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**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT**



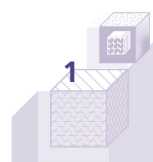
JIMU GROUP LIMITED
積木集團有限公司

(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 8187)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT

Jimu Group Limited and its subsidiaries (the “**Group**” or “**we**”) are pleased to present our Environmental, Social and Governance (“**ESG**”) Report (the “**ESG Report**”). This report discloses the Group’s impacts on the environment and society, and the Group’s policies and initiatives commit the Group’s activities, at all levels, to be economically, socially, and environmentally sustainable to its stakeholders. Additional information in relation to the Group’s corporate governance and financial performance can be referred to our annual report for the year ended 31 December 2023.

Scope and Reporting Boundary

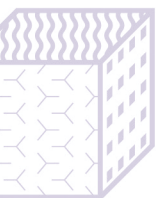
The scope of the ESG Report covers the ESG practices, performances, and outcomes of the Group’s principal operating activities of the Group spanning the period from 1 January 2023 to 31 December 2023 (the “**Reporting Period**” or “**FY2023**”). The Group is principally engaged in the trading of footwear and apparel businesses in Hong Kong and Canada, as well as the provision of loan facilitation and credit assessment services in the People’s Republic of China (“**PRC**”). However, the operating segment relating to the loan facilitation and credit assessment service in the PRC had been disposed on 20 April 2023 due to prolonger loss-making business.

While we seek to establish a consistent boundary for reporting ESG aspects across the Group’s structure, the reporting boundary of the ESG Report is hence established based on the criteria that all operations and entities in which the Group has a controlling interest and which are under our management, in terms of a contractual obligation. As a result, we do not report any information for entities that are not part of the Group’s structure, where we do not own assets, do not directly engage or employ the workforce, and do not operate the asset under a contractual obligation. In addition, we do not report information for entities that were sold, ceased to operate or acquired during the Reporting Period, including but not limited to closed branches of our loan facilitation and credit assessment segment.

Part of the content may look back upon the performance of the Group in past years with a view to presenting the report in a more informative and comparable manner. As the Group has discontinued the loan facilitation and credit assessment service in the PRC during the Reporting Period, the reporting boundary has been adjusted accordingly and only covers the operating entities in Hong Kong and Canada.

Reporting Guidelines

This ESG Report has been prepared with reference to the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) set out in Appendix C2 to the Rules Governing the Listing of Securities on GEM by The Stock Exchange of Hong Kong Limited and has complied with the “comply or explain” provisions set out in the part C of the ESG Reporting Guide during the Reporting Period.



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Reporting Principles

This Report is prepared based on the following basic principles:

- Materiality* The Group has made an objective and systematic materiality assessment that prioritizes the issues affecting the operation, and the policies, measures and performance of the Group in terms of environmental and social aspects. Details and results are presented in the section headed “Materiality Assessment” in this ESG Report.
- Quantitative* The Group has disclosed key performance indicators (“KPI” or “KPIs”) with comparative data, mainly on the environmental and social aspects, and has provided relevant standards, methodologies, assumptions, calculation tools and sources of conversion factors when applicable.
- Balance* The ESG Report provides an unbiased picture on the ESG performance to as to avoid selections, omission, or presentation formats that may inappropriately influence a decision or judgement by the Report readers.
- Consistency* The ESG Report incorporated consistent reporting techniques and calculation methodologies so that the ESG Report readers can rely on the preciseness of data. Any changes to the reporting techniques and calculation methodologies will be disclosed.



Review and Approval

The ESG Report for the Reporting Period has been reviewed and approved by the Board of the Company.

Data Collection

Data in this ESG Report are extracted from the Group’s internal management system and statistics, during the year or in previous years. Unless otherwise stated, all monetary amounts disclosed are denominated in Hong Kong Dollars (“HKD”).

Report Availability

The ESG Report is published in electronic version which is available on the Company’s website (<http://www.jimugroup8187.com>) and the HKEXnews website (<http://www.hkexnews.hk>).

Contact and Feedback

The ESG Report shall be published both in English and Chinese, should there be any discrepancy between the English and the Chinese versions, the English version shall prevail. The Group highly values the opinions from the relevant stakeholders, and welcome readers to contact it through the following contact methods. Your opinions will assist the Group to further improve this Report and enhance the overall ESG performance of the Group.

Mail Suite 2105, 21/F, Central Plaza, 18 Harbour Road, Hong Kong
Fax +852 3421 1582
Email info@jimugroup.hk





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ESG VISION, STRATEGY AND GOVERNANCE

While global sustainability issues such as climate change, pollution, and ethical footprints have long been recognized, the Group acknowledges that consumers are increasingly attentive to these matters and are now factoring these issues into their purchasing decisions. In the past, customers rarely questioned a product's composition or manufacturing process. However, today's customers are showing their awareness of this, and corporations are expected to transparently disclose product origins and assess and mitigate ESG (environmental, social, and governance) impacts throughout their supply chains, manufacturing, logistics, and human resources processes. This shift in consumer mindset is significantly influencing purchasing decisions. As such, it has never been more important for the Group to implement good ESG practices into our business model and to develop robust ESG governance to manage and enhance the Group's sustainability performance.

