**King International Investment Limited**

**帝王國際投資有限公司**

*(formerly known as Life Healthcare Group Limited 蓮和醫療健康集團有限公司)*

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代碼：00928



# 2025

# ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT

# 環境、社會及管治報告

# Environmental, Social and Governance Report
# 環境、社會及管治報告

## ABOUT THE REPORT

King International Investment Limited and its subsidiaries (collectively the "**Group**") are pleased to publish the Environmental, Social and Governance ("**ESG**") Report for the reporting period from 1 April 2024 to 31 March 2025 (the "**Year**", "**Year 2025**" or the "**Reporting Period**"). The ESG Report summarises the Group's efforts and achievements in corporate social responsibility and sustainable development.

### Reporting Boundaries

The ESG Report focuses on the environmental and social performance of the Group's business in sales of liquor in the People's Republic of China (the "**PRC**"). Due to the significant decrease in revenue generated from the provision of healthcare services and healthcare products (collectively, the "**Healthcare Segment**") the Board has been actively exploring new business opportunities suitable for the Company. To create value and bring higher returns to the Shareholders, the Company also engages in the sales of liquor business (the "**Liquor Segment**") during the Reporting Period to ride on the potential growth in demand for wine in the PRC associated with a higher living standard. The disclosure of the key performance indicators ("**KPIs**") in the Year focuses on Liquor Segment which represents a large proportion of the Group's segment asset.

### Reporting Framework

The ESG Report is prepared in accordance with the "Environmental, Social and Governance Reporting Guide" under Appendix C2 to the Listing Rules, which presents the sustainability approach and performance in four environmental and eight social aspects of the Group for the Year. The Group will continue to strengthen information collection in order to enhance its environmental performance and to further disclose relevant information on sustainable development.

## 關於本報告

帝王國際投資有限公司及其附屬公司(統稱「**本集團**」)欣然發佈二零二四年四月一日至二零二五年三月三十一日報告期間(「**本年度**」、「**二零二五年度**」或「**報告期間**」)之環境、社會及管治(「**ESG**」)報告。ESG報告概述本集團於企業社會責任及可持續發展方面之工作及成就。

### 報告範圍

ESG報告重點關注本集團在中華人民共和國(「**中國**」)從事提供酒類銷售業務的環境及社會表現。由於提供健康服務及健康產品(統稱「**健康分部**」)所產生的收益大幅減少，董事會一直積極探索適合本公司之新商機。為創造價值及為股東帶來更高回報以及鑒於中國生活水平提高，對酒類需求的增長潛力巨大，本公司於報告期間亦從事酒類銷售業務(「**酒類分部**」)。本年度之關鍵績效指標(「**關鍵績效指標**」)披露資料側重酒類分部，該分部於本集團分部資產佔據極大比例。

### 報告框架

ESG報告乃根據上市規則附錄C2《環境、社會及管治報告指引》編製，介紹本集團於本年度內在四個環境方面及八個社會方面之可持續發展方針及表現。本集團將繼續加強資料收集，以提升其環境表現及進一步披露可持續發展之相關資料。

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## Governance Structure

### *Board's oversight of ESG issues*

The Board is committed to the long-term sustainability of the environment and communities in which the Group operates and continually enhances investment value to stakeholders through proper and effective internal control systems and ESG risk management measures throughout its operations. The Board considers ESG-related risks and opportunities as part of the Group's overall strategic formulation, and the significant ESG impact caused by daily operations and businesses. The Board maintains oversight of and approves the identification and assessment of ESG issues and confirms that to the best of its knowledge, this ESG Report addresses material topics related to the operations of the Group and fairly presents its ESG performance and impacts.

The Board has delegated the Group's management to supervise the ESG-related issues and work of the Group. The Group's management is responsible for monitoring and reviewing the compliance with local laws and regulations with regards to ESG-related issues. The management is also responsible for establishment of sustainability strategies, policies and measures to implement sustainability initiatives, provide sustainability reporting and prepare the ESG Report.

### *Board's ESG management approach and strategy for material ESG-related issues*

To better understand the opinions and expectations of different stakeholders on the ESG issues, materiality assessment is conducted annually. The Group ensures various platforms and channels of communication are used to reach, listen and respond to its key stakeholders. Through communication with the stakeholders, the Group is able to understand their expectations and concerns. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the impacts of the business decisions.

The Group has evaluated the materiality for each of the ESG aspects through the following steps: (i) identification of ESG issues by the Group; (ii) key ESG areas prioritisation with stakeholder engagement; and (iii) validation and determining material ESG issues based on the results of communication with the stakeholders.

## 管治架構

### *董事會對ESG事宜的監督*

董事會致力維持本集團營運所在環境及社區的長期可持續發展，在各個經營環節妥善有效地實施內部監控和ESG風險管理措施，不斷為持份者提升投資價值。董事會將ESG相關風險和機遇以及日常業務營運對ESG造成的重大影響，視為本集團整體策略制定的一環。董事會負責監督及審批ESG事宜的識別及評估，並確認就其所知，本ESG報告闡述本集團業務涉及的重大議題，並公平反映其ESG表現和影響。

董事會委託本集團管理層監督本集團的ESG相關事宜與工作。本集團管理層負責監察及檢討在ESG相關事宜方面遵守地方法律法規的情況。管理層亦負責制定可持續發展策略、政策及措施，據以執行可持續發展舉措、匯報可持續發展狀況，以及擬備ESG報告。

### *董事會針對重大ESG相關事宜的管理方針及策略*

為加深了解不同持份者對ESG事宜的意見及期望，本集團每年均會進行重要性評估。本集團確保以多個溝通平台及渠道來接觸、聆聽及回應主要持份者。本集團透過與持份者溝通來了解彼等的期望及關切事宜。所收集的反饋意見使本集團能夠作出更明智的決策，以及更妥善地評估及管理業務決策帶來的影響。

本集團經由以下步驟評估各ESG層面的重要程度：(i)由本集團識別ESG事宜；(ii)持份者參與排列主要ESG領域的緩急先後；及(iii)根據與持份者的溝通結果審定重大ESG事宜。

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Engaging these steps can enhance the understanding of the degree of importance of the Group's stakeholders to each material ESG issue, which enable the Board to plan the sustainable development direction more comprehensively in the future.

採取上述步驟可加深了解各重大ESG事宜對本集團持份者的重要程度，有助董事會日後更全面地規劃可持續發展方向。

***Board reviews progress made against ESG-related goals and targets***

The Group will closely review from time to time for the performance and implementation progress of the goals and targets. If the progress falls short of expectation or changes of business operations, it may be necessary to make changes and communicate about the goals and targets with key stakeholders such as employees, customers and suppliers.

***董事會按ESG相關目標及指標檢討進度***

本集團會不時密切檢討目標及指標的執行情況及進度。如進度落後預期或趕不上業務營運變動，可能有需要作出改變，並向僱員、顧客及供應商等主要持份者傳遞有關目標及指標。

The Group has set strategic goals to enable the Group to develop a realistic path and focus on the development direction for achieving its visions. The Board will carefully examine the attainability of the targets which should be weighed against the Group's philosophy and goals.

本集團已定下戰略目標，以便本集團制定可行的路線，堅定發展方向，實現願景。董事會依據本集團理念及目標，審慎權衡有關指標能否實現。

**Reporting Principles**

This ESG Report is based on the following four reporting principles:

**報告原則**

本ESG報告基於以下四個原則：

Materiality: Stakeholder engagement and materiality assessment were conducted to identify material ESG issues, and to ensure that these issues are addressed in the report.

重要性：持份者參與及重要性評估旨在識別重大ESG事宜，並確保在報告中闡述此等事宜。

Quantitative: Data presented in this ESG Report have been collected prudently. Please refer to the environmental and social performance data for standards and methodologies used for calculation of key performance indicators.

量化：本ESG報告中所呈列的數據乃經審慎收集所得。有關用於計算關鍵績效指標的標準和方法，請參閱環境和社會績效數據。

Balance: Both positive and negative sides of the performance have been presented in a transparent manner.

平衡：正面及負面的表現均以透明的方式呈現。

Consistency: Unless otherwise stated, the disclosures, data collection and calculation methods have remained consistent throughout the years to facilitate comparability over time. The scope of reporting for the Year has been redefined, please refer to the section headed "Reporting Boundaries" for further details.

一致性：除非另有説明，否則披露資料、數據收集和計算方法與往年保持一致，以便日後可進行比較。本年度的報告範圍已被重新定義，詳細情況請參閱「報告範圍」章節。

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## Stakeholder Engagement

The Group has engaged the employees from different departments to help the Group recognising the sustainability performance. The diligently collected and carefully analysed information was not only the Group's sustainable initiatives during the Year, but also the basis for the Group to map out short-term and long-term sustainability strategies.

Stakeholders' opinions are vital for the Group while adjusting its business objectives and strategies as well as seizing opportunities. Therefore, the Group strives to maintain a trustful and supporting relationship with its stakeholders in order to understand their expectation and needs through effective communication.

