

E&P Global Holdings Limited 能源及能量環球控股有限公司

(incorporated in the Cayman Islands with limited liability)

(Stock Code :1142)



2026

Environmental, Social and Governance Report



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

INTRODUCTION

This report is the tenth Environmental, Social and Governance Report (the “**ESG Report**”) issued by E&P Global Holdings Limited (the “**Company**”) and its subsidiaries (collectively the “**Group**”). The ESG Report shows the Group’s environmental, social and governance (“**ESG**”) management approach, strategy, priorities and objectives for the financial year ended 31 March 2026.

ABOUT THE ESG REPORT

The Group contributes to sustainable development by delivering environmental, social and economic benefits to various stakeholders in a balanced way. The board of directors of the Company (the “**Board**”) is pleased to present the ESG Report for the year ended 31 March 2026 for the purpose of demonstration of its efforts on sustainable developments to various stakeholders. The ESG Report shall be published both in Chinese and English on the websites of the Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and the Company. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

The Group believes that sound ESG performance has a decisive influence on the future sustainable development of the Group, achievement of its long-term goals and creation of long-term value for the shareholders. Therefore, the Group pays close attention to the discharge of corporate social responsibility and sustainable development.

Reporting Period

The information published in the ESG Report covers the period from 1 April 2025 to 31 March 2026 (the “**Reporting Period**” or “**2026**”), which is the same as the financial year as reported in the 2026 Annual Report of the Company.

Scope of the ESG Report

The ESG Report describes the Group’s ESG management approach, strategy, priorities and objectives covering various main areas including environmental protection, employment and labour practices, operating practices and community investment. For corporate governance of the Group, please refer to pages 25 to 41 in the 2026 Annual Report of the Company.

The ESG Report covers the Company and its material subsidiaries, disclosing the operational situation across the following areas for the Group’s core business activities: (i) holding of mining and exploration rights of coal mines in the Russian Federation (“**Russia**”), (ii) trading of diesel, gasoline and other products in the Republic of Korea (“**Korea**”), and (iii) trading of coal in the People’s Republic of China (“**PRC**” or “**Chinese Mainland**”). The scope of the ESG Report includes the principal locations (mainly offices) of operation for core businesses located in Korea, Russia, the Chinese Mainland and Hong Kong, as the revenue from the aforementioned business activities accounted for approximately 100% of the total revenue of the Group, and the number of employees in the aforesaid locations accounted for approximately 100% of the total number of employees of the Group during the Reporting Period.

During the Reporting Period, the Group commenced its coal trading operations in the Chinese Mainland. Accordingly, the reporting scope of the ESG Report has been expanded compared with the previous ESG report, in which no Chinese Mainland operations were included. The Group will continue to assess the impacts of its business on the major ESG aspects and to include in the ESG Report.

Approval of the ESG Report

The ESG Report was approved by the Board of the Company.



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Report Compilation Basis

The ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “**ESG Code**”) as set out in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange (the “**Listing Rules**”) and the Reporting Guide on Environmental key performance indicators (“**KPIs**”) and Reporting Guidance on Social KPIs issued by the Stock Exchange. The Company has complied with the mandatory disclosure requirements and the “comply or explain” provisions set out in the ESG Code and with reference to the Sustainability Accounting Standards Board (“**SASB**”) Standards. The ESG Report is divided into two parts, namely, environmental and social. The four reporting principles are materiality, quantitative, balance and consistency:

- **Materiality Principle:** Materiality assessment was conducted and reviewed from time to time to assess the relative importance of the ESG topics identified. Topics that are relevant and important to the operations of the Group and various stakeholders must be covered in the ESG Report.
- **Quantitative Principle:** If the KPIs have been established, they must be measurable and applicable to valid comparisons under appropriate conditions.
- **Balance Principle:** The ESG Report aims to disclose data in an objective way, which aims to provide stakeholders with a balanced overview of the Group’s overall ESG performance.
- **Consistency Principle:** ESG data presented in the ESG Report are prepared using consistent methodologies over time unless otherwise specified either in text or footnote.

The Executive Directors of the Company, the management and designated staff of the Group have participated in the preparation of the ESG Report to assist the Group in identifying relevant and material ESG issues.

The ESG Report is designed to enable the shareholders and investors (including potential investors) of the Company together with the public to have a more comprehensive understanding of the Company’s corporate governance and culture. The Company is willing to take up more social responsibilities in order to maintain the balance between the interest of the shareholders of the Company and social benefits.

Data contained in the ESG Report is derived from various Company’s documents and reports, as well as summary and statistical data provided by the Company’s subsidiaries. Certain data of the ESG Report is extracted from the audited consolidated financial statements of the Group for the Reporting Period (prepared in accordance with the applicable Hong Kong Financial Reporting Standards and Hong Kong Accounting Standards and Interpretations), whilst other data comes from the internal database of the Group and other relevant statistics.

BOARD STATEMENT AND GOVERNANCE STRUCTURE

The Board is the highest decision-making and supervisory body for the Group’s sustainable development and ESG matters, providing oversight and governance of ESG-related (including climate-related) strategies, policies, targets and disclosure. The Board has an overall responsibility for overseeing and determining the Group’s environmental (including climate-related) and social risks and opportunities impacting the Group. The Board recognises the importance of ESG-related goals and targets setting for the Group’s long-term success, establishing and adopting the ESG policy and ESG targets at operational level. The performance against the ESG targets is reviewed by the Board from time to time and the ESG strategies would be revised as appropriate if any significant variance from the target is identified. The Board regularly discusses ESG issues with the management, ensuring robust oversight and integration of ESG considerations into the Group’s strategic planning, business model and other decision-making processes.



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For day-to-day ESG governance, the Board authorises senior management to organise and coordinate the ESG work of each subsidiary to ensure that its strategic decisions are implemented. The Board is committed to maintaining good communications with our senior management and making timely decisions on important ESG issues, supported by regular reporting of annual ESG updates by senior management, in order to gain an understanding of the ESG performance of the Group's business. Through active and conducive communication with management personnels and employees who are involved in the day-to-day operation of the Group's business, the Board is able to identify material ESG risks and opportunities in the aspects of emissions, consumption of resources, impact on natural resources and climate change, as well as other social aspects pertaining to our Group. As part of this, the Board is responsible for prioritising and assessing the Group's significant ESG risks and opportunities, formulating corresponding strategies, and ensuring that appropriate and effective ESG risk management and internal control systems are established and maintained. The Board monitors the overall progress and effectiveness of ESG-related initiatives through established reporting mechanisms, examining and evaluating the Group's performances in different aspects such as environment, safety operation and labour standards to ensure that the relevant risks are properly managed. The Board's process of assessing, prioritising, and managing material ESG-related issues can also be found in the "Stakeholder Engagement and Materiality Assessment" sections of the ESG Report. The Executive Directors of the Company play a leading role in the preparation of the ESG Report and assign specified staff of each office to assist the ESG risk management and handle the collection of relevant information for the preparation of the ESG Report. The ESG Report has been reviewed and approved by the Board.

MATERIALITY ASSESSMENT

The Executive Directors of the Company, together with the management and designated staff of the Group have participated in the preparation of the ESG Report to assist the Group in reviewing the operations and identifying relevant ESG issues. Materiality assessment has been conducted to assess the importance of related matters to the Group's businesses and various stakeholders. To identify potential material topics for disclosure in the ESG Report, the Company has adopted the disclosure topics of the ESG Code. Based on the assessed significant ESG issues, information was collected from relevant departments of the Group.

As sustainability is essential to the Group's cultural values, the Group strives for sustainable development by investing in economic, social and environmental well-being into business decision-making. In order to maintain a quality standard of life for both the present and future generations, the Group also promotes environmental protection, makes positive contribution and creates long-term value in the communities.

During the Reporting Period, the Group committed to the prevailing standard of corporate social responsibility and strictly complied with relevant laws and regulations.

In order to ensure that the ESG Report has comprehensively covered and responded to the key matters of concern to stakeholders, in addition to regular communication with stakeholders, the Group has also made reference to certain information such as the matters covered in ESG Report of the previous years, internal policies of the Company, industry trends and the "materiality matrix" introduced by the SASB, to identify issues that have potential and practical impact on the sustainable development of the Group. ESG issues were identified and considered as relevant to the Group with reference to the ESG Code and peer benchmarking results. The results of peer benchmarking and stakeholder engagement exercise were analyzed and consolidated in terms of their importance to stakeholders and the Company's business developments to derive the overall materiality level to each ESG issue. Following the identification and analysis of the material issues that have significant impact, the management will disclose the management policies and relevant data of material issues in the ESG Report. Regular review of material issues is conducted by the management of the Group to ensure that the issues are consistent with the Group's sustainability strategy.

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During the Reporting Period, ESG issues which are considered material to our stakeholders and the Company are listed in the following table:

ESG aspects as set forth in the ESG Code	Material ESG issues for the Group
A. Environmental	
A.1 Emissions	Emission from purchased electricity or vehicle and non-hazardous waste
A.2 Use of Resources	Use of energy
A.3 The Environment and Natural Resources	Air quality
A.4 Climate Change	Climate change mitigation and adaption
B. Social	
B.1 Employment and Labour Practices	Employment and labour practices
B.2 Health and Safety	Workplace health and safety
B.3 Development and Training	Employee development and training
B.4 Labour Standards	Anti-child and forced labour
B.5 Supply Chain Management	Supply chain management
B.6 Product Responsibility	Product responsibility
B.7 Anti-corruption	Anti-corruption
B.8 Community Investment	Community investment

The above issues are classified as the main driver for the Group's sustainable business and are further elaborated in the sections below.

STAKEHOLDER ENGAGEMENT

The Group believes that the support and trust of its stakeholders are essential to the Group's growth and success. The stakeholders of the Group include government and regulatory authorities, shareholders, investors, suppliers, customers, business partners, employees, media and the public.

As a responsible corporate entity, the Group considers the needs of its stakeholders while striving to improve business performance, in order to balance the interests of all parties. The Group does its utmost to minimise the adverse impact on the natural environment and community; create a good working environment for employees and provide them with appropriate trainings and equal opportunities; make commitments to business partners and customers to provide quality products and services; comply with applicable laws and regulations to strengthen corporate governance and improve internal controls; and participate in community activities to share the value with the society.