The board of directors (the "**Board**") bears responsibility for the Group's ESG strategies, performance, and measures, and to ensure that ESG strategies are seamlessly integrated into our business operations. The Board actively oversees the identification and assessment of critical business and ESG risks and opportunities. Meanwhile, the management team executes ESG initiatives, ensuring the effectiveness of risk management and the related internal control system. Through these efforts, we drive sustainable development. Our unwavering commitment to environmental protection is not only integral to our competitiveness but also positions the Group for greater success in the future.

While embracing change can be challenging and requires careful management, we believe that these initiatives will seamlessly integrate into our competitive edge and are capable to reflect our commitment to offering our clients top-quality services while minimizing our planet's adverse impact. Together with our community members, we strive to create a greener, healthier environment.

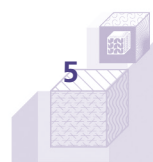


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STAKEHOLDER ENGAGEMENT

Our Group highly values the insights and opinions of our stakeholders and is dedicated to addressing their concerns. By actively engaging with stakeholders, we enhance our performance in sustainable development and implement tangible actions. To facilitate effective communication, we have established various channels for interaction between the Group and stakeholders, covering a range of relevant topics. Below are the communication channels between the Group and stakeholders and their concerned topics.

Stakeholders	Concerned Topics	Communication Channels
Shareholders	<ul style="list-style-type: none"> – Corporate governance – Financial performance 	<ul style="list-style-type: none"> – Shareholders' annual and general meeting – Annual, interim and ESG reports – Circulars and press release – Company's website
Customers	<ul style="list-style-type: none"> – Product quality – Customer services – Data protection 	<ul style="list-style-type: none"> – Customer services hotline – Email and telephone – Social media – Direct contact with customers
Suppliers	<ul style="list-style-type: none"> – Stability of business relationship – Data protection 	<ul style="list-style-type: none"> – Supplier review and assessment – Supplier meetings – Email and telephone
Government	<ul style="list-style-type: none"> – Tax compliance – Occupational safety 	<ul style="list-style-type: none"> – General liaison
Community	<ul style="list-style-type: none"> – Involvement in cultural social development 	<ul style="list-style-type: none"> – Campaigns and seminars – Website and social media – Press releases and conferences
Internal stakeholders – management and employees	<ul style="list-style-type: none"> – Employees benefits and rights – Health and safety – Training and development 	<ul style="list-style-type: none"> – Face-to-face meeting – Survey – Staff activities





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MATERIALITY ASSESSMENT

Materiality assessment of ESG issues has become a corporate imperative. The concept of materiality encompasses all those issues that the Group needs to take into account, and it provides a blueprint for our sustainable development strategy. The Group reviews the materiality of ESG-related topics based on stakeholder engagement activities on an annual basis that truly reflect the environmental and social issues to stakeholders.

The Group has evaluated the materiality and importance in ESG aspects through the following steps:

01

Step 1: Identification

Review ESG disclosure of peers for an indication of potentially relevant ESG issuers.

Invite stakeholders to complete an online survey to prioritize the importance of ESG issues to them and to the Group.

02

Step 2: Prioritization

Consolidate the results from step 1 and develop a prioritized list of potential material ESG issues.

03

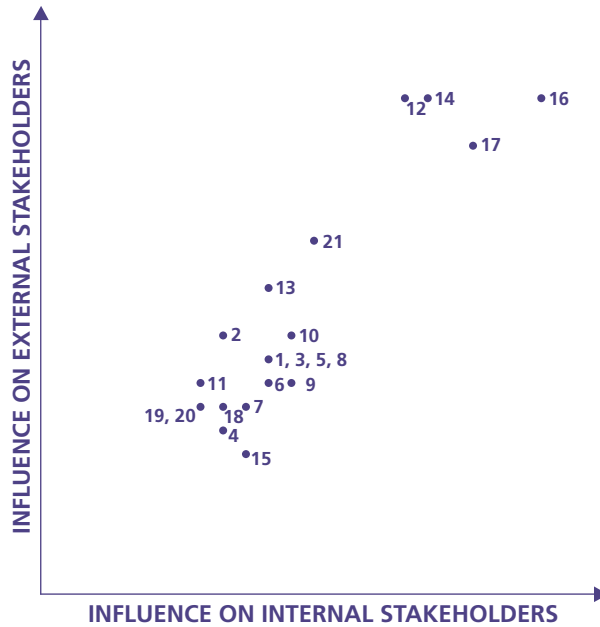
Step 3: Validation

The Group's management finalize the list of material issues and their KPIs for disclosure.



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The result of the materiality assessment of ESG issues is displayed in the following materiality matrix.



- | | |
|---|--|
| 1. Greenhouse gas emissions | 12. Supplier selection and assessment |
| 2. Waste management | 13. Green procurement |
| 3. Energy consumption | 14. Product quality control |
| 4. Water consumption | 15. Product recall |
| 5. Paper consumption | 16. Customer satisfaction |
| 6. Management risk related to environment & natural resources | 17. Protection of intellectual property rights & customer data |
| 7. Equal opportunities | 18. Anti-corruption & whistle-blowing policies |
| 8. Employee's benefits | 19. Concluded legal cases |
| 9. Occupational health and safety | 20. Anti-corruption trainings |
| 10. Employee development and training | 21. Community engagement |
| 11. Prevention of child labour & forced labour | |

The following topics have been deemed as the most important ESG issues:

- Customer satisfaction;
- Protection of intellectual property rights & customer data; and
- Product quality control.