## 持份者參與

本集團邀請不同部門的僱員協助了解本集團的可持續發展表現。經審慎收集及仔細分析的資料不僅是本集團於本年度實施之可持續發展措施的依據，亦是本集團制定短期及長期可持續發展策略的基礎。

持份者意見對本集團調整業務目標和策略以及把握機會都至關重要。因此，本集團銳意與其持份者維持互相信任及扶持之關係，務求透過有效溝通了解持份者的期望及需要。

| Stakeholders<br>持份者 | Expectations and requirements<br>期望及需要 | Communication and response<br>溝通及回應 |
|---|---|---|
| Government and regulatory bodies<br>政府及監管機構 | • Strict compliance with national policies, law and regulation<br>• Paying taxes in full and on time<br>• 嚴格遵守國家政策、法律及法規<br>• 依時足額繳稅 | • Regular information reporting<br>• Examinations and inspections<br>• 定期匯報信息<br>• 調查及檢查 |
| Shareholders<br>股東 | • Returns<br>• Operation in compliance with laws<br>• 投資回報<br>• 依法營運 | • General meetings<br>• Announcements<br>• 股東大會<br>• 公告 |
| Business partners<br>商業夥伴 | • Operational integrity<br>• Equal rivalry<br>• Performance of contracts<br>• Mutual benefits<br>• 誠信經營<br>• 公平競爭<br>• 履行合約<br>• 互惠互利 | • Review and appraisal meetings<br>• Business communications<br>• Exchanges and discussions<br>• Engagement and cooperation<br>• 檢討及評估會議<br>• 業務溝通<br>• 交流討論<br>• 洽談合作 |

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| Stakeholders<br>持份者 | Expectations and requirements<br>期望及需要 | Communication and response<br>溝通及回應 |
|---|---|---|
| Customers | • Outstanding products and services<br>• Health and safety<br>• Performance of contracts<br>• Operation integrity<br>• Privacy protection | • Quality assurance program<br>• Training for employees<br>• Customer Communication meetings<br>• Social media platforms<br>• Privacy Policy |
| 客戶 | • 優質產品及服務<br>• 健康與安全<br>• 履行合約<br>• 誠信經營<br>• 保護私隱 | • 質量保證程序<br>• 僱員培訓<br>• 客戶溝通會議<br>• 社交媒體平台<br>• 私隱權政策 |
| Environment | • Compliant emission<br>• Energy saving and emission reduction<br>• Ecosystem protection | • Compliance with local environmental emission requirements<br>• Efficient use of resources<br>• Compliance with environmental policies |
| 環境 | • 合規排放<br>• 節能減排<br>• 生態保護 | • 遵守當地環保排放指標<br>• 有效使用資源<br>• 遵守環境政策 |
| Industry | • Promoting industry development | • Compliance with industry standards |
| 行業 | • 促進行業發展 | • 遵守行業標準 |

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| Stakeholders<br>持份者 | Expectations and requirements<br>期望及需要 | Communication and response<br>溝通及回應 |
|---|---|---|
| **Employees** | • Protection of rights<br>• Occupational health<br>• Remunerations and benefit<br>• Career development<br>• Humanity cares | • Employee communication meetings<br>• Corporate journal, intranet and email<br>• One-to-one communication<br>• Training and workshop<br>• Employee activities |
| **僱員** | • 保障權利<br>• 職業健康<br>• 薪酬及福利<br>• 事業發展<br>• 人文關懷 | • 僱員溝通會議<br>• 企業期刊、內聯網及電郵<br>• 一對一溝通<br>• 培訓及工作坊<br>• 僱員活動 |
| **Community and the public** | • Improvement of community environment<br>• Participation in charity<br>• Information transparency | • Communication through property management<br>• Social media platforms<br>• Timely information disclosure |
| **社區及公眾** | • 改善社區環境<br>• 參與慈善活動<br>• 信息透明 | • 透過物業管理溝通<br>• 社交媒體平台<br>• 及時的信息披露 |

The Group will continue to increase the involvement of stakeholders so as to collect their valuable and constructive opinions with a view to charting a course.

本集團將繼續提高持份者之參與度，收集具建設性的寶貴意見，藉以定下發展路線。

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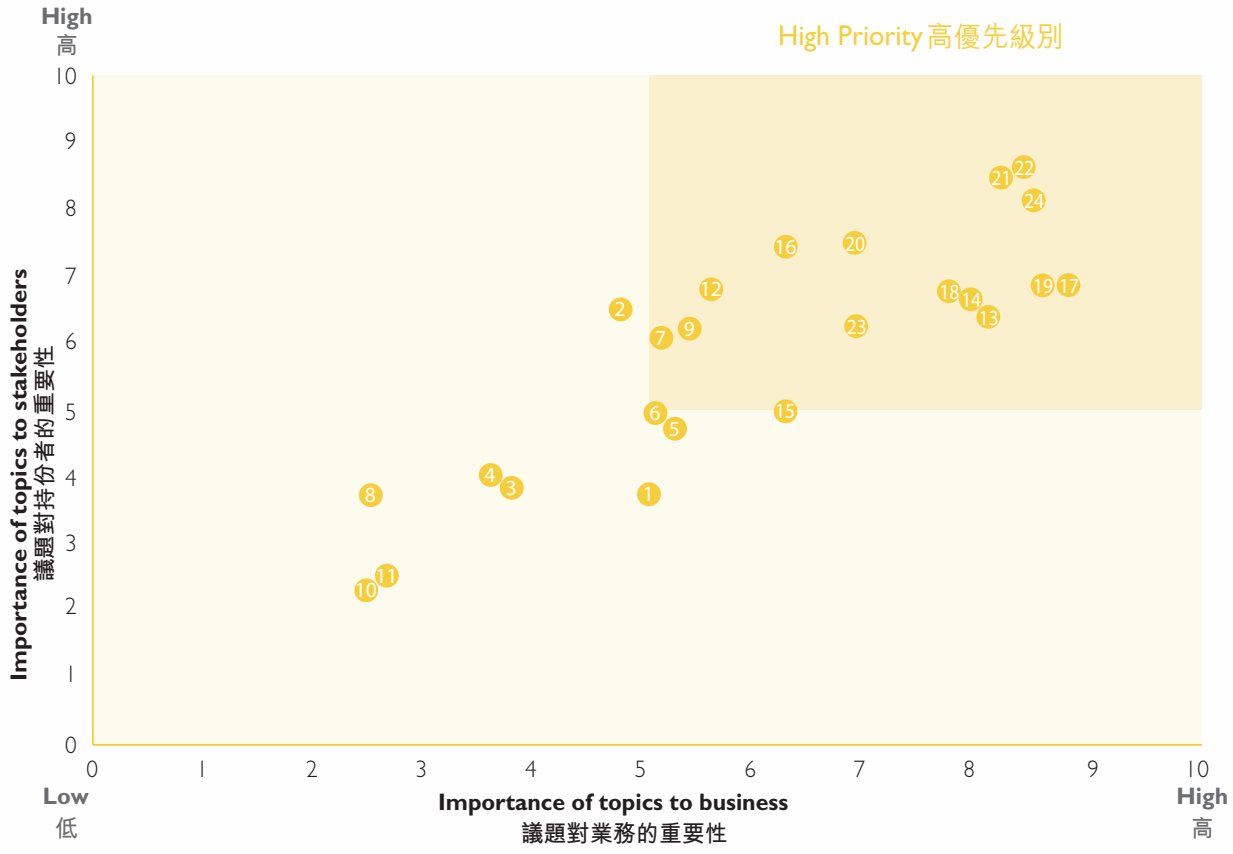
## MATERIALITY MATRIX

In the Year, the Group carried out materiality assessment on a number of ESG issues in order to identify which issues were crucial to the Group's business and were of the utmost concerned by stakeholders. It helps the Group to ensure its business development meeting the expectations and requirements of stakeholders. The Group has identified 24 ESG issues covering environmental, social and operation, and has invited stakeholders to assess the materiality of the ESG issues through a scoring tool, discussions or interviews. The Group's management has reviewed the ranking of materiality of the ESG issues and then disclosed the result in this report. The results of materiality assessment prioritised stakeholder inputs and made the Group focused on the material aspects for actions, achievements and reporting.

## 重要性矩陣

於本年度，本集團對多項ESG事宜進行重要性評估，以識別對本集團業務最重要及持份者最關注的事宜。此項評估有助於本集團確保其業務發展符合持份者的期望及需求。本集團已識別出24項涵蓋環境、社會及營運方面的ESG事宜，並邀請持份者透過評分工具、討論或面談，評估ESG事宜的重要性。本集團管理層已審閱ESG事宜的重要性排序，並隨後於本報告內披露結果。重要性評估的結果為優先考慮持份者的意見並使本集團注重行動、成就及報告的重要方面。

**The Group's materiality matrix of ESG issues in the Year:**
**本集團於本年度的ESG事宜重要性矩陣：**



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| Environmental issues<br>環境事宜 | Social issues<br>社會事宜 | Operation issues<br>營運事宜 |
|---|---|---|
| 1. Greenhouse gas ("**GHG**") emissions | 8. Community contribution | 16. Anti-corruption |
| 2. Energy consumption and resource management | 9. Occupational health and safety | 17. Supply chain management |
| 3. Water resources management | 10. Child labour | 18. Supplier evaluation and selection |
| 4. Waste management | 11. Forced and compulsory labour | 19. Customer service and satisfaction |
| 5. Use of packaging materials | 12. Training and development | 20. Customer privacy |
| 6. Impact on the environment | 13. Salaries and employee benefits | 21. Feedback and complaint handling |
| 7. Climate change | 14. Diversity and equal opportunity | 22. Product safety and quality |
| | 15. Talent attraction and retention | 23. Intellectual property protection |
| | | 24. Marketing and labeling |
| 1. 溫室氣體(「**溫室氣體**」)排放 | 8. 社區貢獻 | 16. 反貪污 |
| 2. 能源消耗及資源管理 | 9. 職業健康與安全 | 17. 供應鏈管理 |
| 3. 水資源管理 | 10. 童工 | 18. 供應商評估及甄選 |
| 4. 廢物管理 | 11. 強迫與強制勞工 | 19. 客戶服務及滿意度 |
| 5. 包裝材料使用 | 12. 培訓與發展 | 20. 客戶私隱 |
| 6. 對環境的影響 | 13. 薪金及僱員福利 | 21. 反饋及投訴處理 |
| 7. 氣候變化 | 14. 多元化與平等機會 | 22. 產品安全及質量 |
| | 15. 吸納及挽留人才 | 23. 知識產權保護 |
| | | 24. 營銷及標籤 |

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## PROTECTING THE ENVIRONMENT

### Emissions

Despite that the Group's operation does not produce mass emissions or impose significant negative impact to the environment, the Group adopted and implemented relevant environmental policies and is committed to minimize adverse environmental impacts through managing business practice, carbon footprint reduction and efficient utilization of resources. Hence, the Group has established various emissions reduction and energy-saving initiatives to control our emissions levels and maintain green, environmentally-responsible operations.

