cherish water usage.

From time to time, the Group is required to set up small testing equipment in Hong Kong. We mainly use distilled water and chemicals for testing purposes. After testing, hazardous waste water will be produced and stored in special containers. These containers will be sent to professional contractor licensed by the Environment Protection Department for further processing before discharge to the drainage system. In order to reduce the consumption of distilled water, our testing team will carefully evaluate each project and will try to use fresh water instead of distilled water whenever possible. Nevertheless, as each project or each testing set up has its own objective(s), any increased or reduced use of distilled water year by year is very much driven by project objectives.

The hazardous water generated in year 2025 was due to cleaning of testing machine before disassembly for disposal. It was not related to any development project.

	Hong Kong Office	
	Consumption In 2025 (litre)	**Consumption In 2024 (litre)**
Use of distilled water	0	0
Hazardous water generated	2.85	3.45

USE OF RESOURCES

Due to our business nature, we do not consume directly any natural resources. We consume natural resources indirectly by purchasing raw material such as plastic sheet, stainless steel and electronic components. As such, we believe that if we are conscious of the way we design our product and the way we operate so as to consume less of raw material, electricity and water, we will be doing less harm to the environment.

We promote a "Green" concept and is committed to act in an environmentally responsible manner through office management and daily operation. Employees are encouraged to follow all published measures and to contribute ideas to further reduce the use of resources.

Consumption of vehicles fuels in total and intensity are as follows:–

	2025 Hong Kong office	**2024 Hong Kong office**	**2025 Shenzhen office**	**2024 Shenzhen office**	**2025 Taiwan office**	**2024 Taiwan office**
Consumption of vehicles fuels in total (tonnes)	8.60	6.43	7.84	7.19	3.65	2.47
Intensity (tonnes per employee)	0.09	0.06	0.04	0.04	0.21	0.14

Due to business needs, the consumption of vehicles fuels has increased.

Environmental Protection

Consumption of electricity in total and intensity are as follows:–

	2025 Hong Kong office	2024 Hong Kong office	2025 Shenzhen Office & Factory	2025 Shenzhen Staff quarter & Canteen	2024 Shenzhen Office & Factory	2024 Shenzhen Staff quarter & Canteen	2025 Suzhou Office & Factory	2025 Suzhou Staff quarter & Canteen	2024 Suzhou Office & Factory	2024 Suzhou Staff quarter & Canteen	2025 Taiwan office	2024 Taiwan office
Consumption of electricity (kWh in '000s)	404	423	173.72	–	169.59	–	24.19	2.76	24.09	4.88	46.78	39.30
Intensity (kWh in '000s per employee)	4.102	4.217	0.99	–	0.96	–	0.776	0.09	0.775	0.16	2.647	2.246

Due to reduced electricity consumption at our Hong Kong office and the staff quarter and canteen in Suzhou, the Group's overall use of electricity was reduced in year 2025.

MITIGATION OF ENVIRONMENTAL IMPACT

Managing the environmental impact of what we do is a high priority within our group. We continuously work to prevent harm to the environment by adopting and implementing best practice at all of our sites worldwide. Our policy is to minimise the environmental impact of what we do, while continuing to deliver reliable products and services for our customers.

In order to achieve this, we:

- integrate our environmental policy across the Group;
- comply with environmental legislation and regulation in every country in which we operate; and
- establish environmental targets and monitor them continuously, analysing and reporting the results to our management team

1/ Reduction in energy consumption

We measure and monitor consumption with the aim to reduce the amount of energy we use in our offices and factory wherever possible. This will indirectly reduce greenhouse gas emissions.

2/ Water consumption

We strive to reduce the amount of water we use in the coming years.

3/ Waste management

We always seek to use materials more efficiently to reduce the amount of potentially harmful waste we generate. This includes reviewing the type and quality of materials we source as well as the way we make and package our finished goods. We are committed to good recycling practices and also recommend that our suppliers to do so.