The Group evaluates and monitors significant aspects through policies and best practices. We remain committed to fostering strong relationships with our stakeholders, effectively managing ESG-related risks, and enhancing our ESG performance. Our goal is to minimize environmental and societal impacts while ensuring the sustainability of our business development.





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A. ENVIRONMENTAL SUSTAINABILITY

While striving to generate revenue for stakeholders and provide the best products and services to clients, the Group acknowledges the potential environmental impacts associated with our operational activities. Given the mounting concerns about climate change and environmental degradation, sustainable environmental protection has become our strategic priority. The Group is committed to maintaining high environmental standards, meeting relevant requirements throughout our operations, and allocating human and financial resources to environmental conservation, carbon footprint reduction, and compliance with applicable laws and regulations. We firmly believe that investing in sustainable and green development will yield long-term benefits for the Group's operations and help us achieve our strategic objectives.

We endeavor to protect this planet and to build a sustainable future for our next generation. To achieve the environmental goals, the Group has implemented the following measures:

- Comply with applicable environmental protection laws and regulations;
- Promote an ethos of environmental sustainability among customers, employees, and suppliers, encouraging their active engagement in green initiatives;
- Regularly establish meaningful goals, objectives, and targets for our ESG management approach;
- Consistently enhance our ESG management system and uphold stringent standards; and
- Transparently communicate our environmental performance to stakeholders and actively seek their participation when relevant.

1. Emissions

Given our business nature, the Group does not generate significant adverse effects on the environment. In spite of this, the Group is committed to upholding high environmental standards and mitigating our environmental impacts strictly abides by laws and regulations in relation to environmental protection, including but not limited to the following:

- Air Pollution Control Ordinance of Hong Kong
- Waste Disposal Ordinance of Hong Kong
- The Canadian Environmental Protection Act, 1999

During the Reporting Period, the Group did not violate any environmental protection laws or regulations in the region of its operation, nor was it subject to significant fines, non-monetary penalties, and litigation relating to environmental violations.



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Air Emissions

Principally engaged in trading of footwear and apparel, the Group does not generate significant air emission directly. Further, during the Reporting Period the Group does not possess any self-owned vehicles for transportation purposes. Accordingly, during the Reporting Period, there was no emission of nitrogen oxides (“NO_x”), sulphur oxides (“SO_x”) or respiratory suspended particles (“RSP”) to be reported (2022: Nil).

Greenhouse Gas Emissions

Greenhouse gases (“GHG”) influence the Earth’s temperature. However, human activities and economic progress have intensified their presence in the atmosphere, and this has resulted in rising global temperatures and climate change. Since no vehicles are owned by the Group, there was no reported direct emission of GHG (Scope 1) during the Reporting Period.

The Group’s main sources of GHG emissions are the indirect emission from electricity consumed for operations (Scope 2). Electricity consumption to be reported in this section assessment only included those from the headquarter office and branches in Hong Kong as electricity consumption from other operating entities is considered immaterial or the data is centrally managed by the property management companies which is unavailable to us. Compared with FY2022, electricity consumption in FY2023 increased significantly. The main reason was that the Group began operating the business in December 2022 during the COVID-19 pandemic, and this year the Group has gradually returned to normal levels of operation due to a stabilized COVID-19 epidemic trend. During the Reporting Period, reported GHG emissions are as follows:

GHG Emissions	Unit	FY2022	FY2022 Intensity (Per employee)	FY2023	FY2023 Intensity (Per employee)
Scope 1 Direct emission – Vehicle	Tonnes of CO ₂ e	Nil	Nil	Nil	Nil
Scope 2 Indirect emission – Purchased electricity	Tonnes of CO ₂ e	1.7	0.1	46.7	2.3

Note: The quantification method of GHG is based on the “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals from Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong” published by the Hong Kong Electrical and Mechanical Services Department and the Environmental Protection Department. The emission factor for GHG Scope 2 is derived in accordance with the “CLP 2020 Sustainability Report”. The emissions result for GHG Scope 3 are read from the “ICAO Carbon Emissions Calculator”.





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Hazardous Waste

Considering our business nature, the Group does not generate hazardous waste directly. However, in the context of our mobility solution development, we actively promote the advancement of innovative technologies and forward-thinking designs that align with environmental sustainability. This commitment involves minimizing the use of hazardous materials in our designs and adhering to the latest regulatory standards.

Non-hazardous Waste

Non-hazardous wastes generated by the Group are mainly attributed to the general office waste and paper waste consumed by our Hong Kong's headquarter office to support administrative work. During the Reporting Period, the total paper consumption to be reported accounted to 0.1 tonnes with the consumption intensity of 0.1 tonnes/employee (2022: Nil). The amount of non-hazardous waste generated by other operating entities is insignificant or those wastes had been collected and disposed of directly by local government services such that relevant data is not available to us.

Waste reduction is the focus of our emission control efforts. The core of our waste management policy revolves around achieving a green and paperless operation, minimizing waste generation wherever feasible and practical. Using FY2022 as the base year, the Group targets to achieve 5% reduction in non-hazardous waste by 2033. We follow the "4-R" Principles – Reduce, Reuse, Replace and Recycle, by various waste management initiatives, including but not limited to the following:

- Encourage all employees to reduce paper usage through duplex printing and paper recycling;
- Promote a paperless office and document digitalization, encouraging increased use of reusable products, such as envelopes;
- Implement better separation of waste streams for recycling;
- Maintain 100% recycling of used toner cartridges by collecting and returning all used cartridge to recycling agents; and
- Encourage minimal consumption of paper towels in the workplaces.