During the Year, air emission for nitrogen oxides ("**$NO_X$**"), sulphur oxides ("**$SO_X$**") and particulate matter ("**PM**") were mainly generated from the use of motor vehicle of the Group. In Year 2024, the amount of $NO_X$ emissions, $SO_X$ emissions, PM emissions were 265,558g, 132g and 14,725g respectively. In 2025, as no public transport vehicle is in use, there are consequently no exhaust air emission data.

The Group's exhaust gas emissions are mainly generated from the consumption of unleaded petrol by vehicle. To mitigate emissions, the Group actively executes the following exhaust gas emission reduction measures:

- Regularly maintain and repair vehicle to prevent them from generating excess exhaust gas emissions from broken parts and other reasons; and
- Phase out unqualified vehicle in accordance with the local emission regulations.

## 保護環境

### 排放物

儘管本集團的營運並未產生大量排放物或對環境造成重大負面影響，本集團仍採取並實施相關環保政策，並致力於通過管理業務實踐、減少碳足跡及有效利用資源減少不利的環境影響。因此，本集團已落實各種減排及節能措施，以控制排放水平並維持綠色環保責任營運。

於本年度內，氮氧化物、硫氧化物和顆粒物的氣體排放主要源自本集團的機動車輛使用。2024年度，氮氧化物排放量、硫氧化物排放量、顆粒物排放量分別為265,558克、132克及14,725克。2025年由於沒有公車，故沒有廢氣排放數據。

本集團的廢氣排放主要來自車輛消耗無鉛汽油。為減少排放，本集團積極執行以下減少廢氣排放的措施：

- 定期對車輛進行保養及維修，以防止車輛因零件受損等原因產生過多的廢氣排放；及
- 根據當地排放法規逐步淘汰不合格車輛。

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The table below shows the key environmental performance indicators of GHG emissions generated by the Group's operation during the Year.

下表顯示本年度本集團營運所產生溫室氣體排放的關鍵環境績效指標。

| **GHG emissions** (Note 1, 2)<br>**溫室氣體排放**(附註1、2) | **Unit**<br>**單位** | **Year 2025**<br>**二零二五年度** | Year 2024<br>二零二四年度 |
|---|---|---|---|
| Total GHG emissions (Note 3)<br>溫室氣體排放總量(附註3) | kg $CO_2e$<br>千克二氧化碳當量 | **7,723** | 201,073 |
| Area of operation<br>營運面積 | $m^2$<br>平方米 | **3,177** | 8.600 |
| GHG emissions intensity<br>溫室氣體排放密度 | kg $CO_2e/m^2$<br>千克二氧化碳當量／平方米 | **2.43** | 23 |
| Indirect emissions due to consumption of purchased electricity (Scope 2)<br>消耗外購電力產生的間接排放(範圍2) | kg $CO_2e$<br>千克二氧化碳當量 | **7,723** | 177,215 |

Note 1: GHG emission data are presented in terms of carbon dioxide equivalent and are based on, including but not limited to, "Notice on the Management of Enterprise Greenhouse Gas Emissions Reporting by Power Generation Industry for 2023-2025" issued by the Ministry of Ecology and Environment of the PRC, National emission factors for China (Source: The Ministry of Ecology and Environment of People's Republic of China (2019)).

附註1： 溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於中華人民共和國生態環境部發佈的《關於做好二零二三－二零二五年發電行業溫室氣體排放報告管理有關工作的通知》、中國國家排放係數(來源：中華人民共和國生態環境部(二零一九年))。

Note 2: As described under "Reporting Boundaries", only the Liquor Segment has been taken into account in Year 2024.

附註2： 誠如「報告範圍」所述，二零二四年度僅考慮酒類分部。

Note 3: During Year 2024, direct emissions due to combustion of fuels in mobile sources (Scope 1) amounted to 23,858 kg $CO_2e$. In Year 2025, there were no corresponding Scope 1 emissions as no public transport vehicle is in use.

附註3： 二零二四年度，由於移動源燃料燃燒產生的直接排放(範圍1)為23,858千克二氧化碳當量，二零二五年度由於沒有公車，故無相應的範圍一排放。

Scope 2: "Energy indirect" GHG emissions resulting from purchased electricity.

範圍2： 外購電力產生的「能源間接」溫室氣體排放。

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The major sources of GHG emissions of the Group is energy indirect GHG emissions from the consumption of purchased electricity (Scope 2). As the liquors are required to be kept in temperature-controlled wine cabinets, the amount of electricity consumed in warehouses would be relatively higher. The Group advocates green operation to reduce negative impact imposed to the environment, the Group aims to reduce the GHG emissions and the Group promotes a culture of energy saving culture in workplace with practices mentioned under aspect A2 use of resources during the Reporting Period.

本集團的主要溫室氣體排放來源為消耗外購電力產生的能源間接溫室氣體排放(範圍2)。由於酒類需要存放於温控酒櫃中，倉庫的用電量會相對較高。本集團提倡綠色營運以減少對環境造成的負面影響，旨在減少温室氣體排放，並於報告期間以層面A2資源使用項下所述慣例於工作場所推廣節能文化。

Since the Reporting Boundaries have been redefined, the Group has updated its reduction target and baseline year for GHG emission intensity.

由於報告範圍重新界定，本集團已更新其温室氣體排放密度的減排目標及基準年。

**Reduction target of GHG emissions intensity**

**降低溫室氣體排放密度的目標**

| Environmental Indicators<br>環境指標 | Reduction Target<br>減排目標 | Baseline Year<br>基準年 | Status<br>情況 |
|---|---|---|---|
| GHG emission intensity (Scope 1 and Scope 2)<br>温室氣體排放密度(範圍1及範圍2) | Reduce 2% by Year 2027<br>二零二七年度前減少2% | 2024<br>二零二四年度 | In progress<br>進行中 |

The table below shows the key environmental performance indicators of waste produced by the Group's operation during the Year.

下表顯示本年度本集團營運所產生廢物的關鍵環境績效指標。

| Waste (Note 1)<br>廢物(附註1) | Unit<br>單位 | Year 2025<br>二零二五年度 | Year 2024<br>二零二四年度 |
|---|---|---|---|
| Total non-hazardous waste produced<br>所產生的無害廢物總量 | tonnes<br>噸 | **1.58** | 2.25 |
| Non-hazardous waste produced intensity<br>所產生的無害廢物密度 | tonnes/$m^2$<br>噸／平方米 | **0.0005** | 0.0003 |

Note 1: No hazardous waste was produced by the Group during the Year.

附註1： 於本年度本集團並無產生任何有害廢物。

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**Waste Management**

As no hazardous waste was generated in sales of liquor business segment and no significant environment issue was noted and therefore no relevant targets have been set. As a responsible company, the Group will engage qualified chemical waste collector to handle in case if any hazardous waste generated to comply with relevant environmental laws and regulations.

The non-hazardous wastes generated by the Group were mainly papers and solid wastes generated from our office and liquor warehouse, which were insignificant and had little impact on the environment. To reduce the environment impact, from Year 2024 onwards, our implemented measures to reduce the amount of paper waste, and established relevant policies to handle any non-hazardous waste generated, which is Principles of reducing, reuse, and recycle are applied as follow.

- Recommend double-sided paper use;
- Set defaults to double sided printing;
- Adopt electronic communications and filing to reduce the use of paper; and
- Appoint certified third-party companies to recycle paper generated within our operation.

The Group placed effort to minimize the environmental impact resulting from non-hazardous wastes from our business operation. The paper consumption in Year 2025 represents printing materials which include policy and procedures, local regulations, announcements, and promotional materials, etc. as a result of newly engaged Liquor Segment. On top of the mid-term reduction target, the Group aims to host at least one waste reduction campaigns in Year 2026 and targets to increase the recycling rate of the paper and raise the employee's awareness on waste reduction in the coming years.

**廢物管理**

由於酒類銷售業務部門並無產生有害廢物，且未發現重大環境問題，因此未設立相關目標。作為一間負責任的公司，本集團將委聘合資格化學廢料收集商處理產生的任何有害廢料，以遵守相關的環保法例及法規。

本集團產生的無害廢棄物主要為辦公室及酒類倉庫產生的紙張及固體廢物，數量甚微且對環境影響極小。為減少對環境的影響，自二零二四年度起，本集團已實施措施減少紙張廢物的數量，並制定相關政策處理產生的任何無害廢物，並應用以下減少、重用及回收的原則。

- 建議使用雙面紙張；
- 設置默認為雙面打印；
- 採用電子通訊及檔案管理以減少用紙；及
- 委任認證的第三方公司回收營運中產生的紙張。

本集團致力減少業務運營中無害廢物對環境的影響。二零二五年度紙張的消耗指新增的酒類分部印刷材料(包括政策和程序、本地法規、公告及宣傳材料等)。除中期減廢目標外，本集團目標於二零二六年度舉辦至少一次減廢活動，旨在未來提高紙張的回收率及提升僱員的減廢意識。

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**Reduction target of hazardous and non-hazardous wastes produced intensity**

**降低有害及無害廢棄物產生密度的目標**

| Environmental Indicators<br>環境指標 | Reduction Target<br>減廢目標 | Baseline Year<br>基準年 | Status<br>情況 |
|---|---|---|---|
| Non-hazardous waste produced intensity<br>所產生的無害廢物密度 | Reduce 2% by Year 2027<br>二零二七年度前減少2% | 2024<br>二零二四年度 | In progress<br>進行中 |

Since the Reporting Boundaries have been redefined, the Group has updated its reduction target and baseline year for non-hazardous waste produced intensity. Also, the reduction target for hazardous waste would not be applicable as the Group did not generate material hazardous waste due to its business nature.