Environmental Protection

CLIMATE RELATED RISKS AND OPPORTUNITIES

The Group recognises that climate change may, across different time horizons, have potential impacts on its business operations, value chain arrangements, strategic decision-making and financial performance. In light of this, the Group has identified and assessed the potential climate risks in its effects on operations, thereby facilitating the formulation of its climate risk mitigation measures.

Risk Identification

Science tells us that the sooner we respond to climate change, the lower the risks and costs will be in the future. Climate change is affecting our lives and livelihoods in many ways, including lower air quality, increased illness and death, higher energy costs, and damages to the economy. The Board and our management team fully realize that responding to climate change can bring a wide range of benefits and opportunities to the Group or the community at large, including energy security, new jobs, and social and economic equity — making it a more desirable place to live. While climate change affects nearly everyone, the most severe impacts often fall on those who are not prepared.

Based on information available and our reasonable belief, we have reviewed and assessed the physical and transitional risks and opportunities which climate change may bring, together with corresponding response measures, as follows:

Physical and transitional risks

Physical risks may include extreme natural disasters, such as drought or flooding, and the longer-term impact of increasing average global mean temperature. Generally, physical risks will be classified between chronic risks and acute risks. Transition risks, on the other hands, may include global transition to a low-carbon economy, new regulations and innovations in energy efficiency.

Environmental Protection

Risks identified and mitigation plan

We have identified several climate-related risks with potential impact to our business as described below.

Considering the level of measurement uncertainty involved in estimating those financial effects is high and that the resulting quantitative information would not be useful, qualitative information is provided instead in the table below.

Risk type	Possible risks	Financial impact	Likelihood/Time horizon/ Risk of consequences
Physical risks	Extreme weather events (such as heavy rains, storms, floods and earthquake) which may cause Interruption of material supply	Higher cost of production due to shortage of supply	Less likely Medium term Medium
	Operations continuity due to (i) damage to operation locations, (ii) road accessibility (iii) power outages (iv) government service shutdowns arising from changing precipitation patterns and rising temperatures	Higher capital spending for repair and maintenance and higher operating cost as pricing of electricity and water	Less likely Medium term to long-term High
	Damage to general health conditions of our human capital due to prolonged high temperatures	Higher health care cost and lost time due to sickness	More likely Short term Medium
Transition risks	Exposure to changes in prices of various resources (such as electricity and water) that result from emerging regulations	Possible additional tax on using traditional energy sources and higher operation cost	More likely Short term Low
	Emerging regulation on greenhouse gas emission	Cost involved in observing additional compliance	More likely Short term Low

Note: The time horizon refers to the period over which climate-related risks or opportunities may affect the Group's operations. Short-term is defined as 1 to 3 years, medium-term as 3 to 5 years, and long-term as 5 to 10 years.

Physical risks are broadly considered. All our operating locations are situated at cities with mature infrastructure networks and are not near the coastal lines. Unless there is occurrence of regional-wide natural disasters, risk of operation continuity is quite low.

We use a wide range of materials and components which come from numerous suppliers. Because some key parts may be available only from a single supplier or a limited group of suppliers, we are subject to supply and pricing risk when the operations of our key suppliers are disrupted due to possible physical risks. It will adversely affect our product sales and operating results to a certain extend. To mitigate such risk, when risk level increases from less likely to likely, we will consider building up inventory. In the meantime, whenever possible, our design engineers shall continue to look for new design without the use of sole-source components.



Environmental Protection

For past few years, we have shifted our production activities outside to subcontractors instead of producing in-house. When choosing subcontractors, we will carefully consider their locations and will avoid locations which are subject to higher risk of natural disasters. Most of our subcontractors, same as our operating locations, are situated at cities with mature infrastructure and hence, face lessor degree of unexpected interruption.