Our Targets and Initiatives

The Group acknowledges environmental concerns and is actively mitigating air and greenhouse gas emissions through a series of policies and measures. Using FY2022 as the base year, the Group targets to achieve 5% emission reduction by 2033 by enhancing overall energy efficiency and encouraging our staff to lessen the energy consumption:

- Prioritize the procurement of products made from materials with longer durability and a lower carbon footprint whenever feasible;
- Maintain indoor temperatures at our locations at an optimal level for comfort;

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- Implement on-off and zoning control for lighting and ventilation systems in the workplace based on operational schedules;
- Encourage employees to switch off machines and devices, such as computers and monitors when not in use;
- Choose energy-efficient electrical appliances (such as those with Grade 1 energy labels and energy-efficient refrigerators with doors) whenever practical;
- Promote the use of modern telecommunication systems to minimize unnecessary travel arrangements;
- Place “Green Message” reminders on office equipment and workplace to further enhance employees’ environmental awareness;
- Organize training sessions and case studies to improve awareness of energy efficiency and GHG reduction and engage staff in adopting energy-saving practices; and
- Continuously replace aged air handling units with more energy-efficient alternatives featuring variable frequency drive control.



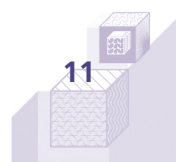
2. Use of Resources

Given the finite nature of Earth’s resources, the Group recognizes that conserving natural resources through low-carbon practices is essential for our sustainable business. We actively promote various environmentally friendly measures to encourage the efficient use of resources, including energy, paper, water, and other raw materials. During the Reporting Period, the Group’s primary resource consumption was electricity and water. No other significant raw materials or energy sources were utilized by the Group during the Reporting Period.

Energy Consumption

The Group’s main source of energy consumption is electricity, which is used to support the administrative work and shops operations. As stated above, electricity consumption to be reported only included those from headquarter office and branches in Hong Kong and the summary of usage is as follow:

Resource Sources	Unit	FY2022	FY2023
Purchased electricity	kWh	2,353.0	110,369.0
Consumption intensity	kWh/employee	147.1	5,518.5





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Water Consumption

We acknowledge the significance of water as a vital natural resource and consistently emphasize its conservation to our employees. Our operational process does not entail significant water consumption; rather, water is primarily used by employees for daily activities within our offices during working hours. Water consumption to be reported in this section assessment only included those from the branches located in Hong Kong. The water supply from other operating entities is considered insignificant or mainly centrally managed by its respective property management company and there is no separate meter for individual office units, it is not feasible for us to provide relevant water usage data and the summary of usage is as follow:

Resource Sources	Unit	FY2022	FY2023
Water consumption	Tonnes	Nil	6.0
Consumption intensity	Tonnes/employee	Nil	0.8

Our Targets and Initiatives

The Group has initiated policies to raise awareness of electricity conservation and has adopted energy saving measures throughout our daily operation as elaborated in the section of “Emissions”. Using FY2022 as the base year, we target to reduce 5% electricity consumption by 2033.

The Group’s business does not consume substantial water usage and there is no issue in sourcing water that is fit for purpose. Nevertheless, the Group always prioritizes water conservation and targets to reduce our water consumption by 5% by 2033, using FY2022 as the base year through the following practices:

- Raise awareness among employees about the significance of water conservation;
- Encourage employees to opt for brewed beverages or filtered workplace water instead of bottled water; and
- Implement high-efficiency water equipment and establish a related recycling program.

Packaging Materials

Given our business nature, the Group does not have manufacturing facilities. Our consumption of packaging materials is minimal as the packaging process is mainly carried out by the suppliers. Therefore, relevant data is considered immaterial to be disclosed during the Reporting Period. At the same time, we always encourage our suppliers to use less packaging material and require our offices to control the total amount of paper used.



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3. The Environmental and Natural Resources

The Group is not aware of any significant impacts of activities on the environment and natural resources during the Reporting Period. The Group continues to monitor any possible adverse impacts brought by our business operation on the natural environment.

To ensure our long-term business growth, the Group not only adheres to relevant environmental rules, regulations, and international standards but also implements green office management practices. We actively engage with stakeholders to communicate our environmental performance, with a focus on reducing our workplace's carbon footprint and promoting sustainable use of natural resources.

In order to mitigate adverse environmental impacts, the Group has implemented energy-saving and resource-efficient measures, as outlined in the "Emissions" and "Use of Resources" sections. We remain vigilant about the potential impact of our operations on the environment and take preventive actions to minimize environmental harm while complying with applicable laws and regulations.

4. Climate Change

In response to the tightening carbon legislation, shifting weather patterns, and escalating fuel expenses, businesses across various sectors are encountering a critical and emergent challenge: climate change. Assessing and identifying climate-related risks is essential for devising an effective business strategy in the face of this global phenomenon. The Group has drawn upon the guidance provided by the Task Force on Climate-Related Financial Disclosures and conducted an initial analysis of climate-related risks.

In doing so, potential climate-related risks were further categorized into physical and transition risks. By adopting a risk assessment matrix, we assessed these risks from two perspectives – severity and frequency. A list of short and mid-term risks was subsequently identified. As shown below, the analysis scope for physical risks was at the Group located in Hong Kong and Canada while the analysis scope for transition risks was at the Group's level.