由於報告範圍重新界定，本集團已更新其無害廢物產生密度的減廢目標及基準年。此外，由於本集團因其業務性質並未產生重大有害廢物，因此減少有害廢棄物的目標將不適用。

**Waste Water Discharge**

The Group's operations only produce domestic waste water and do not discharge industrial waste water. Waste water generated is discharged into the municipal sewage pipe network for unified treatment. The Group believes that the domestic waste water discharge volume is within normal and reasonable levels.

**污水排放**

本集團的運營僅產生生活污水，並不排放工業污水。所產生的污水排放至市政污水管網進行統一處理。本集團相信，生活廢水排放量屬於正常及合理水平。

The Group complies with the following significant laws and regulations in relation to environmental protection:

本集團遵守以下有關環境保護的重要法例及法規：

- the Law of the People's Republic of China on Prevention and Control of Atmospheric Pollution
- 《中華人民共和國大氣污染防治法》
- the Law of the People's Republic of China on Prevention and Control of Water Pollution
- 《中華人民共和國水污染防治法》
- the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste
- 《中華人民共和國固體廢物污染環境防治法》
- Environmental Protection law of the People's Republic of China
- 《中華人民共和國環境保護法》
- Product Eco-responsibility Ordinance
- 《產品環保責任條例》

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*Compliance with relevant laws and regulations*

The Group is not aware of any material non-compliance with applicable laws and regulations that have a significant impact on the Group relating to air and GHG emissions, discharges into water and land, generation of hazardous and non-hazardous waste during the Year.

In addition, no significant fine or non-monetary sanction for non-compliance with relevant laws and regulations has been reported in the Year.

**Use of resources**

The Group strives to create outstanding and effective management measures for resources conservation, so as to minimise the environmental impact of daily operations. The Group has also dedicated to comply with and conducted ongoing review of applicable regulations concerning ESG.

Given the nature of its business activities, the primary resources consumed by the Group include electricity, water, paper, and unleaded petrol consumed by vehicles. The Group commits to conserving resources during our operation and continuously improves the efficiency of using resources.

The Group has established relevant policies and procedures to ensure efficient use of resources, include water and electricity, office consumables, etc, to minimize unnecessary use of resources.

The Group aims to reduce the use of resources and corresponding carbon footprint. Environmental awareness is also promoted among employees to drive their behavioral changes. On top of the mid-term energy use efficiency target, the Group targets to participate in at least one energy-saving related campaigns in Year 2026. During Year 2025, energy saving and environmental protection practice have been adopted in the office area included by not limited to the measures below:

As part of the environmental protection initiative, office areas are divided into multiple lighting zones with independent switches whereas the temperature of the air-conditioning system remains at a minimum of 26 degrees Celsius in the summer. Employees are also required to switch off the lighting, air-conditioning and other electronic appliances when not in use to reduce electricity consumption. The Group has also installed energy-saving lighting fixtures, such as LED lighting to increase energy efficiency.

*遵守相關法律及法規*

本集團並無發現於本年度有任何嚴重違反有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢物的產生且對本集團有重大影響的適用法律及法規的情況。

此外，於本年度並無發生因違反相關法律及法規而導致巨額罰款或非貨幣制裁的情況。

**資源使用**

本集團致力制定卓有成效的節約資源管理措施，以盡量減少日常營運對環境之影響。本集團亦致力於遵守並持續審查有關ESG之適用規例。

鑒於其業務活動的性質，本集團主要消耗的資源包括電力、水、紙張及車輛消耗的無鉛汽油，本集團致力於在營運過程中節約資源，並不斷提高資源使用效率。

本集團已制定相關政策及程序，以確保有效利用資源，包括水電、辦公耗材等，盡量減少不必要的資源使用。

本集團的目標為減少資源使用及相應的碳足跡。本集團亦向僱員推廣環保意識，以督促彼等改變行為。除中期能源使用效率目標外，本集團擬於二零二六年度參與至少一項與節能相關的活動。於二零二五年度，辦公區域內已採取節能及環保措施，包括但不限於以下措施：

作為環境保護措施其中一環，本集團將辦公區域劃分為多個照明區，設有獨立開關，並於夏季時將空調系統溫度維持於最低攝氏26度。僱員亦須關掉不必要的照明、空調及其他電子設備，以減少用電。本集團亦安裝節能照明燈具，例如LED燈，以提高能源效益。

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To conserve water, dual-flush toilets adopted in offices. Employees are reminded to turn off faucets tightly to avoid water wastage. Also, the property management of the office building carries out regular checks on concealed piping and fixes dripping taps immediately to minimise water leakage.

為節約用水，辦事處使用雙沖水式馬桶。公司亦提醒僱員關緊水龍頭，避免浪費食水。此外，辦公大樓的物業管理公司定期檢查隱蔽管道，並即時修理滴水的水龍頭，以減少漏水。

In furtherance of the environmental commitment, the Group advocates concepts such as paperless office to lower paper consumption, and aims to further diminish GHG emissions. The Group promotes the use of electronic systems, such as communication via electronic means to reduce paper use. The Group also encourages employees to use both sides of papers whenever possible.

為進一步實踐對環境之承諾，本集團提倡辦公室無紙化等理念以減少用紙，亦銳意進一步減少溫室氣體排放。本集團提倡使用電子系統，例如使用電子溝通方式，以減少用紙。本集團亦鼓勵僱員盡可能善用紙張的兩面。

In order to minimise waste disposal, non-reusable paper without confidential information is collected and sent to recycling companies for further handling. Employees are encouraged to avoid the use of disposable products, for example, to ref ill water from water carboy instead of drinking bottled water, especially during group meetings and trainings.

為盡量減少棄置廢物，本集團收集無機密資料的不可再用紙張，並送往回收公司作進一步處理。本集團鼓勵僱員避免使用即棄產品，尤其鼓勵彼等於進行小組會議及培訓時飲用桶裝水而非瓶裝水。

In addition, the Group is devoted to reducing GHG emissions. Employees are also encouraged to use video and teleconferencing to substitute unnecessary business trips and to take direct flights for unavoidable business trips. The Group aims to encourage employees to commute by means of public transportation and shared bicycles, in an attempt to reduce fuel and energy consumption. Besides, the office site selection process of the Group is governed by principles that prioritize accessibility to public transport, particularly metro lines, so as to achieve the goal of emission reduction.

此外，本集團致力減少溫室氣體排放，亦鼓勵僱員利用視像電話會議取代不必要的出差，對於無法避免的出差，則乘坐直航航班。本集團致力鼓勵僱員乘搭公共交通工具及使用共享單車通勤，力求減少耗用燃料及能源。另外，本集團辦公室選址過程中遵循優先考慮公共交通(特別是地鐵)便利性的原則，助力達成減排目標。

**Water Management**

Water is supplied by the Water Supply Authorities in relevant municipalities, there is no issue in sourcing water that is fit for purpose. The Group's existing Liquor Segment does not involve production and therefore the Group does not expect to pose a significant use of water. As a responsible company, the Group has set a target to maintain or reduce the water consumption intensity by Year 2027 and promotes water conservation to its employees during the Reporting Period.

**水管理**

水由相關市政當局的供水局供應，因此不存在水源不足的問題。本集團現有酒類分部不涉及生產，因此本集團預期不會對用水產生重大需求。作為一間負責任的公司，本集團已設定目標，於二零二七年度前維持或減少耗水密度，並於報告期間向僱員宣揚節水意識。

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### Use of Packaging Material

The Group's sales of liquor business did not consume significant amount of packaging materials for product packaging since the Group did not involve in production process.

### 包裝材料的使用

由於本集團並未參與生產過程，本集團的酒類銷售業務並未消耗大量的包裝材料。

The table below shows the key environmental performance indicators of the Group's use of resources during the Year.

下表顯示本集團於本年度使用資源的關鍵環境績效指標。

| Total use of resources (Note 1)<br>資源使用總量(附註1) | Unit<br>單位 | Year 2025<br>二零二五年度 | Year 2024<br>二零二四年度 |
|---|---|---|---|
| Indirect energy consumption<br>間接能源消耗 | | | |
| Electricity purchases for consumption<br>外購電力消耗 | kWh<br>千瓦時 | **13,542** | 310,740 |
| Total energy consumption (Note 2)<br>能源消耗總量(附註2) | kWh<br>千瓦時 | **13,542** | 397,714 |
| Total energy consumption intensity<br>能源消耗總量密度 | kWh/$m^2$<br>千瓦時／平方米 | **4.26** | 46 |
| Water consumption<br>耗水量 | $m^3$<br>立方米 | **960** | 7,140 |
| Water consumption intensity<br>耗水密度 | $m^3/m^2$<br>立方米／平方米 | **0.30** | 0.83 |

Note 1: As described under "Reporting Boundaries", only the Liquor Segment has been taken into account in Year 2025.

附註1： 誠如「報告範圍」所述，二零二五年度僅考慮酒類分部。

Note 2: During Year 2024, direct energy consumption due to combustion of fuels in mobile sources amounted to 86,974 kWh. In Year 2025, there were no corresponding direct energy consumption as no public transport vehicle is in use.