Climate change is already impacting health in many ways. Air pollution caused by burning fuel will bring in various respiratory disease. Global warming has exacerbated the effects of pollen allergy and the increasing temperatures will also cause heat stress, heat strokes and has exacerbated cardiovascular problems. Being in-action is not an answer anymore. China has laid down its roadmap to achieve carbon neutrality before 2060 and Hong Kong has committed to do the same by 2050. While the Group will have a part to play in those schemes through compliance, the Group will reduce the level of outdoor works where possible. Where outdoor work is inevitable, guideline will be introduced to allow reasonable rest intervals and appropriate equipment will be provided.

As far as transition risks are concerned, climate change regulations could require us to limit emissions, change our manufacturing process or product offerings, or undertake other costly activities. These possible emerging mandates on regulations may lead to increased indirect operating costs. The Group will switch to the use of renewable energy where possible and keep an eye on any latest innovative technologies. Technological improvements or innovations that support the transition to a lower-carbon, energy efficient system can help us mitigate such transition risks.

Opportunities Identification

While the Group sees numerous challenges as described above, the Group also see opportunities resulting from climate change. The demand of low emission products may bring in business opportunities. In fact, in last few years, our design engineers have been focusing on designing an electroplating equipment which consume less of water and electricity so as to reduce the carbon footprint for our customers.

The Group will increase the use of energy-efficient equipment and appliances. This will reduce electricity consumption and associated emission.

The Group will continue to monitor these potential opportunities as market expectations and regulatory requirements evolve.

Environmental Protection

CLIMATE-RELATED METRICS, GOALS & OTHERS

Greenhouse Gas Emission

We have kept track of our GHG emissions and implemented related initiatives to minimise our emissions. The Group's GHG emissions are mainly attributable to direct (Scope 1) GHG emissions and energy indirect (Scope 2) GHG emissions. Direct (Scope 1) GHG emissions are from the Group's consumption of diesel and natural gas for the use of vehicles and other machinery. Energy indirect (Scope 2) GHG emissions are mainly from the Group's consumption of electricity purchased from external sources.

Total GHG emission	Direct GHG emission (Scope 1: Direct emissions from the combustion of gasoline, diesel, and other fuels)	Energy Indirect GHG emission (Scope 2: Indirect emissions from purchased electricity)	GHG emission intensity
330,641 tonnes CO2 equivalent	57,175 tonnes CO2 equivalent	273,466 tonnes CO2 equivalent	1,024 tonnes CO2 equivalent per employee

For details, please refer to the "EMISSION" section set out in above in this report.

Given the significant challenges in collecting data for Scope 3 greenhouse gas emission categories during the Reporting Period, which would require substantial human resources, time and costs, the Company has not disclosed Scope 3 GHG emission data in this report. Starting in 2026, we intend to systematically review the specific categories involved. The goal is to establish a sustainable data collection and management mechanism and to disclose Scope 3 GHG emission information in phases in future ESG reports.

Climate-related Goals

Reference is made to the metrics set out in the "ESG GOALS AND PERFORMANCE" section of this Report, year 2019 was a relatively low business activity year. As such, we have used year 2019 as a benchmark since year 2021. The aim is, through internal education and management process, not to cause extra environmental damage even if business activity grows. In year 2019, revenue of the Group was about HK$357.7 million. In year 2025, revenue has increased by 36.6% and reached HK$488.8 million. As can be seen from disclosure made in page 5, majority of climate-related goals are met even though business activities was substantially increased. The Company decides to continue to adopt such climate-related goals for year 2026.

Our established target is not derived using a sectoral decarbonization approach. The ESG and climate target setting and monitoring methodology have been established and validated through our internal management systems to ensure it is deeply aligned with our operational realities. We view this as a critical first step and will consider external validation as we progress to more advanced stages.



Environmental Protection

Internal carbon pricing

The Group has not applied a carbon price in decision-making.

Remuneration Policy

The Group has not incorporated climate-related consideration into remuneration policy.

Others

For the Reporting Period, the Group has identified and assessed climate-related risks and opportunities. However, as explained above, considering the level of measurement uncertainty, amount and percentage of assets or business activities vulnerable to climate-related risks and opportunities were not disclosed. For the same reason, climate-related capital expenditure, financing, or investment were not disclosed.