The Group places emphasis on communications with its stakeholders and has developed open and good communications with them to understand their expectations and requests. It communicates with the stakeholders through financial reports, statutory announcements, shareholders' meetings, face-to-face meetings and other channels, in order to reveal its financial and operating conditions to the stakeholders. The ESG Report is also intended to allow the stakeholders to understand its performance on environmental protection, community and sustainable corporate development.

The Group welcomes its various stakeholders to share their enquiry or opinion on the Group's sustainability issues via the following communication channels:

By post: Suites 603-605, 6th Floor, AIA Central, 1 Connaught Road Central, Hong Kong
 By telephone: (852) 2114 0039
 By fax: (852) 2114 0188
 By email: investor@enp.com.hk

Going forward, the Group will endeavour to improve its current policies, strengthen communications with the stakeholders, strive to enhance the stakeholders' value and achieve a mutually beneficial outcome.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL

As a part of its social responsibility, the Group is dedicated to implement environmental-friendly development through rational resource utilisation and practices of environmental protection. The Group also practices environmental protection in order to contribute to ecological environmental improvement and sustainable development, while ensuring compliance with existing environmental protection laws and regulations.

The Company engages in investment holding, while the principal subsidiaries of the Company are engaged in (i) holding of mining and exploration rights of coal mines in Russia, (ii) trading of diesel, gasoline and other products in Korea, and (iii) trading of coal in the Chinese Mainland. Relevant coal mining projects in Russia remained at the development stage and had not commenced commercial production during the Reporting Period, due to the influence of domestic and international political factors in Russia. For the businesses in Korea and the Chinese Mainland, the Group is engaged in petroleum fuel trade and coal trading, respectively, and is not involved in any production activities. Accordingly, the operations of the Group were primarily office-based in Russia, Korea, the Chinese Mainland and Hong Kong, and did not generate material levels of hazardous waste, non-hazardous waste, or air, water and land pollution during the Reporting Period.

During the Reporting Period, the Group expanded its operations into the Chinese Mainland. The Chinese Mainland operations were included within the reporting boundary of the ESG Report. However, due to their early-stage operations, minimal workforce and immaterial environmental impact during the Reporting Period, the associated environmental KPIs were excluded from quantitative disclosure. The Group complied with the applicable environmental regulations in the Chinese Mainland during the Reporting Period notwithstanding that the related environmental KPIs were not quantitatively disclosed due to immateriality.

Emissions

The Group closely monitors and strives to minimise the adverse environmental effects to its surroundings. In addition to its compliance with the laws and regulations in relation to environmental protection, such as the Federal Law on Environmental Protection of Russia, the Waste Disposal Ordinance (Chapter 354 of Laws of Hong Kong), the Framework Act on Environmental Policy of the Republic of Korea and the Wastes Control Act of the Republic of Korea*, the Environmental Protection Law of the PRC* (《中華人民共和國環境保護法》), the Group has also carried out various measures for environmental protection.

The Group has implemented a range of energy saving measures to reduce the corresponding carbon emissions. Details of which can be found in the section headed "Use of Resources" below.

To mitigate emissions from vehicles, the Group pays close attention to the proper management and operations of the Group's vehicles, conducts necessary and periodical maintenance on its vehicles, makes careful transportation arrangements to enhance time and fuel savings, and encourages the usage of public transit for all non-urgent and private matters. No substantial emission of air pollutants and greenhouse gas ("GHG") is generated from the Group's business activities. The air pollutant emissions and GHG emissions are mainly discharged from self-owned vehicles and indirect resources consumed during the Group's daily operations, such as electricity and paper.

To reduce waste in daily operations, the Group has adopted the principle of "Reduce, Reuse and Recycle" in the offices. It has implemented waste separation of non-hazardous waste. Environmental-friendly goods such as recycled paper, bio-degradable garbage bags, ozone-friendly correction fluid and ball pens with replaceable cartridges have been acquired as much as possible. Besides, employees are advised and alerted to practice green, to conserve resources and to protect the environment, for example, to handle documents electronically and print documents on double sides as practicable as possible. During the Reporting Period, the Group's operations do not produce material hazardous waste. The non-hazardous waste produced by the Group was mainly paper waste. In addition, the Group does not use packaging materials in its operations, therefore, disclosure of packaging materials used is not applicable to the Group.

* The English name is for identification purpose only.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Emissions *(Continued)*

During the Reporting Period, the policies and measures regarding environmental protection were effective and the Group was not subject to any confirmed violation cases nor found in violation of any laws and regulations relating to environmental protection. The key environmental performance indicators of different types of air pollutant emissions and GHG emissions emitted by the Group's operation during the Reporting Period and the corresponding period in 2025 are summarised as follows:

Air Pollutant Emissions	Unit	For the year ended 31 March 2026	For the year ended 31 March 2025
Nitrogen Oxides (NOx)	grams	487.193	297.306
Sulphur Oxides (SOx)	grams	7.203	4.395
Particulate Matter (PM)	grams	35.871	21.890
GHG Emissions ¹	Unit	For the year ended 31 March 2026	For the year ended 31 March 2025
Scope 1 (Vehicle fuel)	tonnes	1.319	0.798
Scope 2 (Purchased electricity) ²	tonnes	5.133	1.629
Scope 3 Other indirect emissions ³	tonnes	185,110,287	0.163
Total	tonnes	185,116,739	2.590
Intensity of GHG Emissions (per area)	tonnes/m ²	484,599	0.009
Intensity of GHG Emissions (per employee)	tonnes/ employee	10,284,263	0.173
Waste	Unit	For the year ended 31 March 2026	For the year ended 31 March 2025
Total Hazardous Waste	tonnes	—	—
Total Non-hazardous Waste	tonnes	0.018	0.031
Intensity of Non-hazardous Waste (per area)	tonnes/m ²	0.0001	0.0001
Intensity of Non-hazardous Waste (per employee)	tonnes/ employee	0.0010	0.0021

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Emissions *(Continued)*

Notes:

1. During the Reporting Period, the Group has followed the instructions of the Reporting Guidance on Environmental KPIs issued by the Stock Exchange to calculate and report the GHG emissions generation. GHG emissions data are presented in terms of carbon dioxide equivalent and are calculated with reference to:
 - “The GHG Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development;
 - “How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange;
 - the “Global Warming Potential Values” from the IPCC Sixth Assessment Report (AR6);
 - the “Sustainability Report 2025” published by the Hong Kong Electric Investment Limited;
 - Climate Transparency Report 2022;
 - Hong Kong Water Supplies Department 2024/25 Annual Report; and
 - Hong Kong Drainage Services Department 2024/25 Sustainability Report.
2. For Korea and the Chinese Mainland, electricity consumption was considered not material due to the limited scale of operations, and no relevant data was maintained. Accordingly, no such data was included in the calculation of Scope 2 GHG emission. The calculation of electricity consumption for the office in Russia was based on the average electricity price data from the Russian Federal Statistics Service (Rosstat).
3. During the Reporting Period, we have, for the first time, identified and disclosed three Scope 3 categories in accordance with the “GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)”, namely waste generated in operations, employee commuting and use of sold products. The other categories were not included because they are either not relevant to the Group’s business, not material for quantification purposes, or the relevant data is unavailable. Since Scope 3 data for prior reporting periods were limited to emissions from waste generated in operations, therefore, the figures from previous years may not be directly comparable with those of the Reporting Period.

As the Group expanded its trading activities during the Reporting Period, Scope 1 and Scope 2 GHG emissions increased due to higher fuel and electricity consumption. Total GHG emissions increased significantly, primarily due to the expansion of Scope 3 emissions disclosure and increased sales activities. Given the nature of the Group’s trading business in diesel, gasoline, coal and other products, emissions from the use of sold products represented a substantial source of indirect GHG emissions and contributed significantly to total GHG emissions.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Emissions *(Continued)*

Using 2021 as the baseline year, the following targets are expected to be achieved by 2031. The Group will review the progress regularly and take timely actions to achieve the environmental protection goals.

Environmental Aspects	Targets	Taken to Achieve the Targets	2026 vs. 2025	2026 vs. 2021	Achievement Status
Air Pollutant Emissions	Achieve 10% reduction of air pollutant emission by 2031 from the baseline year of 2021	– Carrying out regular maintenance of vehicles with good condition for operational efficiency; – Encouraging the use of public transportations	Increased by 64%	Decreased by 99%	On track
GHG Emissions	Achieve 10% reduction of GHG emission by 2031 from the baseline year of 2021 ¹	– Installation of energy-saving lighting system; – Set optimal temperature on the air-conditioning; – Switch-off the lighting and air-conditioning after office hours.	Increased by 166%	Decreased by 88%	On track
Non-hazardous Waste	Achieve 10% reduction of non-hazardous waste by 2031 from the baseline year of 2021	– Provide education and training relating to reduce, recycle, reuse, and replace to all employees; – Advocates employees to reduce the usage of papers by encouraging internet communication; – Assess the necessity of printing, and apply duplex printing; – Reuse any single-sided printed papers where appropriate.	Decreased by 42%	Decreased by 98%	On track

Note:

1. In view of the expansion of Scope 3 emissions coverage during the Reporting Period, the Group reviews the progress of its GHG emissions reduction target based on Scope 1 and Scope 2 emissions, as these emissions provide a more consistent and comparable basis for performance assessment across reporting periods.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Use of Resources

The Group is dedicated to controlling the usage of energy and resources in the business operations and improving energy and resource utilisation to achieve economic benefits and minimise pollution.

The consumption of water during the Reporting Period was merely for general offices cleaning and sanitary purposes, hence volume of water consumed remained extremely low.

The Group does not have any issue in sourcing water. The Group aims to achieve a low consumption level in water usage in the coming decades. Accordingly, the Group has adopted the following measures:

- Use of water-saving devices,
- Use recycled water wherever possible, and
- Conserve water through improved practices.