The Group has assessed the following climate-related risk that may have potential impacts on the business:

- | | |
|------------------|---|
| Physical risks | <ul style="list-style-type: none">• Extreme precipitation• Typhoons• Flood• Heat waves• Thunderstorms |
| Transition risks | <ul style="list-style-type: none">• Enhanced emissions-reporting obligations• Mandates and regulations of existing products and services• Substitution of existing products and services with lower emissions options |





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According to the above results, acute physical risks such as extreme precipitation, typhoons, and thunderstorms may occasionally disturb the Group's business operations, e.g., fewer on-site workdays, due to its geographical location. The Group may also face enhanced emissions-reporting obligations, as it is a listed company on the Stock Exchange, where the requirements for climate change-related disclosures is increasingly stringent. Meanwhile, transition risks such as procuring products which were made from materials with a longer durability and a lower carbon footprint may also increase the Group's cost of goods sold in the future.

Considering the risks we have identified, the Group shall develop strategies to mitigate their impacts. One potential solution is to establish special working arrangements during extreme weather conditions.

During the Report Period, in order to offset material physical risks mentioned above which might lead to loss of business days, the Group provided remote working solutions for our employees. We have made capital expenditures, mainly related to servers, cloud subscriptions, and computer equipment for employees, in order to mitigate such physical risk. In order to offset the compliance risks which may result from the enhanced emissions-reporting obligations as well as the mandates and regulations of existing products and services, the Group actively sought insights into those rules and regulations from consultancies. For the potential financial risk due to the substitution of existing products and services with lower emission options, the Group implemented green procurement, e.g., traded products manufactured with recycled materials and tried to avoid purchasing disposable products.

Moving forward, the Group will continuously assess the effects of climate change and integrate them into our risk management framework. We remain committed to exploring and implementing appropriate mitigation measures while also raising awareness among our stakeholders about sustainability.

B. SOCIAL SUSTAINABILITY

Employment and Labour Practice

1. *Employment*

Our employees are our most valuable assets, and we are wholeheartedly dedicated to fostering a respectful and collaborative work environment. Recognizing that each employee possesses unique talents and competencies, with the potential to drive our corporate development and long-term growth, the Group actively supports their competency development. Additionally, we proactively manage our talent pipeline and facilitate career development opportunities for them.



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The Group strictly complies with all applicable laws and regulations regarding to employment and labor practices. In Hong Kong, the Group complies relevant laws and regulations including but not limited to the Employment Ordinance of Hong Kong, the Employees' Compensation Ordinance, Mandatory Provident Fund Ordinance, the Minimum Wage Ordinance, the Disability Discrimination Ordinance of Hong Kong, and the Race Discrimination Ordinance of Hong Kong.

In Canada, the Group complies mainly the Part III of the Canada Labor Code, which sets out the employment conditions for hours of work, payment of wages, leaves, vacation, holidays.

During the Reporting Period, there was no reported incident of noncompliance with laws and regulations relating to employment practices.

Workforce and turnover

As at the end of the Reporting Period, the Group has a total number of 28 (2022: 16) full-time employees and the details are as follow:

	Number of Staff	Percentage %
Gender		
Male	14	50.0%
Female	14	50.0%
Age Group		
18–30	15	53.6%
31–40	7	25.0%
41–50	2	7.1%
51 or above	4	14.3%
Geographical Region		
Hong Kong	20	71.4%
Canada	8	28.6%
Employee Category		
Senior management	3	10.7%
Middle management	1	3.6%
Supervisor	4	14.3%
General staff	20	71.4%



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The analysis of staff turnover rate by different categories are as follows:

	Number of Staff	Percentage %
Gender		
Male	–	–
Female	1	7.1%
Age Group		
18–30	–	–
31–40	1	14.3%
41–50	–	–
51 or above	–	–
Geographical Region		
Hong Kong	1	5.0%
Canada	–	–

Note: The turnover rate by category is calculated by dividing the employees in the specific category leaving employment by the total number of employees in the specific category.

The Group is resolute in maintaining transparent, equitable, and unbiased recruitment and human resource policies, emphasizing equal opportunities, diversity, and anti-discrimination. Our commitment lies in cultivating skills and capabilities, enabling our employees to unleash their full potential. This, in turn, fuels creativity and innovation, contributing to our long-term sustainable growth.

Recruitment and Equal Opportunity

The Group has established a recruitment policy that prioritizes equal opportunities, diversity, and anti-discrimination. We actively embrace individual differences among employees, recognizing that diversity brings fresh ideas, dynamics, and challenges to our operations. Discrimination based on gender, age, family status, sexual orientation, disability, race, and religion is strictly discouraged. Furthermore, our employment policy encourages the hiring of talented individuals with physical or mental disabilities.

Our commitment extends to ensuring that employees and business partners adhere to legal and regulatory requirements, while also upholding ethical business practices and promoting equal opportunity in employment. We actively recruit new talent, equipping them with the essential skill sets needed to cultivate a rewarding and enduring career within our organization.

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Remuneration and Benefit

The Group provides competitive salaries, medical insurance, disability and invalidity coverage, maternity leave, and additional compensation to attract and retain our valued employees. Staff remuneration is determined based on their roles, work experience, and prevailing market standards. In addition to basic pay, eligible employees may receive share options based on the Group's performance and individual contributions.

Working Hours

The Group places significant importance on employee well-being and human rights. We diligently adhere to statutory requirements, ensuring that reasonable working hours and rest days are thoughtfully arranged for our employees. In our pursuit of work-life balance, the Group has also organized a variety of staff activities for both employees and their families.