In addition, as direct quantitative data was not reasonably available and given the lack of widely adopted industry benchmarks for the electroplating equipment industry, the Group was not in the position to disclose industry-based metrics.

However, we actively strengthen our data collection infrastructure and refine precise calculation methodologies to enhance data accuracy and reporting quality. Relevant arrangements will be reviewed and evaluated at appropriate times depending on the regulatory requirements, business development and internal management maturity.

COMPLIANCE TO LAWS AND REGULATIONS

During the year, the Group strictly adheres to the required law and regulations in relation to all environmental issues.

Operational Practice

SUPPLY CHAIN MANAGEMENT

Sound supply chain management ensures the Group to sustain its business operations and development. We have maintained strong relationships with our suppliers to meet our customers' needs in an effective and efficient manner. When selecting suppliers, the Group takes factors into accounts such as quality of products, price, reliability and anticipated market acceptance. The Group expects suppliers to observe the environmental, social, health and safety and governance considerations in their operations.

During the year, geographical distribution of our suppliers by number are as follows:–

Region	No. of supplier in 2025	Percentage	No. of supplier in 2024	Percentage
China/Hong Kong	41	45.56%	59	56.73%
Southeast & East Asia (except China)	15	16.67%	17	16.35%
USA	6	6.67%	6	5.77%
Other region	6	6.67%	5	4.81%
Europe	22	24.44%	17	16.35%
Total	90	100.00%	104	100.00%

PRODUCT RESPONSIBILITY

The Group recognizes quality product with good safety features and excellent after-sale-service are key to the success and sustainability of a corporation.

Our engineering team will ensure that our electroplating equipment is designed to meet appropriate safety standards. Appropriate electrical components are selected to meet various local requirements e.g. UL marked components for American customers, CE marked components for European customers.

The Group's manufacturing facilities are ISO certified and have a comprehensive set of quality control policies to ensure that any major defects are identified and rectified before shipment. We have regular weekly departmental meetings and monthly management meetings to report, review, monitor each project and to address customer's request.

We have also set up various service centers and their locations are closer to our customers' manufacturing facilities. Our experienced technician will provide on-time after-sale-service and solutions to our customers.

During the reporting period, we experienced no product recall and no products and service related complaints.



Operational Practice

INTELLECTUAL PROPERTY

We are one of the few Hong Kong companies who will maintain its own technology development team in Hong Kong. The Group would continue to commit on product engineering, research and development in next generation technology and costs reduction measures so that we are able to grab fruitful return and further strengthen our leading position in electroplating equipment.

We respect original design and work done. Apart from registration of trademark, the Group has also patented some of our top-notch engineering design. We warrant to our customers that we have good titles to the technology and design in the equipment we sold to them. As at 31 December 2025, the number of patents in effect is 23 (2024: 27) with 0 (2024: 3) patents pending for approval.

As we will from time to time develop new product or process with our customer or other engineering firm, it is our practice to sign non-disclosure agreement with them to protect each party's rights in its own intellectual property.

DATA PRIVACY

The Group is abided by the Personal Data (Privacy) Ordinance, Law on Protection of Consumer Rights and Interests of the PRC as well as Personal Information Protection Act and Enforcement Rules of the Personal Information Protection Act in Taiwan. Information collected would only be used for the purpose for which it is intended for.

Besides, we have included in the employee handbook several confidentiality provisions which require employees to keep confidential of the information they receive from time to time from our customers or business partners. Also, access rights are set so that the information in our ERP system, databases and servers is only available for colleagues who are responsible for that particular area. This is to avoid undue disclosure of information.

ANTI-CORRUPTION

To maintain a fair and ethical business environment, the Group strictly adheres to the anti-corruption laws in every country in which we operate. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly, and with integrity in all our business dealings and relationships, wherever we operate.