The water consumption data during the Reporting Period and the corresponding period in 2025 are summarised as follows:

Water	Unit	For the year ended 31 March 2026	For the year ended 31 March 2025
Total water consumed ¹	m ³	34.190	20.864
Intensity of water consumption (per area)	m ³ /m ²	0.090	0.076
Intensity of water consumption (per employee)	m ³ /employee	1.899	1.391

Note:

1. The KPI of water consumption encompassed the usage data of the office in Russia during the Reporting Period. The water consumption in Hong Kong, the Chinese Mainland and Korea were insignificant due to the nature of their business operations and the reduction in office activities. Accordingly, no such data was included in the calculation of water consumption during the Reporting Period.

As the Group continued to expand its business and sales activities during the Reporting Period, water consumption increased accordingly, leading to a higher water consumption intensity by floor area and by employee.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Use of Resources *(Continued)*

The Group does not use packaging material for finished products, the report on the consumption of packaging material is not applicable in the ESG Report. The Group will continue to closely monitor and control energy consumption. During the Reporting Period, the fuel consumption by the Group was approximately 490 liters (2025: 299 liters). The consumption of electricity during the Reporting Period was kept at relatively low level and was mainly for general offices purpose. The energy consumption data during the Reporting Period and the corresponding period in 2025 are as follows:

Energy	Unit	For the year ended 31 March 2026	For the year ended 31 March 2025
Direct energy consumption: Fuel¹	kWh in '000s	4.749	2.898
Intensity (per area)	kWh in '000s/m ²	0.012	0.011
Intensity (per employee)	kWh in '000s/ employee	0.264	0.193
Indirect energy consumption: Electricity²	kWh in '000s	9.474	3.198
Intensity (per area)	kWh in '000s/m ²	0.025	0.012
Intensity (per employee)	kWh in '000s/ employee	0.526	0.213

Notes:

1. Vehicle gasoline consumption increased during the Reporting Period as a result of expanded business activities and greater travelling requirements, which was in line with the growth of the Group's operations.
2. The Group's total electricity consumption increased during the Reporting Period, primarily due to the expansion of business operations and the corresponding increase in office and operational activities. In addition, the Group relocated its Hong Kong office during both the current and previous reporting periods, and electricity consumption data for certain transitional office premises were unavailable. As a result, the electricity consumption data for the previous reporting period covered approximately six months of operations at the Hong Kong office, whereas the current Reporting Period covered approximately ten months. This difference in data coverage also contributed to the increase in total electricity consumption. In addition, the calculation of electricity consumption for the office in Russia was referring to the average electricity price data from the Russian Federal Statistics Service (Rosstat).

The following targets of resources usage are expected to be achieved by 2030, including:

- 1) Achieve 10% decrease in energy consumption by 2030 (based on 2021); and
- 2) Achieve 10% decrease in water consumption by 2030 (based on 2022).

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Use of Resources *(Continued)*

Environmental Aspects	Targets	Steps Taken to Achieve the Targets	Baseline Year	2026 vs. 2025	2026 vs. Baseline Year	Achievement Status
Energy Consumption	Achieve 10% decrease in energy consumption by 2030 from the baseline year of 2021	– Use high energy efficient devices, for example, electronic appliances with Grade 1 energy label and light-emitting diode lights; – Place signage in offices to enhance the environmental awareness of the employees; – Encourage employees to make use of natural light, and minimise power consumption, including maintaining the indoor temperature at an appropriate level, keeping the lights and electronic appliances off when they are not used and turning off computers, photocopy machines, printers and facsimile machines when they are off duty or on leave; – Permission is required for lighting and air-conditioning during nonbusiness days.	2021	Increased by 133%	Decreased by 99%	On track
Water Consumption	Achieve 10% decrease in water consumption by 2030 from the baseline year of 2022	– Promote environmental protection such as saving water by slogan or poster in office; – Use of water-saving devices; – Conserve water through improved practices.	2022	Increased by 64%	Increased by 19%	In progress



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

The Environment and Natural Resources

Due to the existing nature of trading business of the Group and the fact that the Group's coal mining sites have not yet commenced coal production, the adverse impact of its operations on the environment and natural resources is not significant. In order to generate long-term values to the stakeholders and community as a whole, the Group will continue to review the environmental practices, assess the environmental risks of its business, adopt further eco-friendly practices and preventive measures, when necessary, as well as ensure compliance with relevant laws and regulations.

The Group also provides information and updates on environmental protection to employees so as to raise their environmental awareness and further improve the overall office environmental performance.

Climate Change

The Group recognises that climate change has become an increasingly significant factor affecting its operating environment, risk exposure and long-term development. Given that the ESG Report primarily covers the Group's trading of diesel, gasoline and other products in Korea, holding of mining and exploration rights of coal mines in Russia and trading of coal in the Chinese Mainland, which represent the Group's core source of revenue, the Group has identified and assessed climate-related physical risks, transition risks and potential opportunities, considering the characteristics of each business and the geographic environment in which they operate. The Group has also integrated these considerations into its daily management and risk management processes.

The Group has referenced the recommendations of the International Financial Reporting Standards ("IFRS") S2 Climate-related Disclosures framework, to address the challenges posed by climate change from four aspects: governance, strategy, risk management, and metrics and targets. The Group will continue to enhance its climate-related disclosures and response measures as regulatory requirements, internal data infrastructure, and management mechanisms are progressively improved.

Governance

The Group places significant importance on the potential impacts of climate change on its business operations and long-term development. Under its existing sustainability governance framework, climate-related considerations have been incorporated into the Group's management and decision-making processes to enhance its ability to identify, address and respond to climate-related risks and opportunities. Clear responsibilities assigned across the Board and senior management to ensure effective oversight and implementation of climate-related strategies and initiatives.

The Board, as the Group's highest decision-making and oversight body, is responsible for providing high-level supervision of the Group's climate strategy, the identification of climate-related risks and opportunities, and progress towards the achievement of climate-related targets. The Board meets regularly and cooperates closely with the key management to identify and evaluate climate-related risks and to formulate strategies to manage the identified risks. Through established reporting mechanisms, the Board regularly receives information on climate-related matters, and is responsible for periodically reviewing climate risk management policies, providing guidance on risk management, and making final determinations on climate-related strategies. The Board oversees the setting of climate-related targets and regularly reviews progress towards these targets, as well as providing guidance on improvement measures and resource allocation when necessary.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Climate Change *(Continued)*

Governance *(Continued)*

The Board reviews the assessment results of the climate-related risks and opportunities at least once annually and discusses climate-related issues during Board meetings. Furthermore, the Group has incorporated climate-related controls and monitoring procedures into the existing internal control and risk management systems, ensuring that climate risks are assessed alongside other operational, compliance, and strategic risks to maintain a consistent and effective governance framework. Through effective management and cross-functional collaboration, the Group ensures that climate-related issues are adequately supervised, controlled, and addressed, thereby driving the Company's long-term sustainable development and value creation.

To effectively fulfil its governance responsibilities, the Board ensures that its members possess or continue to develop the professional competencies needed to address climate-related change matters. Through formal self-assessments and regular discussions at Board meetings, the Board periodically reviews its overall expertise and identifies areas where additional competencies may be required. These mechanisms enable the Board and senior management to understand, at an early stage, the knowledge and capability requirements relating to climate issues. If competency gaps are identified, the Group will, as appropriate, and based on actual circumstances, arrange external briefings, provide industry updates, or offer relevant training to the Board and senior management, enabling them to stay informed of climate-related regulatory requirements and industry trends. At present, the Group has not yet incorporated climate-related considerations or climate-related performance indicators into the remuneration policies for directors, senior management, or employees. However, to further strengthen accountability mechanism and management effectiveness in relation to climate-related matters, the Group will explore the feasibility of integrating climate-related performance metrics into the remuneration framework for senior management, with a view to strengthening incentive mechanisms and embedding climate performance into daily decision-making processes.

Strategy

To enhance its resilience to climate-related risks and better capture potential opportunities, the Group conducted climate scenario analysis during the Reporting Period, considering its development strategies, industry characteristics, geographic environment, and resource allocation. The Group assessed potential impacts of climate change on its operations and value chain across three time horizons, namely short-term (0-3 years), medium-term (3-6 years), and long-term (over 6 years). The scope of the Group's climate-related scenario analysis is aligned with the scope of the ESG Report. The relevant scenarios were developed with reference to internationally recognised frameworks, including guidance issued by the Intergovernmental Panel on Climate Change ("IPCC")¹ and the Network for Greening the Financial System ("NGFS")². The relevant analysis will continue to be integrated into the Group's climate-related risk assessment mechanism for regular updates and reviews.

¹ The Shared Socioeconomic Pathways ("SSPs") developed by the IPCC represent global socioeconomic development scenarios.

² The NGFS has developed six distinctive climate scenarios based on varying degrees of transition risk and physical risk, as well as various assumptions regarding the implementation of climate policies.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Climate Change *(Continued)*

Scenario Description:

	Decarbonisation Transition Scenario (1.5-2 °C)	High-Emissions Scenario (≥3 °C)
Rationale for Selection	– To assess how stronger policy actions, low carbon transition measures and energy efficiency improvements may affect the Group's trading of diesel, gasoline and other products, holding of mining and exploration rights of coal mines and trading of coal. – To evaluate compliance costs under tighter carbon policies, low-carbon retrofitting, capital expenditure, and potential increase in green financing needs.	– To model the impact of insufficient policy action and continued growth in emissions, including the effects of more frequent extreme weather events and chronic climate stress on coal mining operations. – To support the assessment of long-term climate resilience needs for the Group's physical assets.
Scenario Description	– The world takes the most stringent actions to ensure net-zero emissions of energy-related GHG emissions by 2050 and keep global warming below 1.5°C. – Countries worldwide adopt coordinated and stringent low-carbon policies, limiting global temperature rise to between 1.5-2°C by 2100. – The world follows a sustainable development path, implementing strong climate actions to achieve rapid emission reductions and low-carbon transition.	– Limited global policy intervention results in accelerated warming with temperature increases approaching or exceeding 3°C. – The world continues to follow a fossil fuel-intensive development path.
Key Reference Parameters	– IPCC SSP1 – 2.6 – NGFS – Net Zero 2050	– IPCC SSP5 – 8.5 – NGFS – Current Policies

Based on the climate scenario analysis and related risk assessment conducted by the Group during the Reporting Period, we identified ten climate-related topics, comprising six risks and four potential opportunities. These factors may affect the performance of the Group's various business segments and value chain, with implications for both operations and financial outcomes. For each identified risk, we also determined the specific climate-related drivers that may trigger the relevant impacts, such as extreme weather events, temperature changes, policy developments and technological shifts.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Climate Change *(Continued)*

Considering the various possible development pathways of future global climate change, we compared two representative climate pathways – namely the Low-carbon Transition Scenario and the High-Emissions Scenario – to understand how different climate futures may influence the scale and likelihood of identified risks. The Group adopted a qualitative assessment approach, focusing on evaluating the severity of potential operational disruptions, asset exposure levels and the Group's overall financial capacity to withstand such impacts. The assessment results are influenced by scenario assumptions, capabilities, current data, and prevailing industry practices. Accordingly, the descriptions are inherently forward-looking in nature and may not fully represent actual future outcomes.