Harmonious Culture

The Group firmly believes that a harmonious corporate culture among employees and management is crucial for the Group's healthy and prosperous growth. To achieve this, we employ various channels, including:

- Regular all-staff meetings to provide updates on business performance and key project developments;
- Employee engagement such as annual employee survey which offers a confidential avenue for feedback. Follow up actions ensure that employees' voices are heard and addressed at both corporate and team levels;
- Regular and festival gatherings are organized during the Reporting Period to foster a harmonious spirit among staff members across different levels within the Group.

The Group believes that such a corporate culture and harmonic working environment will naturally achieve a synergistic result to facilitate employee retention and to improve productivity.

2. Health and Safety

The Group is dedicated to ensuring that employees have a secure and comfortable work environment. The goals of our Occupational Health and Safety ("OHS") policy are highlighted below:

- Pursuit of a healthy, comfortable, and safe working environment for our employees;
- Commitment of appropriate resources and leadership to the OHS management system;





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- The OHS management system aims at the identification, prevention and management of risks and hazards throughout the workplaces as well as follow-up actions for accidents or personal injuries;
- The OHS management system defines appropriate objectives and targets on a regular basis;
- Zero tolerance of accidents and injuries;
- Promotion of safety culture among employees;
- Communication of our health and safety performance with stakeholders and seek their involvement wherever applicable;
- Regular review of the performance of various OHS measures so that their effectiveness and reliability can be maintained; and
- Compliance with applicable laws and regulations in relation to OHS.

To achieve the goals of our OHS policy, the following measures are adopted:

- Formulation of emergency response plans, risk assessment, and accident investigation mechanism so as to ensure legal compliance with OHS;
- Organization of fire drills and emergency evacuation simulations to raise the employees' awareness of fire prevention and to equip employees with appropriate knowledge and skills in the event of an emergency;
- Promotion of safety culture among employees;
- Organization of induction programs and safety training programs to new employees such that they can be familiar with our corporate policies in relation to health and safety matters as quickly as they can;
- Provision of OHS training sessions to employees according to their roles and responsibilities to ensure awareness of job hazards and conformity to safety practices with respect to OHS;
- Provision of vocational training and toolbox meeting to newly joined staff for relevant occupational safety, health registration, and emergency planning;
- Provision of job-related training to existing employees to strengthen their professional knowledge and skills in daily operations and safety matters;
- Training courses and measures are reviewed and regularly reported to the management by the safety officer;



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- Encourage contractors or sub-contractors to assist in the implementation of policies, procedures, and practices related to OHS at work wherever practical;
- Prohibition of smoking and abuse of alcohol and drugs in workplaces;
- Provision of first aid kits and fire extinguishers in workplaces;
- Provision of the clean and tidy rest area;
- Provision of adjustable chairs and monitors for eye protection;
- Installation of air purifiers in relatively crowded areas such as conference and meeting rooms; and
- Set up posters of proper working postures and lifting methods accessible on the intranet and at appropriate locations in workplaces.

The Group complies with the laws and regulations in relation to occupational health and safety in multiple regions, such as the Occupational Safety and Health Ordinance of the Laws of Hong Kong, Employees' Compensation Ordinance of the Laws of Hong Kong, and Part II of the Canada Labor Code, which is designed to strengthen employers' and employees' self-reliance in dealing with occupational health and safety issues and thereby making workplaces safer.

All accidents are required to be reported to the Group and subject to evaluation. In each of the past three years, including the Reporting Period, the Group was not aware of any work-related fatalities, lost days due to work injury and did not identify any material non-compliance with laws and regulations relevant to the health and safety of employees.

Lessons from COVID-19 Pandemic

In early 2020, the emergence of the novel coronavirus epidemic (COVID-19) posed unprecedented challenges worldwide. This pandemic led to global public health measures, including business shutdowns and stay-at-home policies, disrupting the global economy on an unprecedented scale. The far-reaching and intricate effects of the COVID-19 crisis have impacted various industries, limiting business operations and affecting aspects such as employee well-being, supply chains, cash flows, and investor returns.

In the past few years, the Group has diligently monitored local government preventive measures and adapted its internal guidelines to prioritize the health of both staff members and the broader community. Thanks to the Group's unwavering commitment, we have successfully weathered the challenges posed by the pandemic and have navigated through disturbances together with our employees, suppliers, customers, and local communities.





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In 2023, the global landscape has gradually emerged from the profound effects of the COVID-19 pandemic, transitioning into what we now consider the “new normal”. With the anticipation of the virus’s normalization, the Group is strategically shifting its primary focus toward business development. However, our commitment remains unwavering and we closely monitor the situation and promptly implement preventive measures to safeguard our employees. Furthermore, we are dedicated to enhancing workplace hygiene and developing robust emergency plans to better handle any similar incidents that may arise in the future.

Employee Health and Safety

Despite we are now in the post-pandemic economic recovery, the Group has continuously taken the precautionary and hygienic measures at all of our offices and branches to protect the employees, including but not limited to:

- Provide adequate number of surgical masks to employees while advising all staff members to maintain good personal hygiene;
- We provide 70–80% alcohol-based hand rub to employees for hand sanitization;
- Employees are recommended to rub hands with liquid soap for at least 20 seconds when washing;
- Any person who has symptoms of fever, or other respiratory symptoms would be advised to seek medical advice and would be refrained from entering our work location; and
- Friendly message of upkeeping personal and environmental hygiene, health, and safety to all employees.