The Group has issued an Anti-Corruption Policy Statement to educate staff what is bribery and advised them on how to avoid and how to raise a concern to management. We have also stated clearly in the statement what enforcement action may be taken including disciplinary action and reporting to the relevant authorities. At the same time, we assure our staff that they will not suffer retaliation for reporting, in good faith, a violation or suspected violation of the anti-corruption policy statement.

In 2025, there were no case regarding corrupt practices brought against the Group or our staff.

Operational Practice

In addition, the Group has a whistle-blowing policy to promote transparent structure and clear communication within the Group. The policy is to encourage the reporting of the suspected misconduct, illegal acts or failure to act within the Group. Person who has a legitimate concern about the above suspected misconduct or act may raise the matter directly to the chairman of the Group or if exceptionally, the concern is about the chairman of the Group, the person can raise his or her concern to the chairman of the audit committee. All concerns will be acknowledged receipt and treated in confidential and if appropriate, the concerns raised may be investigated and/or referred to the independent third party or police.

The policy is designed to ensure that the persons can raise their concerns about wrongdoing or malpractice within the Group without fear of victimization, subsequent discrimination, disadvantage or dismissal. It is also intended to encourage and enable the persons to raise serious concern within the Group rather than ignoring a problem.

The whistle-blowing policy will be reviewed by the audit committee annually. A written annual report of all cases (if any) will be summarized and sent to the audit committee for their attention. A corporate register containing all cases will be maintained. By maintaining a corporate register (without disclosing any confidential details), the relevant department will learn from mistakes and does not repeat them in the future. The register also helps to maintain consistency of approach across the departments.



Employee Care

EMPLOYMENT PRACTICE

Employees are our valuable assets. To strengthen our employees' loyalty, satisfaction and competence development, the Group adheres to fair and open recruitment, provides protection of rights and interests as well as benefits, welfare and care for each employee. In addition, we provide a health and safety working environment and appropriate training to our employees.

Fair and open recruitment

We recruit staff based on fair and open principles to ensure the recruitment and selection process is objective and consistent. We avoid any employment discrimination and offer equal employment opportunities to all candidates.

Employment terms

To protect the legitimate rights and interests between the Group companies and the employees, all successful candidates are required to sign an employment contract which outlines all agreed terms. We have also issued employees' handbook which covers and governs the compensation, discipline, recruitment, promotion mechanism, working hours, leaves and other benefits and welfare offered by the Group.

Appraisal

To evaluate the performance of employees, we conduct performance appraisal annually for our employees. Through a bilateral communication during appraisal, the Company and employees would have a chance to understand more deeply the need of each other, and to discuss employee's work performance, achievement, expectation and goals setting and achieved in order to improve and/or enhance work performance.

Benefits, welfare and employee care

We provide medical and travel insurances, mandatory provident fund scheme, free lunch, company coach service and overtime travelling allowances to our employees. Education subsidies will also be granted to appropriate employees. To create a sense of belonging, the Company also provide massages machines, sofa and television in rest spaces and room for breast-feeding. The Group also provides accommodation to our employees in China.

Employee Care

WORKFORCE DISTRIBUTION

Our workforce distribution is as follows:–

The workforce and turnover rate of employees by employee category (Hong Kong office) for the year 2025

Employee category	Number of employees as at 31 Dec 2025	Percentage of each employee category (as at 31 Dec 2025)	Number of employee turnover	Percentage of turnover
Management	27	28.42%	2	2.03%
Production Staff	0	0.00%	0	0.00%
Engineers	23	24.21%	3	3.05%
Technicians	5	5.26%	4	4.06%
Others	40	42.11%	4	4.06%
Total	95	100.00%	13	13.21%
Average total number of employees	98.42			



Employee Care

The workforce and turnover rate of employees by gender and age group (Hong Kong office) for the year 2025