To enhance transparency and support informed decision-making, the table below outlines the physical risks, transition risks, and climate-related opportunities identified by the Group, along with their potential financial and non-financial impacts, impact magnitude, time horizons, and the Group's corresponding mitigation strategies.

Category	Extent of Impact by Time Horizon	Impact Pathway	Financial Impact	Mitigation Measures/Response
Physical Risks				
Acute Risk: Extreme rainfall, typhoons, flooding and other severe weather events	Short-term: Low Medium-term: Low to Medium Long-term: Medium	Business model: Extreme weather may disrupt trading operations in Korea and the PRC through transportation delays, affecting delivery schedules and order fulfilment; In the medium to long term, if mining activities in Russia progress, severe weather may disrupt site access, construction planning and future production and transportation arrangements. Value chain: Logistics and transport networks may affect cross-border delivery and supply reliability; Future mining activities may also be affected by disruptions to equipment mobilisation, material supply and coal transportation.	- Decrease in revenue due to delivery delays and reduced order fulfilment. - Increase in cost of sales due to higher logistics and transportation costs. - Increase in administrative expenses due to rescheduling and coordination. - Increase in operating costs due to supply chain disruptions. - In the medium to long term, increase in capital and operating costs due to weather-related disruptions to mining development.	- Monitor weather conditions and adjust logistics and delivery schedules. - Maintain communication with logistics providers, customers and suppliers. - Establish emergency response procedures. - Enhance supply chain flexibility through alternative routes and arrangements. - Incorporate weather resilience measures into future mining planning.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Climate Change *(Continued)*

Category	Extent of Impact by Time Horizon	Impact Pathway	Financial Impact	Mitigation Measures/Response
Physical Risks				
Chronic Risk: Long-term warming, sea level rise and gradual climate change	Short-term: Low Medium-term: Low to Medium Long-term: Medium	Business model: Prolonged exposure to higher temperatures may increase energy demand for cooling and air conditioning, leading to higher operating costs; Sustained heat conditions may also affect employee productivity and increase health-related operational risks; In the medium to long term, if mining activities in Russia progress, higher temperatures may affect site operating conditions, equipment efficiency and workforce safety. Value chain: Suppliers may face higher operating and transportation costs due to heat-related constraints and pass such costs to the Group.	– Increase operating costs due to higher demand for cooling and air-conditioning. – Increase in administrative expenses due to employee protection and workplace adjustments. – Increase in cost of sales due to supplier cost pass-through.	– Implement energy-efficient cooling and equipment solutions. – Optimise work scheduling to reduce heat exposure. – Enhance employee protection measures for high-temperature conditions. – Monitor supplier cost trends and adjust sourcing strategies.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL (Continued)

Climate Change (Continued)

Category	Extent of Impact by Time Horizon	Impact Pathway	Financial Impact	Mitigation Measures/Response
Transition Risks				
Policy & Legal: Stricter energy efficiency standards, emission requirements, and green operation regulations	Short-term: Low Medium-term: Low to Medium Long-term: Medium	Business model: Stringent environmental and energy efficiency regulations may increase compliance requirements, resulting in higher operational and administrative costs; In the medium to long term, if mining activities in Russia progress, additional regulatory requirements may apply to project development, site operations and emissions compliance. Value chain: Suppliers may need to meet stricter environmental standards, increasing procurement and operating costs.	- Increase in compliance costs to fulfill regulatory requirements. - Increase in cost of sales due to higher procurement and supplier compliance costs. - Increase in operating costs due to implementation of energy efficiency and regulatory measures. - Increase in capital and operating costs due to compliance requirements for future mining activities.	- Closely monitor regulatory developments and ensure compliance with applicable laws. - Maintain communication with regulators and relevant stakeholders. - Enhance internal compliance and monitoring processes. - Assess supplier compliance and adjust sourcing strategies. - Incorporate regulatory requirements into future mining planning.
Technology: Low-carbon and energy-efficient technologies may require additional investment and affect operational competitiveness	Short-term: Low Medium-term: Medium Long-term: Medium	Business model: The development and adoption of low-carbon and energy-saving technologies may require additional investment and upgrades, increasing cost pressures; Lagging behind in technology adoption may reduce operational efficiency and competitiveness over time; In the medium to long term, if mining activities in Russia progress, additional technology requirements may apply to energy efficiency and emissions management. Value chain: Suppliers may incur higher costs from adopting new technologies and pass such costs to the Group.	- Increase in cost of sales due to adoption of energy-efficient technologies and supplier cost pass-through. - Increase in operating costs due to higher R&D and technology-related expenditures. - Potential decrease in revenue due to reduced competitiveness if technology adoption lags. - In the medium to long term, increase in capital and operating costs due to technology requirements for mining activities.	- Monitor developments in low-carbon and energy-efficient technologies. - Assess feasibility and cost-effectiveness of technology adoption. - Invest selectively in technology improvement and energy efficiency. - Collaborate with suppliers to enhance technology capabilities. - Incorporate advanced technologies into future mining planning.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Climate Change *(Continued)*

Category	Extent of Impact by Time Horizon	Impact Pathway	Financial Impact	Mitigation Measures/Response
Transition Risks				
Market: Rapid development of low-carbon and clean energy sectors; structural decline in demand for traditional thermal coal	Short-term: Low Medium-term: Low to Medium Long-term: Medium	Business model: Shift towards low-carbon energy may reduce demand for fossil fuel-related products, affecting trading volumes and revenue stability; In the long term, this may also affect the commercial viability of future coal mining activities. Value chain: Customers may shift to low-carbon alternatives and require higher ESG transparency, affecting product demand and service requirements.	– Potential revenue decline as customers shift to low carbon alternatives. – Increase operating costs for certification and footprint assessments. – Potential decrease in asset value related to future mining activities.	– Gradually diversify product offerings to include lower-carbon alternatives. – Prioritise the climate change as a high concern in the market decisions to show to the clients that the company is concerned about the problem and challenges of climate change. – Enhance ESG disclosure quality and strengthen customer and investor confidence.
Reputation: Increasing stakeholder expectations regarding ESG performance	Short-term: Low Medium-term: Low to Medium Long-term: Medium	Business model: Insufficient climate disclosure or weak ESG performance may reduce customer and investor confidence. Value chain: Customers and business partners may apply higher ESG requirements when selecting counterparties.	– Revenue may decrease due to lower customer retention and reduced business opportunities. – Potential increase in finance costs due to weaker investor confidence. – Increase in administrative expenses due to enhanced ESG disclosure and stakeholder communication requirements.	– Continuous enhancement of climate related disclosures. – Strengthen communication with stakeholders. – Integrate ESG considerations into customer and supply chain engagement.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL (Continued)

Climate Change (Continued)

Category	Extent of Impact by Time Horizon	Impact Pathway	Financial Impact	Mitigation Measures/Response
Opportunities				
Resource Efficiency: Lower energy use and improve cost efficiency	Short-term: Low Medium-term: Low to Medium Long-term: Medium	Business model: Practices like energy conservation and office waste reduction can lower operational costs. Value chain: Collaborating with suppliers adopting energy-efficient practices may improve overall supply chain efficiency.	- Operating cost reduced through efficiency gains and cost reductions. - Reductions in energy, water and resource consumption, translating into reduced operational costs and improved profitability over the medium and long term.	- Use of more efficient modes of transport. - Streamlining logistics and supply chain processes to lower fuel consumption and emissions. - Reduce water consumption and waste across organisational operations.
Energy Sources: Use renewable energy to reduce carbon footprint	Short-term: Low Medium-term: Low to Medium Long-term: Medium	Business model: Use of lower-emission energy sources may reduce energy-related costs and improve environmental performance. Value chain: Collaborating with suppliers that utilise lower-emission energy can reduce the carbon footprint of the supply chain.	- Decrease in operating costs due to lower energy-related costs. - Decrease in operating costs due to lower future carbon-related costs.	- Explore procurement options for lower-emission or renewable energy. - Assess feasibility and cost-effectiveness of alternative energy use. - Work with suppliers to reduce energy-related emissions in the supply chain.
Products & Services: Changing customer preferences drive demand for greener products	Short-term: Low Medium-term: Low to Medium Long-term: Medium	Business model: As downstream customers tighten carbon footprint requirements, the Group can proactively introduce low-carbon products or carbon-offset coal into its trading portfolio. Value chain: Collaborate with upstream suppliers and customers to jointly develop customized low-carbon product offerings, thereby achieving higher product premiums and enhancing customer loyalty.	- Low carbon products command market premiums, generating additional revenue. - Low-carbon differentiated products may help expand market share and increase revenue.	- Highlight low-carbon certification during the service process to enhance market competitiveness. - Continuously monitor market and customer demand shifts and adjust business strategies at appropriate times. - Explore opportunities relating to lower-carbon energy products and services.
Resilience: Supply-chain diversification and enhanced climate-resilient operations	Short-term: Low Medium-term: Low to Medium Long-term: Medium	Business model: Collaborate with various parties to establish diverse logistics channels, thereby preventing disruptions caused by extreme weather conditions to a single channel. Value chain: Building a diversified supplier base across different climate zones enhances resilience against climate shocks.	Reduced business interruption results in more stable revenue.	- Build a diversified and resilient transportation network, develop differentiated transportation solutions, and enhance route planning and adaptability capabilities. - Establish a dynamic supplier evaluation system with regular climate stress tests.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Climate Change *(Continued)*

During the Reporting Period, climate-related risks did not have a significant impact on the Group's financial position, operating results, or cash flows, and are not expected to have a material impact on key financial indicators in the next Reporting Period. In terms of potential future financial impacts, due to limited availability of sufficiently reliable forward-looking data and the inherent uncertainty of such projections, the Group is currently unable to quantitatively estimate the potential financial impact of climate-related risks and opportunities. Although the financial impact of individual climate risks cannot be quantified in isolation, the Group expects that factors such as extreme weather events, policy changes, and market preference could collectively increase operating and compliance costs in the future and exert downward pressure on revenue. However, given the Group's current business scale and risk exposure, these impacts are not expected to be significant in the short term.