Adapted Management

- Establish a designated working team, driven by various department heads, to strengthen the Group’s overall pandemic preparedness through a well-coordinated and managed preparation and implementation of fighting pandemic measures;
- To increase social distancing and reduce the number of staff members inside the workplace, our workforce is divided into multiple smaller teams such that they are able to report to the workplace on a rotating schedule;
- Arrange for employees to work in batches, rest and meals;
- Review, update and modify crisis management plans, as needed, and ensure that employees follow these plans during the pandemic;
- Ensure that we comply with operational and monitoring requirements imposed by law, permit conditions, and consent orders;



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- Communicate regularly and frequently with key compliance personnel;
- Ensure that key employees have access to and/or knowledge about critical records and recordkeeping requirements;
- Ensure that emergency and security protocols remain in place for shuttered facilities or those operating with reduced staff to ensure the health and safety of employees remaining on site and the nearby community;
- Seek to leverage work-from-home measures via cloud-network integration where possible, and ensure our employees have sufficient digital tools to remain productive and engaged; and
- Leverage pandemic updates provided by the government such as daily active cases or percentage of positive cases, along with public health guidelines, to inform its level of permitted employee or customer contacts.

Customer health and safety

We take responsibility for our products and services, and strictly follow health advice, regulatory requirements, industry guidelines, and internal procedures to improve customer health and safety, including but not limited to:

- Provide 70–80% alcohol-based hand rub to customers for hand sanitization;
- Customers are recommended to rub hands with liquid soap for at least 20 seconds when washing their hands at our work locations; and
- Friendly message of upkeeping personal and environmental hygiene, health, and safety.

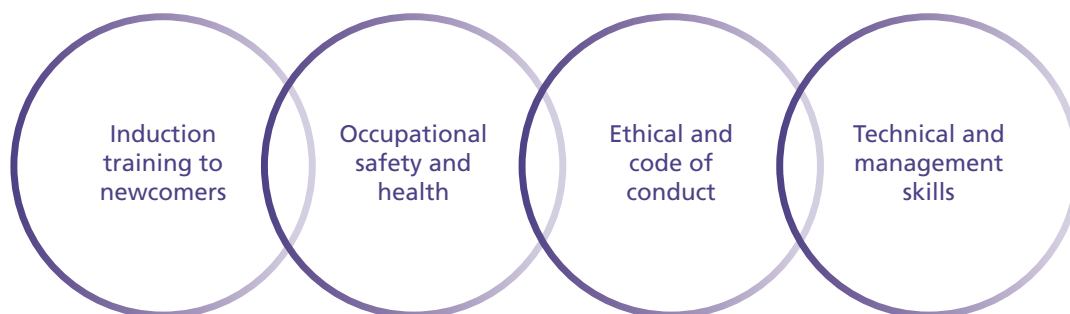
We continue to monitor and evaluate the situation, keeping all employees and customers informed. We will remain resilient, ensuring to maintain our operations as smoothly and efficiently as possible during today's post-pandemic time.



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3. Development and Training

The Group places great importance on employee development. Recognizing that skilled and dynamic workforce is essential for business growth, we offer a variety of on-the-job training and relevant courses through external professional organizations. Our training programs aim to enhance employees' occupational and management skills. The coverage of our training includes:



During the Reporting Period, 3.6% of the employees took part in our trainings and the details of breakdown are as follows:

Percentage of Employees Trained	Percentage %
By Gender	
Male	–
Female	100%
By Employee Category	
Senior management	100%
Middle management	–
Supervisor	–
General staff	–

Notes:

1. The percentage of trained employees is calculated by dividing the total number of employees trained by the total number of employees.
2. The percentage of trained employees by category is calculated by dividing the total number of employees trained for a specific category by the total number of employees trained.

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During the Reporting Period, the average training hour completed per employee was 1.4 hours and the details of breakdown are as follow:

Average Training Hours Completed Per Employee	Number of hour
By Gender	
Male	–
Female	2.9
By Employee Category	
Senior management	13.3
Middle management	–
Supervisor	–
General staff	–

Notes:

1. The average training hours per employee is calculated by dividing the total number of training hours by the total number of employees.
2. The average training hours by category is calculated by dividing the total number of training hours for employees in the specific category by the total number of employees in the specific category.

4. Labour Standards

Recognizing that child labor and forced labor violate human rights and international labor standards, the Group strictly prohibits their use in any form. Our Human Resources Department ensures that shortlisted candidates provide valid identity documents before confirming employment to verify their lawful employability. In cases of child labor or forced labor discovery, immediate dismissal occurs, and appropriate disciplinary action is taken against the responsible parties. Additionally, we refuse to engage with suppliers and contractors who employ child labor or forced labor.

The Group strictly complied with the laws and regulations in relation to the prevention of child and forced labor, including the Employment Ordinance of Hong Kong and the Fighting Against Forced Labor and Child Labor in Supply Chains Act of Canada. During the Reporting Period, no non-compliance with relevant laws and regulations relating to preventing child and forced labor had been identified during the Reporting Period.



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Operating Practice

To fulfill our commitment as a responsible corporation, we recognize the importance of operating sustainably. We adopt a comprehensive ESG management approach and integrate sustainability principles into our core business. Equally crucial is our encouragement for business partners to wholeheartedly embrace these sustainability practices and policies in their operations, fostering collaborative efforts toward sustainable development.