附註2: 二零二四年度，由於移動源燃料燃燒產生的直接能源消耗為86,974千瓦時，二零二五年度由於沒有公車，故無相應的直接能源消耗。

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**Reduction target of energy and water consumption intensity**

**降低耗能及耗水密度的目標**

| Environmental Indicators<br>環境指標 | Reduction Target<br>節約目標 | Baseline Year<br>基準年 | Status<br>情況 |
|---|---|---|---|
| Energy consumption intensity<br>耗能密度 | Reduce 2% by Year 2027<br>二零二七年度前減少2% | 2024<br>二零二四年度 | In progress<br>進行中 |
| Water consumption intensity<br>耗水密度 | Maintain or reduce by Year 2027<br>二零二七年度前維持或減少 | 2024<br>二零二四年度 | In progress<br>進行中 |

Since the Reporting Boundaries have been redefined, the Group has updated its efficiency targets and baseline year for energy and water consumption.

由於報告範圍重新界定，本集團已更新其耗能及耗水的效益目標及基準年。

**The Environment and Natural Resources**

During the course of the Group's day-to-day business operations, the Group does not have a substantial impact on the environment or the consumption of natural resources as the Liquor Segment does not involve production.

**環境及天然資源**

在本集團的日常業務運作過程中，由於酒類分部不涉及生產，本集團對環境或天然資源的消耗並無重大影響。

The Group has consistently adhered to the principle of environmental and natural resource protection during the course of business activities, complying with ESG policies and procedures, adopting relevant energy-saving policies and green measures, and striving to avoid any significant environmental impact or excessive depletion of natural resources.

本集團在業務活動過程中一貫堅持環境及天然資源保護的原則，遵守ESG政策及程序，採取相關節能政策及綠色措施，並努力避免對環境造成任何重大影響或過度消耗天然資源。

The Group encourages all employees to participate in different kinds of recycling activities and minimise the use of natural resources. During the Year, there is no significant impact on the environment and natural resources arising from the operations of the Group.

本集團鼓勵全體僱員參與不同類型的回收活動及盡量減少使用天然資源。於本年度，本集團的營運概無對環境及天然資源產生重大影響。

**Climate Change**

Awareness over climate change continues to grow and is one of the most discussed topics among companies. The Group is no exception, having increasing concerns over the potential impact from climate change on the Group's business and operation. The Group regularly reviews global and local government policies, regulatory updates and market trends to identify potential climate-related risks which may have impact on the Group's business operation.

**氣候變化**

大眾對氣候變化的意識不斷提高，氣候變化亦為公司間最常探討的話題之一。本集團亦不例外，日益關注氣候變化對本集團業務及營運的潛在影響。本集團定期審閱全球及地方政府政策、最新監管資訊及市場趨勢，以識別可能影響本集團業務營運的潛在氣候相關風險。

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In accordance with the reporting framework developed by the Task Force on Climate-related Financial Disclosures, there are two major categories of climate-related risks, physical and transition risks. The Group will immediately develop a response plan such as changing the business strategy and modifying the development plan in order to reduce the negative impacts of such climate-related risks.

根據氣候相關財務信息披露工作組制定的報告框架，氣候相關風險分為實體風險及過渡風險兩大類。本集團將著手制定應對計劃，如改變業務策略及修改發展計劃，以降低該等氣候相關風險的負面影響。

**Physical Risks**

The increasing frequency and intensity of extreme weather events, such as extreme cold, extreme heat, storms, heavy rainfall, and typhoons, could lead to an elevated risk of power shortages, disrupt our supply chain, and potentially damage the Group's assets, thereby disrupting our operations. These events could also disrupt the work of employees.

**實體風險**

極端天氣事件的頻率和強度不斷增加，例如極寒、極熱、風暴、大雨和颱風，可能會導致電力短缺風險增加，擾亂我們的供應鏈，並可能損害本集團的資產，從而影響我們的運作。該等事件亦可能擾亂僱員的工作。

In accordance with the Code of Practice in Times of Typhoons and Rainstorm Warnings, as well as the Safety Guide for Working in Inclement and Hot Weather, published and updated by the Labour Department, the Group has established reasonable and practical work arrangements with our employees for situations involving tropical cyclone warnings, rainstorm warnings, or extreme conditions following super typhoons, as well as other severe weather conditions. These arrangements include guidelines for commuting to and from work, leaving work, returning to work, and working from home (if applicable). The Group has consulted with employees and involved them in the process of formulating these work arrangements and contingency measures.

根據勞工處發佈及更新的颱風及暴雨警告下工作守則和惡劣及酷熱天氣下的工作安全指南，本集團已與僱員就熱帶氣旋警告、暴雨警告或超強颱風後的極端情況以及其他惡劣天氣情況，制定了合理及可行的工作安排。該等安排包括上下班、離崗、復工及在家辦公的指引(如適用)。本集團已與僱員進行諮詢，及讓彼等參與制定該等工作安排及應變措施。

The work arrangements for severe weather conditions will be regularly reviewed and updated or revised as appropriate, based on experience and the needs and actual conditions of both the employer and employees.

惡劣天氣情況下的工作安排將予以定期審查，並因應經驗和勞資雙方的需要及實際情況作出適當的更新或修訂。

# Environmental, Social and Governance Report
# 環境、社會及管治報告

### Transition Risks

The Group anticipates that climate change will drive governments and regulatory authorities to introduce more stringent environmental laws, regulations, and policies in order to achieve global carbon neutrality. For instance, HKEx requires listed companies to enhance their climate-related disclosures in their ESG reports. Consequently, the Group may face additional compliance costs to meet these updated regulations. Failing to comply with climate change-related requirements could expose the Group to potential claims and litigation, as well as damage its corporate reputation.

To avoid slow responses to climate-related trends, policies, and regulations, the Group will closely monitor changes in relevant domestic and international policies, regulations, and industry trends. We will also enhance our capacity to address climate-related issues and make timely adjustments accordingly.

The Group will continuously incorporate sustainable practices in its business operations and prepare and maintain sufficient resources for managing identified climate-related risks and studying the potential remediation measures.

While the climate change-related risks identified by the Group are not anticipated to have a very substantial impact on our business, the Group nonetheless reviews the potential impact of climate change on the Group's operations on an annual basis. The Group will then adopt appropriate measures to mitigate any potential risks that may arise.

## CARING FOR EMPLOYEES

### Employment

In its ongoing pursuit of the aim of "Taking People as the Foremost", the Group strictly abides by the requirements stipulated in the relevant employment laws and regulations regarding compensation, benefits and dismissal, such as the Labour Law of the PRC (《中華人民共和國勞動法》) and Labour Contract Law of the PRC (《中華人民共和國勞動合同法》).

### 過渡風險

本集團預期氣候變化將促使政府及監管機構引入更嚴格的環保法例、規定及政策，以實現全球碳中和。例如，香港聯交所要求上市公司在其環境、社會及管治報告中加強氣候相關的披露。因此，本集團可能面臨額外的合規成本以符合該等更新的規定。未能遵守與氣候變化相關的要求可能會使本集團面臨潛在索償及訴訟，並損害其企業聲譽。

為避免對氣候相關趨勢、政策及法規的反應遲緩，本集團將密切監察相關國內及國際政策、法規及行業趨勢的變化。我們亦會提升應對氣候相關問題的能力，並作出相應的及時調整。

本集團將繼續把可持續發展常規納入其業務營運，並準備及維持充足資源，藉以管理已識別的氣候相關風險並研究潛在補救措施。

儘管本集團識別的氣候變化相關風險預計不會對我們的業務產生重大影響，本集團仍每年檢討氣候變化對本集團運營的潛在影響。本集團將採取適當措施以減輕任何可能出現的潛在風險。

## 關懷僱員

### 僱傭

本集團一直堅守「以人為本」之宗旨，嚴格遵守相關僱傭法律及法規有關補償、福利及解僱的規定，例如《中華人民共和國勞動法》及《中華人民共和國勞動合同法》。

# Environmental, Social and Governance Report
# 環境、社會及管治報告

As an equal opportunity employer, all job applicants with relevant professional qualifications and working experience receive equal consideration for employment, regardless of nationality, gender, age, race, religion or disability. After the job applicants accept the offers, identification checks are performed to ensure no child labour is employed. To prevent forced labour, employees' employment period, working hours, leave entitlement and job position are clearly stated in the employment contract and/or code of conduct of the Group. The working hours of employees are set in accordance with the relevant laws and regulations relating to working hours, so as to provide employees with sufficient rest. Employee Manual is established to standardise the employment policies and codes to ensure that our employees clearly understand their rights and responsibilities, and to respect and protect the legitimate rights and interests of every employee. The Group has strictly complied with national and regional regulations in terms of statutory holidays that employees are entitled to, including annual leave, wedding leave, funeral leave, maternity leave, paternity leave and so on. In addition, certain non-statutory required leaves are created to motivate employees, for example, employees can apply for additional annual leaves according to their number of years of working in the Group.

Furthermore, the Group provides competitive remuneration package to employees and conducts annual remuneration reviews based on prevailing market standards and their working performance. Employees with outstanding performance in the appraisal will also be given promotion opportunities. In compliance with the Social Insurance Law of the PRC (《中華人民共和國社會保險法》) and Regulations on Management of Housing Provident Fund (《住房公積金管理條例》), the Group pays "Five Social Insurances and One Housing Fund" for employees, including basic endowment insurance, basic medical insurance, unemployment insurance, employment injury insurance, maternity insurance and Housing Provident Fund. Upon receipt of resignation letter from employees, exit interview will be arranged to understand their reasons of resignation and payment of the outstanding wages will be made in a timely manner as required by relevant laws.