For the Group, physical risks primarily arise from extreme weather events such as heavy rainfall, typhoons and flooding, which may disrupt office operations, logistics arrangements and transportation routes, delay the delivery or receipt of products, materials and services, and affect the Group's ability to fulfil contractual obligations in relation to its trading businesses. In respect of the Group's coal mining and exploration rights in Russia, although commercial coal production has not yet commenced during the Reporting Period, adverse weather conditions may affect site access, preliminary preparation works, future development planning and related transportation arrangements. On the transition risk front, the Group recognises that changes in climate-related policies, technologies and market structures may increase compliance and disclosure costs, affect demand for fossil fuel-related products, and adversely affect long-term competitiveness if not properly managed. The Group has therefore adopted response measures including monitoring regulatory developments, improving energy and resource efficiency, strengthening supplier and customer engagement, and enhancing climate-related disclosures and communication with stakeholders.

At the same time, the Group recognises climate-related opportunities in improving resource efficiency, optimising the energy mix, strengthening supply chain resilience and exploring lower-carbon product and business opportunities. These measures may help reduce operating costs, improve overall operational efficiency, diversify products and services where commercially feasible, and strengthen the Group's resilience to climate-related disruptions.

At present, the Group has not yet formulated a formal climate transition plan. Given the nature and scale of our operations, a standardised climate transition pathway is not currently in place, and the Group has not established the key assumptions and analytical foundations required for such a plan. The Group will continue to monitor regulatory developments, market expectations, and industry practices, and consider establishing a more detailed transition plan when appropriate and feasible.

During the Reporting Period, the Group did not undertake any climate-specific capital expenditures, financing activities or investments triggered directly by climate-related risks or opportunities. Given that the Group's current operations are mainly trading activities and office-based operations, and that the coal mining projects in Russia had not yet commenced commercial production, the Group's climate-related initiatives were primarily supported through existing operational budgets and management resources. The Group will continue to monitor its exposure to climate-related risks and may allocate additional resources where climate-related projects, compliance requirements, logistics resilience measures or future mining development needs become operationally necessary.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Climate Change *(Continued)*

Risk Management

Climate-related risks and opportunities are integrated into the Group's overall risk management and internal control framework. The processes for identifying, assessing, prioritising, and monitoring climate-related risks are aligned with those applied to other material risks of the Group. Further details on the Group's governance structure and overall risk management are provided in the "Board Statement and Governance Structure" section of the ESG Report.

The Group manages climate-related risks and opportunities through a standardised process that encompasses identification, assessment (including prioritisation), and management (including response and monitoring) of risks and opportunities.

Climate-related Risk and Opportunity Management Framework	
Identification	The Board identifies climate-related risks and opportunities across key business processes that could significantly affect the Group, and assesses their relevance to operations, assets, and the value chain.
Assessment	Through climate scenario analysis, determine the nature, potential impact scope, and likelihood of climate-related risks and opportunities to establish their significance. Prioritise climate-related risks and opportunities based on their materiality and resources required for mitigation, to ensure the effective allocation of management resources.
Management	Formulate response measures for climate-related risks and opportunities based on their priority and integrate these measures into operations and management processes. Regularly update climate-related risk and opportunity assessments, and evaluate the implementation and effectiveness of response actions to ensure continuous improvement and adaptive capacity.

The Group fully acknowledges that climate change has become an increasingly important factor affecting its operational performance and financial results. The Group has therefore integrated climate change-related risks and opportunities and their assessment results into its operations, continuously promoting energy conservation and emission reduction, equipment efficiency improvements, operational optimisation and supply chain stability management to address the risks and opportunities presented by climate change.

There were no material changes to the Group's risk management processes during the Reporting Period. The Group will continue to enhance its approach as regulatory expectations, data availability and climate-related practices evolve.

Metrics and Targets

The Group measures and discloses its energy consumption, GHG emissions, air pollutant emissions, waste generation and resource consumption, including both absolute figures and intensity indicators, where applicable. These metrics are used to monitor the environmental impact of the Group's business activities. The Group also uses these metrics to support the assessment of climate-related risks and opportunities, review the effectiveness of energy saving and emission reduction measures, and enhance transparency to investors and other stakeholders.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Climate Change *(Continued)*

Metrics and Targets *(Continued)*

The Group uses a range of operational and environmental indicators to monitor climate-related risks and opportunities, with energy consumption, fuel consumption, purchased electricity, GHG emissions and air pollutant emissions serving as the most representative climate-related metrics. For the Group's trading businesses, these indicators are relevant to office operations and vehicle use. For the Group's coal mining and exploration rights in Russia, as commercial coal production had not commenced during the Reporting Period, the relevant metrics mainly reflect office operations and preliminary preparation activities rather than full-scale mining production. Relevant data are disclosed in the "Emissions" and "Use of Resources" sections of the ESG Report.

The Group adopts key climate-related metrics, including GHG emissions (Scope 1, Scope 2 and selected Scope 3 categories) and energy consumption indicators, to assess and manage climate-related risks and opportunities. These metrics are regularly reviewed to evaluate operational efficiency and the effectiveness of climate-related initiatives. The methodologies applied are based on recognised reporting standards, including the GHG Protocol Corporate Accounting and Reporting Standard and the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, and will continue to be refined over time as data availability improves.

The Group has established management and control targets for reducing air pollutant emissions, GHG emissions, non-hazardous waste, energy consumption and water consumption, as set out in the "Emissions" and "Use of Resources" sections of the ESG Report. These targets serve as directional guidance for the Group's ongoing efforts to reduce its overall environmental footprint, improve resource efficiency and strengthen climate-related management. These targets also support the Group's monitoring of climate-related risks and opportunities and its progress in emission reduction and operational efficiency improvements. The scope of application of these targets is consistent with the reporting boundary defined in the Report. The targets are developed based on information provided by international climate frameworks, to ensure that the targets are appropriately designed and forward-looking in nature. These targets are not developed using a sectoral decarbonisation approach. The Group currently has no plan to rely on carbon credits. Should the Group consider the use of carbon credits in the future, it will disclose the relevant verification schemes and associated standards in due course. At present, the targets and the methodologies used to set them have not been subject to third-party validation.

At present, the Group has not adopted an internal carbon pricing mechanism. The Group will continue to assess the feasibility, management relevance and potential impact of introducing such a mechanism in the future, taking into account the scale of its trading operations, the development status of its coal mining projects, applicable regulatory requirements and the maturity of relevant carbon markets.

The Group recognises the value of industry-based metrics in enhancing the comparability and credibility of climate-related disclosures. Given the nature of the Group's business portfolio, which includes trading of diesel, gasoline and other products in Korea, trading of coal in the Chinese Mainland, and holding of coal mining and exploration rights in Russia, the Group will continue to assess the applicability of relevant industry-based metrics for energy trading and mining-related activities. As value chain data collection and internal data management capabilities continue to improve, the Group will consider progressively enhancing its disclosures with more relevant industry-based indicators where appropriate.

The Group has not disclosed the amount and percentage of assets or business activities vulnerable to climate-related risks or aligned with climate-related opportunities at this stage, as such information is not currently available without undue cost or effort. The Group will continue to enhance data availability and assessment methodologies and will consider providing further disclosures when reliable information becomes available.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. ENVIRONMENTAL *(Continued)*

Climate Change *(Continued)*

Metrics and Targets *(Continued)*

Given that the Group's current operations are mainly conducted through offices and trading activities, and that the coal mining projects in Russia had not yet commenced commercial production during the Reporting Period, the Group's direct operational exposure to high-emission production activities remained limited during the Reporting Period. However, the Group recognises that its business portfolio is linked to fossil fuel-related products and may therefore be affected by transition risks, including changes in energy policies, customer demand, market expectations and environmental regulatory requirements. Physical risks may also affect office operations, logistics routes, site access and future development planning for the Russian coal mining projects. Overall, the Group assesses that its climate-related risks are currently manageable, while transition-related risks may become more relevant over the medium to long term.

The Group also recognises potential climate-related opportunities arising from resource efficiency improvements, optimisation of logistics arrangements, enhancement of supply chain resilience, and gradual exploration of cleaner energy-related business opportunities. Given the Group's existing business focus on fossil fuel-related trading and coal mining and exploration rights, such opportunities are currently at an exploratory stage and are subject to market demand, regulatory developments, commercial feasibility and the Group's strategic priorities. The Group will continue to reassess its exposure to climate-related risks and opportunities as regulations evolve, market expectations shift and the Group's business operations develop.

B. SOCIAL

EMPLOYMENT AND LABOUR PRACTICES

Employment

The Group believes that employees are valuable assets and nurturing them is always one of its primary development goals. It has established and implemented an effective human resources management system pursuant to the applicable laws and regulations, for example, the Labour Code of Russia, the Employment Ordinance (Chapter 57 of Laws of Hong Kong), the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of Laws of Hong Kong), the Employees' Compensation Ordinance (Chapter 282 of Laws of Hong Kong), the Minimum Wage Ordinance (Chapter 608 of Laws of Hong Kong), the Labour Standards Act of Korea*, the Equal Employment Opportunity and Work-Life Balance Assistance Act of Korea*, the Labour Law of the PRC* (《中華人民共和國勞動法》), the Labour Contract Law of the PRC* (《中華人民共和國勞動合同法》), the Social Insurance Law of the PRC* (《中華人民共和國社會保險法》) and with reference to the general practices and benchmark of the industry. All employees are bound by the provisions of the work guidelines and employment contracts made thereunder.

The human resources management system covers areas including the employment policies (such as compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare), rights and responsibilities, code of professional ethics, and workplace safety and health, in order to protect the interests of both the Group and its employees.