Gender and age group	Number of employees as at 31 Dec 2025	Percentage of each employee category (as at 31 Dec 2025)	Number of employee turnover	Percentage of turnover
Male				
30 or below	4	4.21%	3	3.05%
31-40	9	9.47%	0	0.00%
41-50	21	22.11%	0	0.00%
51 or above	31	32.63%	5	5.08%
Sub-total	65	68.42%	8	8.13%
Female				
30 or below	1	1.05%	0	0.00%
31-40	8	8.42%	2	2.03%
41-50	8	8.42%	0	0.00%
51 or above	13	13.68%	3	3.05%
Sub-total	30	31.58%	5	5.08%
Total	95	100.00%	13	13.21%
Average total number of employees	98.42			

Employee Care

The workforce and turnover rate of employees by employee category (Shenzhen office) for the year 2025

Employee category	Number of employees as at 31 Dec 2025	Percentage of each employee category (as at 31 Dec 2025)	Number of employee turnover	Percentage of turnover
Management	4	2.30%	0	0.00%
Production Staff	20	11.49%	0	0. 00%
Engineers	58	33.33%	5	2.85%
Technicians	4	2.30%	0	0.00%
Others	88	50.57%	2	1.14%
Total	174	100.00%	7	3.99%
Average total number of employees	175.50			

The workforce and turnover rate of employees by gender and age group (Shenzhen office) for the year 2025

Gender and age group	Number of employees as at 31 Dec 2025	Percentage of each employee category (as at 31 Dec 2025)	Number of employee turnover	Percentage of turnover
Male				
30 or below	8	4.60%	1	0.57%
31-40	25	14.37%	0	0.00%
41-50	60	34.48%	2	1.14%
51 or above	48	27.59%	1	0.57%
Sub-total	141	81.03%	4	2.28%
Female				
30 or below	3	1.72%	0	0.00%
31-40	11	6.32%	0	0.00%
41-50	13	7.47%	2	1.14%
51 or above	6	3.45%	1	0.57%
Sub-total	33	18.97%	3	1.71%
Total	174	100.00%	7	3.99%
Average total number of employees	175.50			



Employee Care

The workforce and turnover rate of employees by employee category (Suzhou office) for the year 2025

Employee category	Number of employees as at 31 Dec 2025	Percentage of each employee category (as at 31 Dec 2025)	Number of employee turnover	Percentage of turnover
Management	0	0.00%	0	0.00%
Production Staff	0	0.00%	0	0.00%
Engineers	6	18.75%	0	0.00%
Technicians	8	25.00%	0	0.00%
Others	18	56.25%	0	0.00%
Total	32	100%	0	0.00%
Average total number of employees	31.17			

The workforce and turnover rate of employees by gender and age group (Suzhou office) for the year 2025

Gender and age group	Number of employees as at 31 Dec 2025	Percentage of each employee category (as at 31 Dec 2025)	Number of employee turnover	Percentage of turnover
Male				
30 or below	0	0.00%	0	0.00%
31-40	8	25.00%	0	0.00%
41-50	12	37.50%	0	0.00%
51 or above	7	21.88%	0	0.00%
Sub-total	27	84.38%	0	0.00%
Female				
30 or below	0	0.00%	0	0.00%
31-40	4	12.50%	0	0.00%
41-50	1	3.13%	0	0.00%
51 or above	0	0.00%	0	0.00%
Sub-total	5	15.63%	0	0.00%
Total	32	100.00%	0	0.00%
Average total number of employees	31.17			

Employee Care

The workforce and turnover rate of employees by employee category (Taiwan office) for the year 2025

Employee category	Number of employees as at 31 Dec 2025	Percentage of each employee category (as at 31 Dec 2025)	Number of employee turnover	Percentage of turnover
Management	3	16.67%	0	0.00%
Production Staff	0	0.00%	0	0.00%
Engineers	7	38.89%	0	0.00%
Technicians	5	27.78%	0	0.00%
Others	3	16.67%	0	0.00%
Total	18	100.00%	0	0.00%
Average total number of employees	17.67			

The workforce and turnover rate of employees by gender and age group (Taiwan office) for the year 2025