作為平等機會僱主，本集團在僱傭時給予所有具備相關專業資格及工作經驗之求職者平等機會，不因國籍、性別、年齡、種族、宗教或身體殘疾而區別對待。求職者受聘後，需進行身份檢查，以確保不會出現聘用童工的情況。為防止強制勞工，僱傭合約及／或本集團之行為守則清楚列明僱員之僱用期、工作時數、享有的假期、職位等。僱員工作時數乃根據有關工作時數之相關法律及法規而制定，讓僱員得到充分休息。已制定員工手冊用於規範僱傭政策及守則，確保僱員清楚了解彼等權利及責任，並尊重及保障每位僱員的合法權益。本集團嚴格遵守國家及地區有關法定假期的法規，僱員可享有年假、婚假、喪假、產假及侍產假等法定假期。此外，為激勵僱員士氣，本集團更增設若干非法定假期，例如僱員可按其於本集團工作的年數申請額外年假。

此外，本集團向僱員提供具競爭力的薪酬組合，並根據現行市況及僱員工作表現進行年度薪酬檢討。績效考評中表現出色的僱員亦會獲得晉升機會。根據《中華人民共和國社會保險法》及《住房公積金管理條例》，本集團為僱員繳納「五險一金」，包括基本養老保險、基本醫療保險、失業保險、工傷保險、生育保險及住房公積金。接獲僱員辭職信後，本集團將安排離職面談以了解僱員辭職原因，並根據相關法律規定依時支付僱員餘下工資。

# Environmental, Social and Governance Report
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To promote the concept of work-life balance to employees, the Group organises leisure activities for the employees. The Group has organised birthday parties and team building activities from time to time with festive gifts given out to foster positive workplace relationships as well as employees' sense of belonging.

為了向僱員宣揚工作與生活平衡之理念，本集團為僱員舉辦諸多休閒活動。本集團不時舉辦生日派對及團隊建設活動，並送贈節慶禮物，以促進良好的職場關係以及培養僱員的歸屬感。

As described under "Reporting Boundaries", only the Liquor Segment has been taken into account in Year 2025. Distribution of work force (including but not limited to staff and sales) of the Group as at 31 March 2025 classified by different categories as follows:

誠如「報告範圍」所述，二零二五年度僅考慮酒類分部。於二零二五年三月三十一日，本集團按不同類別劃分的員工(包括但不限於職員及銷售人員)分佈情況如下：

| | | **Year 2025 二零二五年度** | Year 2024 二零二四年度 |
|---|---|---|---|
| **By gender** | **按性別劃分** | | |
| Male | 男性 | **11 (85%)** | 10 (59%) |
| Female | 女性 | **2 (15%)** | 7 (41%) |
| **By age group** | **按年齡組別劃分** | | |
| Under 30 years old | 30歲以下 | **0 (0%)** | 1 (6%) |
| 30-50 years old | 30至50歲 | **11 (85%)** | 13 (76%) |
| Over 50 years old | 50歲以上 | **2 (15%)** | 3 (18%) |
| **By employment type** | **按僱傭類型劃分** | | |
| Full time | 全職 | **13 (100%)** | 17 (100%) |
| Part time | 兼職 | **–** | – |
| **By geographical region** | **按地區劃分** | | |
| Hong Kong | 香港 | **3 (23%)** | 4 (24%) |
| PRC | 中國內地 | **10 (77%)** | 13 (76%) |
| **By employment category** | **按僱員類別劃分** | | |
| Senior level | 高級 | **4 (31%)** | 5 (30%) |
| Middle level | 中級 | **7 (54%)** | 6 (35%) |
| Entry level | 初級 | **2 (15%)** | 6 (35%) |

# Environmental, Social and Governance Report
# 環境、社會及管治報告

The Group's employee turnover rate during the Year is stated as follows (Note 1, 2):

本集團於本年度的僱員流失率載列如下（附註1、2）：

| | | Year 2025 二零二五年度 | Year 2024 二零二四年度 |
|---|---|---|---|
| **Turnover rate by gender** | **按性別劃分的流失率** | | |
| Male | 男性 | **0%** | – |
| Female | 女性 | **89%** | – |
| **Turnover rate by age** | **按年齡組別劃分的流失率** | | |
| Under 30 years old | 30歲以下 | **0%** | – |
| 30-50 years old | 30至50歲 | **25%** | – |
| Over 50 years old | 50歲以上 | **40%** | – |
| **Turnover rate by geographical region** | **按地區劃分的流失率** | | |
| Hong Kong | 香港 | **29%** | – |
| PRC | 中國內地 | **9%** | – |

Note 1: The employee turnover rate is calculated based on the number of employees who cease employment in each category during the Year divided by the average number of employees in that category.

附註1： 僱員流失率乃根據於本年度各類別的離職僱員人數除以該類別的平均僱員人數計算。

Note 2: No staff involved in Liquor Segment business was resigned during the Reporting Period.

附註2： 於報告期間無參與酒類分部業務的員工離職。

***Compliance with relevant laws and regulations***

The Group is not aware of any material non-compliance with the Employment Ordinance of Hong Kong, Employees' Compensation Ordinance of Hong Kong, Labour Law of the PRC (《中華人民共和國勞動法》), Labour Contract Law of the PRC (《中華人民共和國勞動合同法》), and other applicable laws and regulations that has a significant impact relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare on the Group during the Year.

***遵守相關法律及法規***

本集團並無發現於本年度有任何嚴重違反《香港僱傭條例》、《香港僱員補償條例》、《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及其他有關補償及解僱、招聘及晉升、工作時數、休息時間、平等機會、多元化、反歧視及其他福利及待遇且對本集團有重大影響的適用法律及法規的情況。

In addition, no significant fine or non-monetary sanction for non-compliance with relevant laws and regulations has been reported in the Year.

此外，於本年度並無發生因違反相關法律及法規而導致巨額罰款或非貨幣制裁的情況。

# Environmental, Social and Governance Report
# 環境、社會及管治報告

## Health and Safety

The Group attaches great importance to the protection of the health and safety of the employees and strictly complies with the laws and regulations in relation to labour protection, such as the Law of the PRC on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》).

In addition to the industry practices and abovementioned regulations, the Group formulates work safety guidelines to ensure the cleanliness and tidiness of the workplace, eliminate any potential health and safety risks, and strictly implement relevant measures. The Group is committed to providing and maintaining a safe, healthy, and hygienic work environment for all of our employees, as well as any other individuals who may be affected by our operations and activities.

The Group complies with the occupational health and safety guidelines under "Labour law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases", "Fire Control Law of the People's Republic of China" of the PRC. Health and safety standards are given the highest priority in our operations, and the Group committed to regulatory compliance in this area. Employees are dedicated to implementing safety initiatives that help reduce potential risks in the workplace. Considering the occupational risks involved, the Group provides our employees with the proper protective equipment and guidance.

The Group conducts regular fire drills to heighten employees' awareness of safety and fire prevention. Additionally, during the Year, the Group purchased medical insurance and compensation insurance to protect the interests of our employees. The Group also organizes appropriate training, education, and evacuation exercises on a regular basis. The Group will regularly review the aforementioned policies to ensure their continued effectiveness. Employees are encouraged to report any unmanaged workplace hazards and to suggest improvements to workplace safety. This feedback from staff is invaluable in helping the Group maintain a safe and secure work environment.

If necessary, the Group will make appropriate adjustments to ensure the ongoing health and safety of our employees and customers. We remain vigilant and prepared to reinstate suitable measures if the circumstances require it.

## 健康與安全

本集團非常重視保障僱員健康及安全，並嚴格遵守有關勞工保障之法律及法規，例如《中華人民共和國職業病防治法》。

除了行業慣例及上述規定外，本集團還制定工作安全指引，確保工作場所的清潔及整潔，消除任何潛在的健康及安全風險，並嚴格執行相關措施。本集團致力為所有僱員及可能受本集團業務營運和活動影響的其他人士提供及維持一個安全、健康及衞生的工作環境。

本集團遵守《中華人民共和國勞動法》、《中華人民共和國職業病防治法》、《中華人民共和國消防法》項下的職業健康及安全指引。在我們的運營中，健康及安全標準被賦予最高優先權，本集團致力於該領域的監管合規。僱員致力於實施安全措施，以幫助減少工作場所的潛在風險。考慮到所涉及的職業風險，本集團為僱員提供適當的防護設備及指導。

本集團進行定期消防演習，以提高僱員的安全及防火意識。此外，本集團於本年度內購買醫療保險及賠償保險，以保障我們僱員的利益。本集團亦定期組織適當的培訓、教育及疏散演習。本集團將定期檢討上述政策，以確保其持續有效。我們鼓勵僱員報告任何未受管理的工作場所危險，並對工作場所的安全提出改進建議。來自員工的該反饋在幫助本集團維持安全及可靠的工作環境方面乃屬非常寶貴。

如有必要，本集團將作出適當調整，以確保我們僱員及客戶的持續健康及安全。我們保持警覺，並準備在情況需要時恢復適當的措施。

# Environmental, Social and Governance Report
# 環境、社會及管治報告

There were no work-related fatalities reported for the three years ended 31 March 2023, 2024 and 2025. During the Year, no lost days due to work injury were noted and the work-related fatality rate was 0%.

截至二零二三年、二零二四年及二零二五年三月三十一日止三個年度，並無發生因工亡故事件。於本年度內，概無因工傷而損失的日數及因工亡故率為0%。

***Compliance with relevant laws and regulations***

The Group is not aware of any material non-compliance with the Occupational Safety and Health Ordinance, Prevention and Control of Occupational Diseases of the PRC (《中華人民共和國職業病防治法》) and other applicable laws and regulations that has a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards during the Year.

***遵守相關法律及法規***

本集團並無發現於本年度有任何嚴重違反《中華人民共和國職業病防治法》及其他有關提供安全工作環境及保障僱員免受職業危害且對本集團有重大影響的適用法律及法規的情況。

In addition, no significant fine or non-monetary sanction for non-compliance with relevant laws and regulations has been reported in the Year.