* The English name is for identification purpose only.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Employment *(Continued)*

With the intention to attract and retain talents for its long-term and stable growth, the Group remunerates employees at a competitive level. Remunerations are determined in accordance with the level of position, working experience and education background. The remuneration packages are reviewed annually based on the assessment results of the annual performance evaluation. The Group's remuneration packages include basic salary, medical insurance, group insurance, work-related injury insurance, performance bonus, share options, sick leave, annual leave, maternity leave and statutory retirement fund.

Furthermore, the Group also organises company functions and activities for its employees from time to time to increase their sense of belonging to the Group. The Group introduces and enhances employees' recognition of its corporate core values, namely, devotion, loyalty and service, and incorporates them in performance evaluation to set up standards for mindset and behaviour, ensuring that employees' attitude and behaviour embody and conform to its corporate culture.

With the aim of internal cultivation, the Group has established organisational structure and formulated plans on sustainable career development for employees based on corporate development strategies. It provides vast opportunities for employees to leverage their talents and achieve personal ambition, making the Group a desirable employer for them.

The Group undertakes the responsibility of an equal opportunity employer to create a fair, discrimination free and respectful workplace and culture for employees. It ensures that all employees and job applicants are entitled to equal opportunities and are treated fairly in all employment arrangements, such as employment, deployment, recruitment, training, promotion, rates of pay and benefits.

The Group adopts zero tolerance to harassment and bullying in the workplace. It monitors the behaviours of employees, urge employees to report complaints when they find any misconduct, conducts detailed investigations and takes necessary disciplinary actions if needed.

During the Reporting Period, the Group did not violate or breach any laws and regulations relating to employment and labour practices and no labour disputes were recorded both internally and externally.

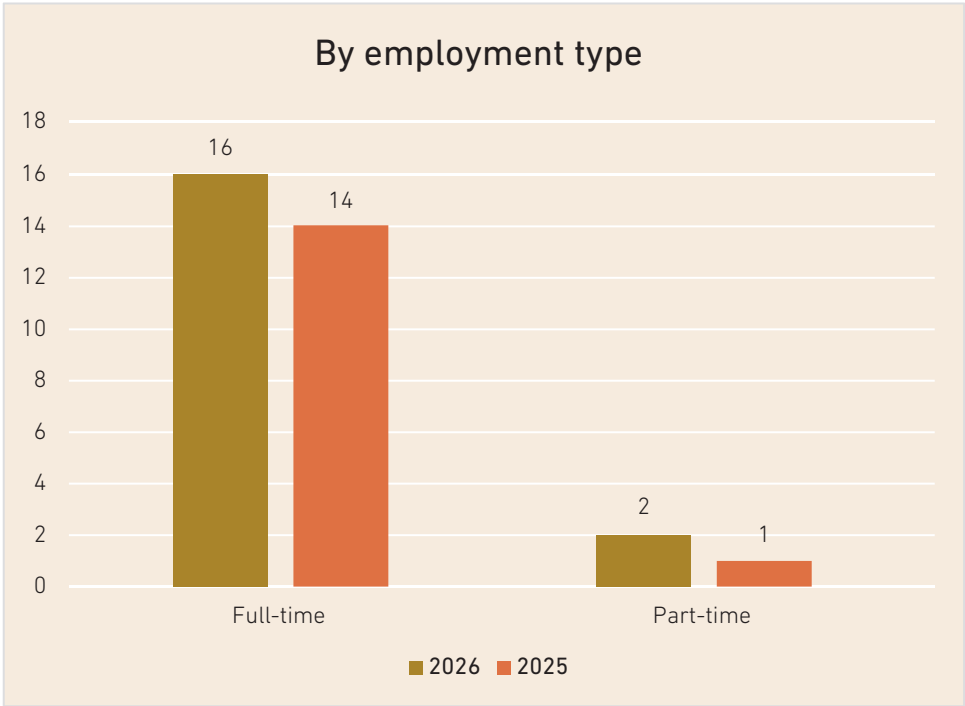
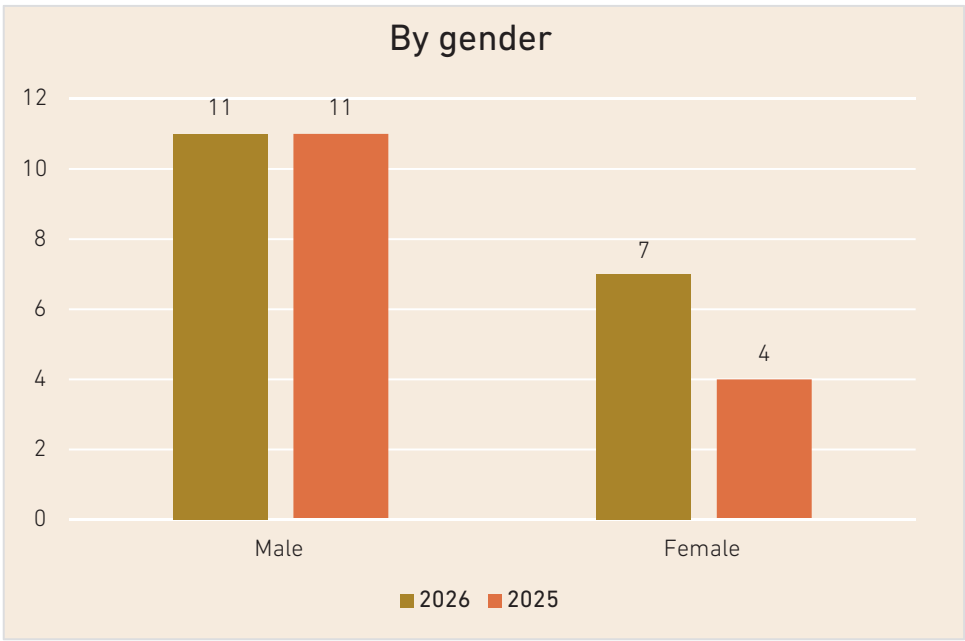
As of 31 March 2026, there were 18 employees (2025: 15) and the following graphs show the total workforce by gender, employment type, age group and geographical region.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Employment *(Continued)*

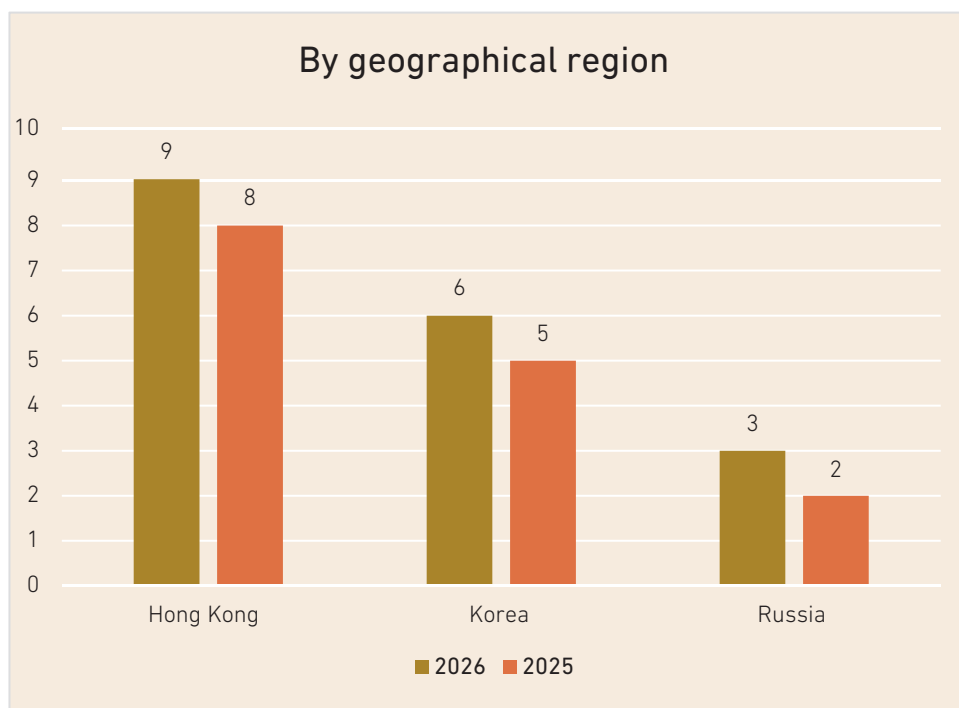
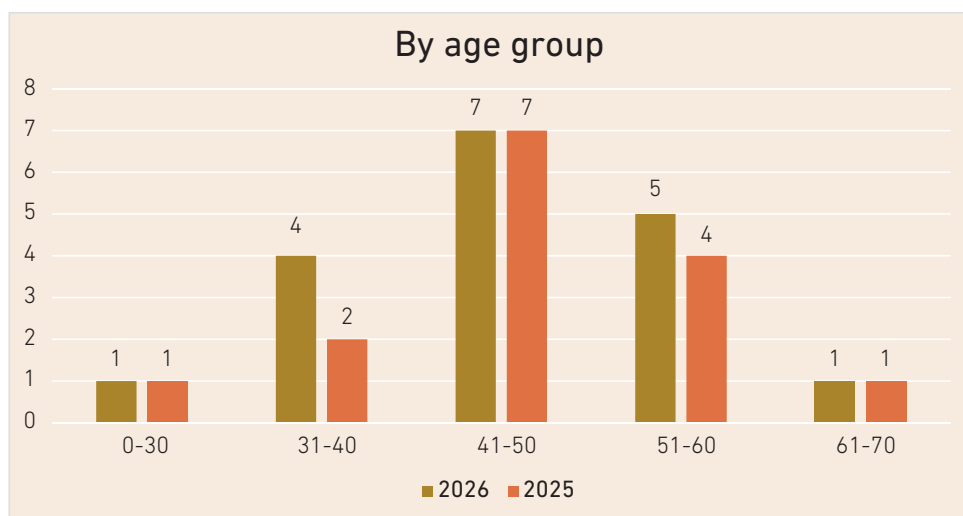


ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Employment *(Continued)*



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

Employment (Continued)

The following table sets for the turnover rates of the Group's employees for the Reporting Period by gender, age group and geographical region. As the absolute total number of employees at each office was rather small, any resignation of just one or two employees at each office would mathematically come up to a rather high percentage of employee turnover rate.