Gender and age group	Number of employees as at 31 Dec 2025	Percentage of each employee category (as at 31 Dec 2025)	Number of employee turnover	Percentage of turnover
Male				
30 or below	0	0.00%	0	0.00%
31-40	5	27.78%	0	0.00%
41-50	4	22.22%	0	0.00%
51 or above	5	27.78%	0	0.00%
Sub-total	14	77.78%	0	0.00%
Female				
30 or below	0	0.00%	0	0.00%
31-40	0	0.00%	0	0.00%
41-50	3	16.67%	0	0.00%
51 or above	1	5.56%	0	0.00%
Sub-total	4	22.22%	0	0.00%
Total	18	100.00%	2	11.43%
Average total number of employees	17.67			



Employee Care

Movement of average number of employees

	Average no of employees In year 2025	Average no of employees In year 2024
HK office	98.42	100.33
Shenzhen office	175.50	176.42
Suzhou office	31.17	31.08
Taiwan office	17.67	17.50

The number of employees in 2025 was relatively the same as last year.

HEALTH AND SAFETY

The Group places great emphases on occupational health and safety. In our Hong Kong office, we have set out guidelines in our employees handbook. In our China offices and factory, we abide by the relevant laws and regulations such as "中華人民共和國安全生產法". In our Taiwan office, we abide by the relevant laws such as Occupational Safety and Health Act.

We have also set various guidelines such as "職業衛生管理制度匯編", "職業健康衛生的防護與管理操作指引" and "安全管理和事故預防紀律處分規定". By adoption of these guidelines, we aim to provide a health and safe working environment which protect the employees from occupational hazards.

The Group has dedicated department and personnel for safety management in offices, factory and customers' sites. The Group has developed the relevant safety systems and operating procedures as follows:–

At China factory

- established Work Safety Department
- appointed safety officers to conduct daily safety check at factory and remind staff to wear appropriate protection gears including safety helmets and belts when they are at works

At office

- appointed safety officer to inspect the office safety regularly

Employee Care

At customers' sites

- team leaders act as safety supervisors to conduct relevant safety training beforehand and to provide safety guidance during installation to our staff and sub-contractors (if any)
- team leaders have to ensure staff will wear protective gears and uniform where necessary such as safety shoes, safety helmets, protective goggles, mask and acid-proof gloves ("Protective Equipments") provided by the Company before starting the work
- we would send safety officer to site (large size jobs) to help for onsite safety measures implementation
- the safety officer would even prosecute the workers who violate the safety rules, like not wear safety belt when working at height. A fixed penalty will be imposed if prosecution
- at the sites in Taiwan, all our staff are required to attend local safety training before entering into customer's site
- the Group provides a comprehensive safety handbook to staff who works at the site

At laboratory

- Manager or team leader will provide standard safety testing procedures and training to the staff
- ensure staff to wear the Protective Equipments before commencement of work
- has well-developed first-aid equipments and kits
- has installed shower to wash away hazardous chemicals

For the Period Under Review

In 2025, there was zero (2024: one, 2023: zero) fatal accident in Suzhou (fatality rate in 2025: 0%). In the past 3 years, there was no other fatal accident happened for offices in Hong Kong, Shenzhen, and Taiwan.

Lost days in relation to work injury are as follows:–

	Hong Kong Office	Shenzhen office and factory	Suzhou office	Taiwan office
Lost days	8	1	23	0.5

On the other hand, the Company provides ergonomics stands to those employees who use notebooks at work to reduce occupational strain.



Employee Care

DEVELOPMENT AND TRAINING

The Company encourages our employees to improve their knowledge and skills for discharging their duties at work. If the employees have interest in relevant course, they can apply to their manager for training subsidies.