此外，於本年度並無發生因違反相關法律及法規而導致巨額罰款或非貨幣制裁的情況。

**Development and Training**

To achieve our corporate objectives and support the professional development of our employees, the Group strongly encourages and supports our staff in pursuing continuous professional training. This training helps enhance the competencies and potential of our employees, enabling them to perform their jobs effectively and efficiently. This ultimately leads to long-term mutual success for both our employees and the Group.

**發展及培訓**

為實現我們的企業目標並支持僱員的專業發展，本集團強烈鼓勵並支持員工追求持續的專業培訓。此培訓有助於提升僱員的能力及潛力，使彼等能夠有效及高效地執行工作。該舉措最終會推動我們的僱員及本集團長期互利共贏。

Depending on operational and management requirements, and skills required, we have developed relevant training policies and procedures and committed to create an environment of continuous improvement through providing in-house peer learning and on-the-job coaching to employees. The Group also encourages staff to attend external training courses and seminars.

根據營運及管理需求以及所需的技能，我們已制定相關培訓政策及程序，並致力於透過向僱員提供內部同行學習及在職指導創造持續改進的環境。本集團亦鼓勵員工參加外部培訓課程及研討會。

In the year 2025, the Group distributed reading materials related to liquors produced in various regions to enhance our employees' knowledge and expertise in this area. In addition, the Group also encouraged staff to participate in wine tasting classes to enrich their personal experience and better equip themselves. This allows our employees to bring new knowledge and insights to better serve customers. By providing these educational resources and experiential learning opportunities, the Group is committed to developing a highly knowledgeable and well-informed workforce that can offer exceptional customer service and product knowledge.

於二零二五年度，本集團分發與各地區生產的酒類相關的閱讀材料，以增強僱員於該領域的知識及專長。此外，本集團亦鼓勵員工參加品酒課程，以豐富彼等的個人經驗及不斷充實自我。該舉措使我們的僱員能夠帶來新的知識及見解，以便更好地服務於客戶。透過提供該等教育資源及體驗學習機會，本集團致力於培養一支知識淵博及見多識廣的員工團隊，該團隊可提供卓越的客戶服務及產品知識。

# Environmental, Social and Governance Report
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During the Year, the percentage of employees trained and the average training hours completed per employee are as follows:

於本年度，受訓僱員百分比及每名僱員完成受訓的平均時數如下所示：

| | | Year 2025 二零二五年度 | Year 2024 二零二四年度 |
|---|---|---|---|
| **Percentage of employees trained** (Note 1) | **受訓僱員百分比**(附註1) | **100%** | 100% |
| **Percentage of employees trained by gender** (Note 2) | **按性別劃分之受訓僱員百分比**(附註2) | | |
| Male | 男性 | **11 (85%)** | 10 (59%) |
| Female | 女性 | **2 (15%)** | 7 (41%) |
| **Percentage of employees trained by employee category** (Note 2) | **按僱員類別劃分之受訓僱員百分比**(附註2) | | |
| Senior management | 高級管理層 | **4 (31%)** | 5 (30%) |
| Middle management | 中級管理層 | **7 (54%)** | 6 (35%) |
| General staff | 普通員工 | **2 (15%)** | 6 (35%) |
| **Average training hours completed per employee** (Note 3) | **每名僱員完成受訓平均時數**(附註3) | **2 hours 2小時** | 3 hours 3小時 |
| **Average training hours completed per employee by gender** (Note 4) | **按性別劃分之每名僱員完成受訓平均時數**(附註4) | | |
| Male | 男性 | **2 hours 2小時** | 3 hours 3小時 |
| Female | 女性 | **2 hours 2小時** | 3 hours 3小時 |
| **Average training hours completed per employee by employee category** (Note 4) | **按僱員類別劃分之每名僱員完成受訓平均時數**(附註4) | | |
| Senior management | 高級管理層 | **2 hours 2小時** | 3 hours 3小時 |
| Middle management | 中級管理層 | **2 hours 2小時** | 3 hours 3小時 |
| General staff | 普通員工 | **2 hours 2小時** | 3 hours 3小時 |

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Note 1: Percentage of employees trained is calculated by dividing the number of employees who took part in training by the number of employees.
Note 2: Percentage of employees trained by category is calculated based on the number of employees trained in each category during the Year divided by the number of employees who took part in training.
Note 3: Average training hours per employee is calculated by dividing the total number of training hours by the number of employees.
Note 4: Average training hours by categories is calculated by dividing the total number of training hours for such category by the number of employees in the corresponding category.

附註1： 受訓僱員百分比乃按參加培訓的僱員人數除以僱員人數計算。
附註2： 按類別劃分的僱員受訓百分比乃基於於本年度內各類別受訓僱員人數除以參加培訓的僱員人數計算。
附註3： 每名僱員受訓平均時數乃按總受訓時數除以僱員人數。
附註4： 按類別劃分的平均受訓時數乃按該類別總受訓時數除以相關類別的僱員人數。

### Labour Standards

The Group fully understands that exploitation of child and forced labour is universally condemned, and therefore takes the responsibilities against child and forced labour very seriously. The policy is implemented in place to ensure that no person who is underage or under coercion is hired and, if any such case is identified during the recruitment process, it will be reported to the relevant authorities. In case of child labour and forced labour, the Group will immediately terminate the labour contract with the employees concerned and the position-in-charge will be accountable.

*Compliance with relevant laws and regulations*

The Group is not aware of any material non-compliance with Labour Law of the PRC, Provisions on the Prohibition of Using Child Labour (《禁止使用童工規定》), Law on the Protection of Minors of the PRC (《中華人民共和國未成年人保護法》) and other applicable laws and regulations that has a significant impact relating to preventing child or forced labour on the Group in PRC during the Year.

In addition, there was no non-compliance with relevant laws and regulations that resulted in significant fines or sanctions in the Year.

## OPERATING PRACTICES

### Supply Chain Management

The Group actively encourages its suppliers to uphold a high standard of business ethics and conduct. This includes managing the environmental and social impacts that arise from their business operations. The Group is committed to promoting responsible and sustainable business practices throughout our entire supply chain.

### 勞工準則

本集團深知僱用童工及強制勞工嚴重違反普世價值觀，因此竭力反對一切僱用童工及強制勞工的行為。本集團已實施政策以確保絕不會僱用未成年或受脅迫人士，而倘若在招聘過程中發現任何有關情況，將上報相關機構。如發現童工及強制勞工的情況，本集團將會立刻與其解除勞動合同，並對責任人追究責任。

*遵守相關法律及法規*

本集團並無發現於本年度有任何嚴重違反《中華人民共和國勞動法》、《禁止使用童工規定》、《中華人民共和國未成年人保護法》及其他有關防止童工或強制勞工且對本集團有重大影響的中國適用法律及法規的情況。

此外，於本年度並無發生因違反相關法律及法規而導致巨額罰款或制裁的情況。

## 營運慣例

### 供應鏈管理

本集團積極鼓勵其供應商堅持高水準的商業道德和操守。這包括管理彼等業務營運所產生的環境及社會影響。本集團致力於在整個供應鏈中推動負責任和可持續的經營方式。

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To minimise the adverse impact arising in supply chain on the provision of services, the Group selects suppliers based on stringent criteria, such as product quality, reputation and delivery time.

為減低供應鏈對提供服務之負面影響，本集團按照嚴格標準選擇供應商，例如產品質量、聲譽及交付時間。

In situations where several suppliers can meet its requirements, the Group will select those with a good reputation for being environmentally and socially responsible and/or that hold environmental certification. The Group supports in its efforts to further improve their environmental protection which has the greatest respect for the laws and regulations that govern its business. The Group always adheres to good practices and conducts fair and unbiased procurement processes when dealing with suppliers.

倘多個供應商可滿足要求，本集團將選擇環境及社會責任方面信譽良好及／或持有環保證書的供應商。本集團支持供應商進一步提升其環保工作，恪守規管其業務的各項法律法規。在與供應商交易時，本集團始終堅持良好慣例，執行公平及不偏不倚的採購程序。

During the supplier selection and contract drafting processes, the following factors are considered in achieving "Green Procurement" on the Group's supply chain:

在篩選供應商及草擬合約的過程中，本集團就促成供應鏈「環保採購」時考量以下因素：

- Provision of a safe working environment which complies with local laws or practices;
- 有否提供符合當地法律或慣例的安全工作環境；
- Provision of fair wages and all other legally mandated benefits;
- 有否提供公道的薪金及所有其他法定福利；
- Effort spent by the suppliers on limiting emission of pollutants;
- 供應商有否致力限制污染物排放；
- Use of environmental-friendly resources in provision of products/services;
- 有否在提供產品／服務時使用環保資源；
- Responsible management of environmental impacts;
- 有否盡責管理環境影響；
- Community investment initiatives and effort.
- 是否積極主動參與社區投資。

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The Group implemented the measures during supplier selection of supply chain and monitor their performance:

- developed standard procedures in selection, evaluation and monitoring suppliers;
- adopted the principles of openness, fairness and transparency in supply chain management;
- give priority to suppliers who provide products/services that could promote sustainability;
- the cooperation with suppliers will be terminated if the environmental and social standards not in line with the Group's policy.

本集團在選擇供應鏈的供應商期間實施措施並監察其表現：

- 在選擇、評估及監督供應商方面制定標準程序；
- 在供應鏈管理中採取公開、公平和透明的原則；
- 優先考慮提供可促進可持續性產品／服務的供應商；
- 若供應商的環境及社會標準不符合本集團的政策，將終止與其合作。

The Group has implemented the abovementioned practices relating to engaging supplier to all supplier during the Year.