Turnover rates ¹	For the year ended 31 March 2026	For the year ended 31 March 2025
Overall	60.0%	23.1%
By gender		
Male	63.6%	22.2%
Female	50.0%	25.0%
By age group		
0-30	—	—
31-40	100.0%	—
41-50	71.4%	33.3%
51-60	25.0%	—
61-70	100.0%	50.0%
By geographical region		
Hong Kong	25.0%	42.9%
Chinese Mainland	—	N/A
Korea	140.0%²	—
Russia	—	—

Notes:

- The relevant data is calculated according to the Stock Exchange's Appendix 3: Reporting Guidance on Social KPIs in How to prepare an ESG Report to calculate employee turnover rate. The formula used is as follows: Turnover rate for employees in the relevant categories = $L(x)/E(x) \times 100$, $L(x)$ = Number of employees in the specified category leaving employment, $E(x)$ = Number of employees in the specified category at the beginning of the Reporting Period.
- Due to the relatively small workforce in Korea, turnover rate may exceed 100% when multiple replacement hires and departures occur during the Reporting Period.

Health and Safety

The Group attaches high importance to building a safe, healthy and hygienic workplace for its employees. It has adopted various measures in strict compliance with the Constitution of Russia, the Labour Code of Russia, the Occupational Safety and Health Ordinance (Chapter 509 of Laws of Hong Kong), the Occupational Safety and Health Act of Korea, Regulations on Work-Related Injury Insurance* (《工傷保險條例》) of the PRC, and relevant laws and regulations to provide a safe working environment and protect employees from occupational hazards.

* The English name is for identification purpose only.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Health and Safety *(Continued)*

The Group has established and implemented occupational health and safety precautions to provide employees the necessary directions to practice safe work behaviours. The effectiveness of the precautions is monitored regularly. The Group properly provides protection facilities and equipment for prevention of occupational hazards and work injuries in the workplace and offers work-related injury insurance and other commercial insurances to employees so as to provide adequate protection for the interests of employees. It also prohibits smoking and abuse of alcohol and drugs in the workplace, offers clean and tidy offices, and provides sufficient ventilation and lighting system as well as adjustable chairs and monitors in offices.

In addition, it provides health and safety information to employees to enhance their awareness. Training on contingency measures in relation to emergencies such as fire, typhoons and rainstorms, as well as emergency use of equipment in response to accidents are provided to employees.

During the Reporting Period, the Group did not violate or breach any laws and regulations relating to health and safety. There was no work injury case (2025: Nil; 2024: Nil), no lost day due to work injury (2025: Nil; 2024: Nil) in business operations and no work-related fatality case (2025: Nil; 2024: Nil) during the Reporting Period.

Development and Training

The Group understands that training and development of employees are essential for its success, and it aims to provide the Group with a capable, engaged and productive workforce. Based on the direction and needs of the business development and employees' position, it encourages employees to have appropriate training, and to acquire skills and career development opportunities, including new employees orientation, technical and professional skill enhancement training, workplace safety training, on-the-job training and personal training on business management, etc., with a view to enhance employee quality, qualifications and skills so that they can achieve personal growth and realise their potential. All directors, company secretary and senior management are encouraged to participate in continuous professional development training. On top of internal training, the Group also encourages employees to participate in externally organised training to pursue their personal career development goals. To motivate its employees, the Group from time to time subsidises training and seminar fees.

The Group provides internal promotion opportunities for employees with ambition, enthusiasm and development potential to pursue their career goals. Through job appraisal, it communicates job performance and career development goals with employees and at the same time gives appreciation and advice to employees to help them grow and obtain greater job satisfaction at the same time.

During the Reporting Period, a total of approximately 83 hours (2025: 133 hours) of training and seminar were undertaken by the directors of the Company and the employees of the Group, with about 4.6 hours (2025: 8.9 hours) of average training hours per employee and overall trained employees ratio of 16.7% (2025: 60.0%).

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL (Continued)

EMPLOYMENT AND LABOUR PRACTICES (Continued)

Development and Training (Continued)

Percentage of employees trained ¹	For the year ended 31 March 2026	For the year ended 31 March 2025
By gender		
Male	18.2%	63.6%
Female	14.3%	50.0%
By employee category		
Senior management	75.0%	100.0%
Middle management	—	—
General staff	—	—
Breakdown of employees trained²	For the year ended 31 March 2026	For the year ended 31 March 2025
By gender		
Male	66.7%	77.8%
Female	33.3%	22.2%
By employee category		
Senior management	100.0%	100.0%
Middle management	—	—
General staff	—	—
Average training hours per employee³	For the year ended 31 March 2026	For the year ended 31 March 2025
By gender		
Male	7.3	11.0
Female	0.4	3.0
By employee category		
Senior management	20.8	14.8
Middle management	—	—
General staff	—	—

Notes:

The relevant data is calculated according to the Stock Exchange's Appendix 3: Reporting Guidance on Social KPIs in How to prepare an ESG Report to calculate percentage of employees trained. The formula used is as follows:

1. Percentage of employees trained = $T(x)/E(x) \times 100$, T = Number of employees who took part in training in the specified category during the Reporting Period, E(x) = Number of employees in the specified category at the end of the Reporting Period.
2. Breakdown of employees trained in the relevant categories = $T(x)/T \times 100$, T(x) = Number of employees who took part in training in the specified category, T = Number of total employees who took part in training.
3. Average training hours for employees in relevant categories = $TH(x)/E(x)$, TH(x) = Total number of training hours for employees in the specified category, E(x) = Number of employees in the specified category at the end of the Reporting Period.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL *(Continued)*

EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

Labour Standards

The Group does not tolerate the use of child or forced labour. It strictly follows the Labour Code of Russia, the Employment Ordinance (Chapter 57 of Laws of Hong Kong), the Law of the PRC on the Protection of Minors* (《中華人民共和國未成年人保護法》), and the Labour Standards Act of Korea and makes reference to international labour standards and industry practices. The human resources management system governs all recruitment and promotion activities so as to ensure no existence of child and forced labour. It also reviews the overall employment practices to avoid child or forced labour and other potential irregularities from time to time.

The Group does not hire child labour aged below the relevant legal threshold of the respective countries. At the interview, the human resources department would request job applicants to present valid identification documents to verify their actual ages. It also conducts background checks and comprehensive recruitment reviews to ensure the accuracy and trueness of the applicant's information. In case any irregularities in ages, identities and/or validities of employment status are found, the relevant employment will be terminated immediately, and the Group will report the incident to relevant authorities.

To ensure no forced labour, the Group conducts open and fair recruitment according to corporate plans and needs to ensure no forced labour. It respects employees' rights that stipulated in the laws and regulations that all employees would receive a salary not less than the statutory minimum wage, have prescribed working hours pursuant to employment contract, and enjoy sufficient rest time and paid holidays. Any necessary arrangements for overtime working would be agreed upon by employees voluntarily. Overtime work and overtime pay (where applicable) are in line with the local laws and regulations. During work hours, employees are allowed to move freely within the work premises. Employees are permitted to terminate employment contracts after giving reasonable notice according to the relevant employment contract.

During the Reporting Period, the Group did not violate or breach any laws and regulations relating to preventing child and forced labour and no disputes or litigations on labour matters were reported.

OPERATING PRACTICES

Supply Chain Management

Supply chain management is one of the key elements in the Group's quality control system. The Group adheres to offer equal opportunities to all potential suppliers and partners to fulfil various needs of different customers. It believes that keen market competition can help the Group improve product quality, achieve cost minimisation, rapidly respond to customers' needs, and provide them with more options.

The Group attaches great importance to the environmental and social risks within its supply chain. The Group regularly reviews the updates of policies and laws related to the supply chain, and communicates with internal and external stakeholders to understand and identify potential environmental and social risks within its supply chain. Appropriate criteria are adopted in selecting suppliers and partners, and all suppliers are required to possess rich experience and continuous ability to provide satisfactory product quantity and quality, reasonable price, timely delivery and good services. In addition, they must conduct business in compliance with the environmental and social regulations.

* The English name is for identification purpose only.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL *(Continued)*

OPERATING PRACTICES *(Continued)*

Supply Chain Management *(Continued)*

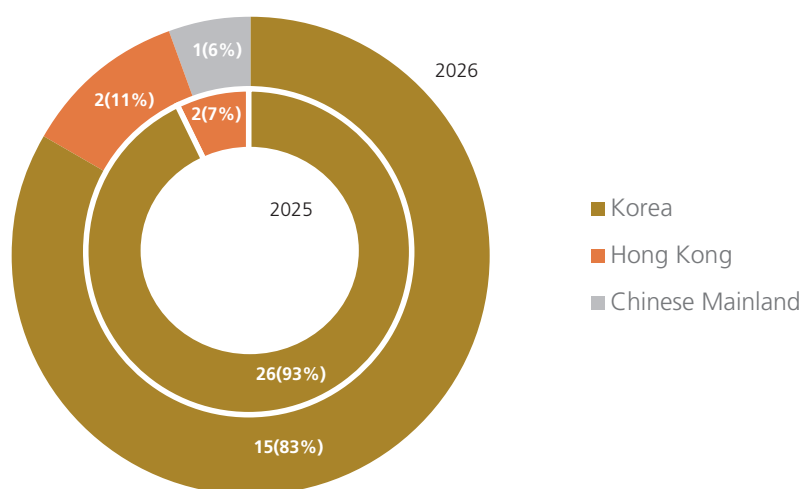
The Group strictly monitors the procurement process to ensure that the entire process is conducted in an open, fair and just manner and lack of interests transfer or corruption of any kind. All procurements are conducted in the form of contract. The Group closely supervises the performance of the contract terms and at the same time conducts checks and analysis to ensure the security of the supply chain.

Apart from assessing its suppliers on quality, cost, service and delivery time, the Group also assesses whether potential suppliers of goods and services have demonstrated that they also commit to environmental and social responsibilities. The environmental and social risk assessment for suppliers would be conducted in a periodical basis based on the news announcement, ongoing quality or work delivered. The Group considers environmental and social awareness into its supplier selection criteria and encourages cooperation with suppliers of products or services with excellent environmental performance.