Average training hours completed by employees are summarized as follows:–

The information of employees trained by employee category (Hong Kong office) for the year 2025

Employee category	Number of trained employees	Training hours completed	Average training hours per head
Senior Management	1	24	24
Middle Management	0	0	0
Engineers	1	3.5	3.5
Technicians	1	3.5	3.5
Production Staff	0	0	0
Others	11	30	2.7
Total	13	37	2.8

The information of employees trained by employee category (Shenzhen Office) for the year 2025

Employee category	Number of trained employees	Training hours completed	Average training hours per head
Senior Management	12	24	2.0
Middle Management	57	143	2.5
Engineers	69	160	2.3
Technicians	12	24	2.0
Production Staff	47	116	2.5
Others	47	98	2.1
Total	244	565	2.3

Employee Care

The information of employees trained by employee category (Taiwan Office) for the year 2025

Employee category	Number of trained employees	Training hours completed	Average training hours per head
Senior Management	0	0	0.0
Middle Management	0	0	0.0
Engineers	9	54	6.0
Technicians	1	3	3.0
Production Staff	0	0	0.0
Others	0	0	0.0
Total	10	123	12.3

Our Group laid emphasis on safety training, most of our training hours are for safety training. Hours shown above included internal safety & technical training and training in machine operation, safety training is organized by our customers/suppliers and safety and other training by professional organizations in Hong Kong.

EMPLOYEE-FRIENDLY POLICIES

The Company allows employees to leave office early on the day of festivals, like Mid-Autumn Festival and Winter Solstice. Let employees can have more time to accompany their families and/or friends and prepare for celebration of festivals. Besides, moon cakes and fruits are distributed yearly to let employees enjoy the festival's atmosphere.

We prioritise health and wellness of our employees. During the Reporting Period, a staff networking activity was organized to increase employees' sense of belonging.

Start from 2018, the Company granted an additional paid leave in each calendar year to our employees and called it "Celebration Leave". Our employees can choose a day which they would like to celebrate with their loved ones or which they feel important for himself/herself, for example days like birthday, wedding anniversary etc, as one of our staff benefits.

LABOUR STANDARD

The Group is in strict compliance with the Employment Ordinance of Hong Kong, Labour Law of the PRC, Protection of Minor Laws of the PRC and Labour Standards Act in Taiwan. We fully recognize that child labour and forced labour violate fundamental human rights and have established measures to combat against illegal employment on child labour and forced labour.

During the recruitment process, we will require job applicants to provide a valid identity documents for our verification. A copy of their identity documents will be kept in file and would be subject to subsequent check and inspection. If any dishonest disclosure is found, we will terminate his or her employment immediately.

Community Involvement

SHARE OF JOY OF MID-AUTUMN FESTIVAL

During the Mid-Autumn Festival, and as in many years in the past, we distributed moon cakes and fruits to our employees to share the joy of the Mid-Autumn Festival with our employees. In year 2025, we purchased the moon cakes from iBakery who is one of the social enterprises under Tung Wah Group of Hospital. iBakery trains and hires people with disabilities, and feeds Hong Kong with a healthy and delicious menu. The distribution of moon cakes and fruits not only shares the joy of the Mid-Autumn Festival with our employees, but also support the social enterprises and socially disadvantaged for achieving self-reliance and promoting social harmony.



DONATIONS

During 2025, we donated HK$180,000 to the Hong Kong Poverty Alleviation Association to sponsor its poverty-alleviation work.

We also donated HKD60,000 to Hong Kong Shine Tak Foundation to sponsor their Shine Tak Scientific Research Youth Development Program. The foundation with the aim of "Kindness and Virtue in the World," which bring together the charitable group leaders, promote the participation of the elite in the public welfare affairs, serve the society with benevolence and virtue, work together to build Hong Kong and cultivate a new generation of leaders.

In addition, we also donated HK$10,000 to Hong Kong Rehabilitation Power to support the 12th Hong Kong Rehabilitation Power Life Driver Election.

Community Involvement

COMMUNITY ENGAGEMENT

During the Reporting Period, we participated volunteer programme with a charity, Sowers Action. Under such programme, on Christmas eve, we donated Christmas gift and a group of our staff has personally delivered such gifts to families in Sham Shui Po, as well as delivering blessings and warmth. Our volunteers also received in return small thank you gifts from children they met. The blessings are mutual.










ATNT
亞洲聯網科技
有限公司
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