本集團已於本年度對所有供應商實施上述有關聘用供應商的慣例。

As described under "Reporting Boundaries", only the Liquor Segment has been taken into account in Year 2025. During the Year, the number of key suppliers of the Group by geographical region is as follows:

誠如「報告範圍」所述，二零二五年度僅考慮酒類分部。於本年度內，本集團按地區劃分的主要供應商數目如下：

| Region | 地區 | Number of suppliers 供應商數目 | |
|---|---|---|---|
| | | Year 2025 二零二五年度 | Year 2024 二零二四年度 |
| PRC | 中國內地 | 1 | 1 |
| Hong Kong | 香港 | – | – |

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## Product Responsibility

### *Quality Assurance*

The Group places the utmost importance on the safety and quality of liquor products. The management team responsible for Liquor Segment closely monitors the quality of all liquor products, ensuring strict compliance with national and local laws and standards. The Group is highly selective in its choice of suppliers, regular inspections are conducted to examine our warehousing facilities, hygiene conditions, quality control processes, and inspection procedures. Across our entire value chain, all employees are committed to continuously achieving various quality objectives as the Group strive to deliver safe and reliable liquor products to our customers.

We implement the following measures to maintain the services' safety:

- Establish the product responsibility policy;
- Monitor the room temperature and the hygiene level of warehouse regularly.

As a responsible enterprise and partner, the Group strictly complies with the established procedures set out in the inventory management. Products shall be stored by categories and managed on a quantitative basis. In addition, products should be inspected and maintained on a daily or regular basis according to their varieties, characteristics and storage conditions. Warehouse temperature, humidity and other indicators are also recorded on a daily basis to prevent products from getting deteriorated, moldy, expired or damaged.

The Group committed to providing quality products and services to customers and focuses on customers' responses to the products sold by the Group. Customers can offer their opinions or lodge complaints through existing communication channels. We will conduct investigations based on the responses and take corrective measures when necessary.

During the Year, the Group did not identify any material violation of laws and regulations in respect of product and service quality, there were no cases of complaints received against the Group's products and services and no product or service subject to recall due to health and safety issues.

## 產品責任

### *質量保證*

本集團極為重視酒類產品的安全及品質。負責酒類分部的管理團隊密切監察所有酒類產品的質量，確保嚴格遵守國家及地方的法律和標準。本集團對供應商的選擇非常嚴格，並定期檢視我們的倉儲設施、衛生狀況、品質控制流程及檢查程序。在我們整個價值鏈中，所有員工都致力於不斷實現本集團的各項質量目標，努力向客戶提供安全可靠的酒類產品。

我們採取以下措施以維持服務的安全性：

- 制定產品責任政策；
- 定期監測倉庫的室温及衛生水平。

作為一個負責任的企業和合作夥伴，本集團嚴格遵守庫存管理中所訂立的程序。除了將產品依類別進行存放、定量管理，本集團亦會每日或定期根據產品的品種、特點和倉儲條件進行檢驗和保養。倉庫温度、濕度等指數亦有作每日記錄，以防止產品變質、發黴、過期或損壞。

本集團致力於向客戶提供優質產品及服務，並關注客戶對本集團所售產品的反饋。客戶可以通過現有的溝通渠道提供意見或作出投訴。我們會根據反饋進行調查，並於必要時採取糾正措施。

於本年度內，本集團並未發現任何有關產品及服務質量的重大違法違規情況，本集團並無接獲任何有關本集團產品及服務的投訴，亦無產品或服務因健康或安全問題而須召回。

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*Clients' Information Protection*

For privacy protection, informed consent is obtained from clients to assure that all information is held in strict confidentiality. The Group has been committed to building a long-term relationship of mutual trust with customers. New employees are also required to enter into a confidentiality agreement to prevent leakage of confidential information, undertaking that they will keep and handle the confidential information of customers with due care without disclosing confidential information to third par ties. At the same time, in order to further safeguard customers' information, the Group requires that all vehicles and outsiders entering and leaving its premises must be registered to minimise the risk of leakage of customers' and the Group's proprietary information. The Group has strengthened our employees' awareness of information security, enhanced technical measures for data confidentiality and prevention of data leakage, improved monitoring, detection and response measures, standardized emergency response measures and operational procedures for information leakage, and strengthened inter-departmental cooperation, so as to ensure that emergency response plans are effective and efficient, and that the Group can quickly control the affected areas and minimise losses.

*保障客戶資料*

為保障私隱，本集團會取得客戶之知情同意，保證所有資料受到嚴格保密。本集團始終致力於與客戶建立互信的長遠關係。此外，新僱員須訂立保密協議，以免洩漏機密資料，承諾其將審慎保管及處理客戶的機密資料，不會向第三方披露機密資料。同時，為進一步保護客戶資料，本集團要求所有進出其場地的車輛及外來人員必須進行登記，以減低客戶及本集團專有資料外洩的風險。本集團已提高僱員的信息安全意識，加強數據機密及防止數據洩漏的技術措施，改進監控、檢測及應對措施，規範信息洩漏的應急措施和操作程序，深化部門間的合作，以確保應急預案行之有效，使本集團能迅速控制受影響範圍並將損失降至最低。

*Respect for Intellectual Property Rights*

To respect the intellectual property rights, the Group is in strict compliance with the relevant laws and regulations, such as the Copyright Law of the PRC (《中華人民共和國著作權法》) and Regulations for the Protection of Computer Software (《計算機軟件保護條例》).

*尊重知識產權*

本集團尊重知識產權，嚴格遵守相關法律及法規，例如《中華人民共和國著作權法》及《計算機軟件保護條例》。

The Group implements the following practices relating to observing and protecting intellectual property rights:

本集團實施以下有關遵守及保護知識產權的常規：

- Use authorised and copyrighted products only;
- Employees are not allowed to download or install any forged or copied programs, software or materials; and
- Standard employment contracts contain provisions on Intellectual property rights and confidentially.

- 僅使用獲授權及受版權保護之產品；
- 僱員不得下載或安裝任何偽造或複製的程式、軟件或材料；及
- 標準僱傭合約載入有關知識產權及機密的條款。

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The Group strictly abides by the laws and regulations on product health and safety, advertising, labeling, remedies and protection of intellectual property rights, and also observes the laws and regulations related to privacy. There was no case of violation identified during the Year.

本集團嚴格遵守有關產品健康及安全、廣告、標籤、補救措施及知識產權保護之法律及法規，並遵守有關私隱之法律及法規。於本年度內，概無發現任何違規情況。

In addition, there was no non-compliance with relevant laws and regulations that resulted in significant fines or sanctions in the Year.

此外，於本年度並無發生因違反相關法律及法規而導致巨額罰款或制裁的情況。

**Anti-Corruption**

The Group endeavours to uphold the integrity in its business operation and complies with the laws and regulations regarding anti-corruption. The Group has adopted the whistle-blowing policy, which provides a reporting channel for employees to disclose any suspected bribery, corruption or other unlawful acts at a meeting or in a written report. Upon receipt of a report, the Group will handle the case by carrying out inspection and taking preventive measures.

**反貪污**

本集團致力堅持以誠信經營業務，並遵循有關反貪污的法律及法規。本集團已採納舉報政策，提供舉報渠道，讓僱員在會議或書面報告中披露任何疑似賄賂、貪污或其他非法行為。接獲報告後，本集團將對有關事件進行調查及採取預防措施。

During the Year, the Group provided anti-corruption education and training through webcast and circulation of e-training materials to its directors and staff on a regular basis to raise their awareness towards ethical and corruption issues. During the Reporting Period, all employees involved in Liquor Segment business of the Group received approximately 2 hour of anti-corruption training in relation to comply with national laws and regulations, abide professional ethics and serve the public with integrity.

於本年度，本集團通過網絡直播及傳閱電子培訓材料定期向董事及僱員提供反貪污教育及培訓，以提高彼等對道德及貪污問題的認識。於報告期間內，本集團參與酒類分部業務的全體員工接受大約2小時的反貪污培訓，內容涉及遵守國家法律法規、恪守職業道德及以誠信服務公眾。

***Compliance with relevant laws and regulations***

The Group is not aware of any material non-compliance with the Criminal Law of the PRC (《中華人民共和國刑法》), Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and other applicable laws and regulations that has a significant impact on the issuer relating to bribery, extortion, fraud and money laundering during the Year.

***遵守相關法律及法規***

本集團並無發現於本年度有任何嚴重違反《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》及其他有關賄賂、敲詐、欺詐及洗錢且對本集團有重大影響的適用法律及法規的情況。

In addition, there was no legal case concerning corruption brought against the Group or its employees in the Year.

此外，於本年度，概無針對本集團或其僱員的貪污訴訟案件。

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## COMMUNITY

### Community Investment

The Group recognises the importance of giving back to the community and spare no effort in providing assistance to the community. During the Year, the Group was committed to adjusting its business strategies, and therefore did not organise any social welfare activities. In the coming year, the Group will actively seek to cooperate with various public welfare and charitable organizations and help address the difficulties and needs of the community and the underprivileged, such as showing care for the underprivileged and taking the initiative to giving back to the community, with the goal of promoting social harmony.

### Information and Feedbacks

For detailed information about environmental, social and corporate governance, please refer to the official website (http://www.kinginternational.hk) and the annual report of the Group. Your opinions will be highly valued by the Group. If you have any advice or suggestions, please contact the Group via email at ir@kinginternational.hk.

## 社區

### 社區投資

本集團深諳回饋社區的重要性，並不遺餘力地為社區提供協助。於本年度內，本集團致力調整其業務策略，因此並無舉辦任何社會福利活動。來年，本集團將積極尋求與各種公益及慈善組織合作，幫助解決社區及弱勢群體的困難及需求，例如關懷弱勢群體並主動回饋社會等，以促進社會和諧。

### 資料及反饋意見

有關環境、社會及企業管治之詳細資料，請參閱本集團官方網站(http://www.kinginternational.hk)及年報。本集團非常重視　閣下的意見。　閣下如有任何意見或建議，請電郵至ir@kinginternational.hk。



**King International Investment Limited**

**帝王國際投資有限公司**