The Group also continues to source our supplies from local suppliers to support local economic development and ensure the effectiveness of supply. In addition, the Group constantly collects viewpoints and opinions from the customers through various methods and channels, and makes timely improvements. The Group maintains good relationships with both the suppliers and customers.

During the Reporting Period, the Group has a total of 18 (2025:28) suppliers which are all subject to supplier engagement practice. Below is a detailed breakdown of the Group's suppliers by geographical region for the Reporting Period and the corresponding period in 2025.

Number of suppliers by geographical region





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL *(Continued)*

OPERATING PRACTICES *(Continued)*

Product Responsibility

The Group believes that products and services of good quality are one of the key factors of success. It has always complied with the relevant laws and regulations such as the Product Liability Act of Korea, the Fair Labelling and Advertising Act of Korea, the Product Quality Law of the PRC* (《中華人民共和國產品質量法》), the Law on the Protection of Rights and Interests of Consumers of the PRC* (《中華人民共和國消費者權益保護法》), etc., and product quality is monitored closely to ensure the stability of high quality and safety of the products. The Group from time to time conducts quality checks to ensure product quality. It strives to prohibit fraudulent, misleading, deceptive, and other unfair commercial practices that may undermine customers' confidence and rights.

The Group has adopted established procedures for addressing enquiries and complaints, as well as proactive measures to prevent such issues from arising. Regular meetings are to be held with customers to address their concerns and resolve issues. In addition, as customer privacy protection is one of the most important concerns, the Group has implemented appropriate data security system and measures to ensure that unauthorised use of customers' information is prevented, collected data is protected, and customers' privacy is well respected and secured.

During the Reporting Period, no products sold were subject to recall for safety and health reasons. The Group did not violate or breach any laws and regulations relating to product responsibility and no complaints or claims about the products were recorded.

The Group understands and complies with the intellectual property ("IP") rights related regulations. The Group strictly protects its own independent intellectual property rights from infringement, while effectively managing the intellectual property risks of its supply chain partners and respecting and protecting their intellectual property rights. During the Reporting Period, there was no material infringement of the IP rights and the Group is confident that all reasonable measures have been taken to prevent any infringement of its IP rights and the IP rights of third parties.

The Group continuously strengthens supervision and inspection to achieve comprehensive management of product quality and avoid problematic products from entering the market. The Group sets clear quality control requirements and enhances the quality management of products and services through strengthened process management, setting critical control points, and applying rigid quality inspection measures. If users report quality issues with the product, an investigation will be carried out to identify the cause of noncompliance. Products found to have defects due to quality incidents will be recalled in accordance with the quality incident management mechanism.

Regarding privacy protection, the Group is committed to complying with the privacy laws and regulations. The Group undertakes to strictly comply with the requirements of the Personal Information Protection Act of Korea, the Data Security Law of the PRC* (《中華人民共和國數據安全法》), the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong), the Corporate Finance Consultant Code of Conduct and local legislations of respective countries, to ensure that all data are securely kept in the internal system with access control. The Group has separated the customer data from other ordinary information to protect customers' privacy. Meanwhile, only authorised personnel can access the personal data collected from the Group's customers. Through internal training and confidential agreements with employees, the Group highlights the importance of confidentiality obligations and the legal consequences of breaches of relevant rules.

During the Reporting Period, the Group was not aware of any incidents of non-compliance with any privacy laws and regulations.

* The English name is for identification purpose only.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. SOCIAL *(Continued)*

OPERATING PRACTICES *(Continued)*

Anti-corruption

The Group adheres to the philosophy of honesty and integrity in conducting business and adopts zero tolerance to corruption or any misconduct which is against the Group's interest. It has implemented various measures in compliance with relevant laws and regulations, for example, the Anti-corruption Law of Russia, the Prevention of Bribery Ordinance (Chapter 201 of Laws of Hong Kong), the Anti-Money Laundering Law of the PRC* 《中華人民共和國反洗錢法》, and the Anticorruption and Bribery Prohibition Act of Korea.

The Group has implemented and regularly reviewed the internal control system and related party transactions management measures to prevent bribery, extortion, fraud and money laundering, and to maintain good corporate governance. It has incorporated the anti-bribery and anti-corruption policy in the staff handbook, requiring all directors, senior management, and other employees to uphold their personal and professional conduct. The Group encourages employees to report any suspected corruption, bribery, or misconduct via its existing mechanism, while being in the process of enhancing its whistle-blowing policies and procedures. The Group provided anti-corruption trainings to employees and directors to enhance their awareness and promote professional conduct.

During the Reporting Period, there are no concluded legal cases regarding corruption practices brought against the Group or the employees. The Group also did not violate or breach any laws and regulations relating to anti-corruption and there was no enquiry or concern regarding bribery or corruption from the government or banking officials.

COMMUNITY

Community Investment

The Group believes that community contribution is important for sustainable development as it helps to establish a harmonious society. The Group values corporate social responsibility and promotes employees' awareness of caring for the community and mutual help. It highly supports employees to participate in volunteer activities and social services to take care of and help the needy. As a socially responsible company, the Group is committed to understanding the needs of the communities in which we operate. The Group strives to develop long-term relationship with our stakeholders and seek to make contributions to programmes which have a positive impact on community development.

The Group is in the process of determining the focus areas of contributions. Despite no donation is made during the Reporting Period (2025: Nil), the Group is considering the appropriate resources to be contributed so as to strike a balance between the financial condition and social investment in the future.

TARGET

Looking forward, the Group aims and plans to strengthen its ESG performance by optimizing the existing policies and measures, reviewing the effectiveness of the procedures, keeping up to date to the latest development of relevant issues and maintaining continuous dialogue with the stakeholders.

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

APPENDIX: ESG CODE CONTENT INDEX OF THE STOCK EXCHANGE

Subject Areas, Aspects, General Disclosures and KPIs		Section
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the Group relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions
KPI A1.1	The types of emissions and respective emissions data.	Emissions
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity.	Emissions
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity.	Emissions
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Emissions
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Emissions
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Use of Resources
KPI A2.2	Water consumption in total and intensity.	Use of Resources
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Use of Resources
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimizing the Group's significant impacts on the environment and natural resources.	The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

B. Social

Employment and Labour Practices

Aspect B1: Employment

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination and other benefits and welfare.	Employment
KPI B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment

Aspect B2: Health and Safety

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.	Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety
KPI B2.2	Lost days due to work injury.	Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety

Aspect B3: Development and Training

General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training

Aspect B4: Labour Standards

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the Group relating to preventing child and forced labour.	Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the Group operates and to ensure its activities take into consideration the communities' interests.	Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment
D: Climate related disclosure		
(I) Governance		
/	Information on: (a) the governance body responsible for oversight of climate-related risks and opportunities; and (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Climate Change – Governance
(II) Strategy		
Climate-related risks and opportunities	Information of climate-related risks and opportunities that could be expected to affect the Group's cash flows, its access to finance or cost of capital over the short, medium or long term.	Climate Change – Strategy
Business model and value chain	Information of the current and anticipated effects of climate-related risks and opportunities on the business model and value chain.	Climate Change – Strategy
Strategy and decision-making	Information of the effects of climate-related risks and opportunities on its strategy and decision-making. Information about the progress of plans disclosed in previous reporting periods.	Climate Change – Strategy
Financial position, financial performance and cash flows	Information about: (a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the Reporting Period; and (b) the climate-related risks and opportunities identified for which there is a significant risk of a material adjustment within the next annual reporting period. Disclosures about: (a) how the Group expects its financial position to change over the short, medium and long term; and (b) how the Group expects its financial performance and cash flows to change over the short, medium and long term.	Climate Change – Strategy
Climate resilience	Information of the resilience of the Group strategy and business model to climate-related changes, developments and uncertainties, with climate-related scenario analysis to assess its climate resilience.	Climate Change – Strategy

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

(III) Risk Management

/	Information about: (a) the processes and related policies used to identify, assess, prioritise and monitor Climate-related risks; (b) the processes used to identify, assess, prioritise and monitor climate-related opportunities; and (c) the extent to which, and how, the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into and inform the Group overall risk management process.	Climate Change – Risk management
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(IV) Metrics and Targets

Greenhouse gas emissions	The absolute gross greenhouse gas emissions generated during the Reporting Period, expressed as metric tons of CO₂ equivalent, classified as: (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions; Information on: (a) measurement of its greenhouse gas emissions; (b) the approach used to measure its greenhouse gas emissions; (c) location-based Scope 2, and greenhouse gas emissions, and information about any contractual instruments of Scope 2 greenhouse gas emissions; and (d) the categories included within the measurement of Scope 3 greenhouse gas emissions.	Emissions – GHG Emission, Climate Change – Metrics and targets
Climate-related transition risks	The amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Climate Change – Metrics and targets
Climate-related physical risks	The amount and percentage of assets or business activities vulnerable to climate-related physical risks.	Climate Change – Metrics and targets
Climate-related opportunities	The amount and percentage of assets or business activities aligned with climate-related opportunities.	Climate Change – Metrics and targets
Capital deployment	The amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Climate Change – Metrics and targets
Internal carbon prices	Information on: (a) whether and how the Group is applying a carbon price in decision-making; and (b) the price of each metric tonne of greenhouse gas emissions the Group uses to assess the costs of its greenhouse gas emissions, if any	Climate Change – Metrics and targets
Remuneration	Information on whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement.	Climate Change – Governance
Industry-based metrics	Information on industry-based metrics that are associated with one or more particular business models, activities or other common features that characterize participation in an industry, if any	Climate Change – Metrics and targets

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Climate-related targets	Information on: • The qualitative and quantitative climate-related targets the Group has set to monitor progress towards achieving its strategic goals; and any targets the Group is required to meet by law or regulation, including any greenhouse gas emissions targets. • The approach to setting and reviewing each target, and how progress against each target is monitored. • The performance against each climate-related target and an analysis of trends or changes in the Group's performance.	Climate Change – Metrics and targets, Use of Resources – Targets and Actions, Climate Change – Metrics and Targets
Applicability of cross-industry metrics and industry-based metrics	Reference to and consideration of the applicability of cross-industry metrics and industry-based metrics.	Climate Change – Metrics and targets