5. Supply Chain Management

The Group recognizes that effective supply chain management is a critical aspect of our operations. Our supply chain team not only weighs economic and commercial factors during tendering processes but also assesses suppliers' and contractors' track records in terms of legal and regulatory compliance, including environmental, social, and governance aspects.

We developed a vendor and supplier selection mechanism based on potential vendors' compliance with all applicable laws and regulations in relation to safety, environment, forced labor, child labor and other social aspects. Practically, the preliminary assessment on potential suppliers takes the following steps:



We expect our suppliers adhere to ethical and responsible business practices, and require the suppliers to comply with the following environmental and social requirements:

- Prohibition of child and forced labor
- Usage of toxic or hazardous materials are prohibited
- Workplace is safe and decent
- Waste is well-managed and disposed
- Adherence to anti-discrimination
- Illegal emission of toxic has is prohibited

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Suppliers who provide environmentally friendly and socially responsible products and services receive a higher technical score during our assessment process. If necessary, inspections and evaluations are conducted by the Group. We consistently emphasize product safety and premium quality to all our suppliers. Contracts with suppliers may be terminated if they fail to meet the applicable compliance standards.

Furthermore, all suppliers are obligated to adhere to our code of practice, which explicitly prohibits the provision of gifts, certificates, loans, hospitality, or any form of favor in an inappropriate manner. Additionally, the Group actively promotes the adoption of energy-saving and consumption-reducing policies among our business partners. By collectively embracing sustainable practices, we aim to mitigate potential environmental and social risks associated with supply chain management.

The Group is dedicated to maintaining a good relationship with its suppliers. During the Reporting Period, the Group has engaged 9 suppliers, of which 8 are from Hong Kong and 1 are from Canada. No complaint was received from the suppliers and there were no disputed debts or unsettled debts and all the debts are settled on or before due dates or a latest date as mutually agreed.

6. **Product Responsibility**

Product Quality

As a thriving business, we uphold unwavering standards for the products and services we provide. Our commitment includes maintaining ongoing communication with our customers to thoroughly comprehend and meet their needs and expectations. Simultaneously, we rigorously uphold product quality while staying attuned to emerging trends. Our ongoing development and optimization efforts ensure that we consistently offer the best solutions to our valued customers.

We also follow a well-defined quality assurance protocol to ensure that our products and services consistently meet customer requirements, legal standards, and safety norms. Regular assessments cover environmental impact, health considerations, safety, and potential hazards related to raw materials. Additionally, we diligently label each product with essential information and usage instructions as mandated by legislation and industry codes. Continuous quality assessments drive our pursuit of improvement and innovation.

Customer Satisfaction, Feedback and Handling

The organization recognizes that quality control measures play a crucial role in attracting and retaining our international branded customers. As part of our quality control process, our footwear and apparel suppliers' finished products undergo sample checks by our quality control staff. These checks ensure that the footwear and apparel meet our customers' requirements.

While we do not have a formal product return policy, we remain committed to addressing our customers' needs and expectations. To ensure customer satisfaction, we actively collect feedback through various communication channels, including telephone hotlines, emails, social media, and our website. Our sales personnel and merchandisers also maintain regular communication with customers through phone calls and periodic overseas visits.





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The Group also thoroughly consolidates and analyzes customer feedback to identify any issues. As part of our follow-up process, we will internally evaluate and modify employee training programs to address the identified issues and continuously enhance our service delivery. Additionally, timely feedback will be provided to our customers.

During the Reporting Period, the Group did not receive any significant product recalls for safety and health reasons nor any significant complaints regarding product flaws.

Privacy Protection

The Group recognizes the responsibility in protecting personal information. The Group strictly complies relevant laws and regulations regarding data privacy, including but not limited to, Laws of Hong Kong on Personal Data (Privacy) Ordinance and Canadian Consumer Privacy Protection Act, to ensure that all data are securely kept in our internal system with access control.

The Group sets out data privacy requirements in our corporate policies, under which customer data would be used exclusively for matters relating to the Group's operation only. We strive to ensure all collected data kept is free of unauthorized or accidental access, processing, erasure, or other use.

During the Reporting Period, the Group was not aware of any confidential data or information breach.

Advertising and Labelling

In full compliance with applicable laws and regulations, including the Trade Description Ordinance (Chapter 362 of the Laws of Hong Kong) and the Consumer Packaging and Labelling Act of Canada, any marketing and promotional activities of the Group give a true description of the specifications and features of our products without containing exaggerated and misrepresented information.

Intellectual Property

The Group is committed to compliance with relevant laws and regulations in relation to intellectual property rights ("**IP Rights**") by valuing and protecting its intellectual properties through patent fees and periodic trademark renewals.

To safeguard the IP rights of our products during outsourcing to suppliers, we require a confidentiality agreement specifically addressing IP rights to be signed before engagement. Internally, our standard employment contracts include provisions related to intellectual property rights and confidentiality. Additionally, relevant employees within the Group have provided written confirmation that (i) all intellectual property rights created or made during their employment with the Group shall belong to us; and (ii) agree not to use or disclose the confidential information relating to the product designs without authorization of the Group.

During the Reporting Period, the Group was not aware of any intellectual property rights infringement.



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Encouraging Innovation

As part of our commitment to long-term business development, the Group actively seeks to integrate high-tech research and development outcomes into our operations and business model. We prioritize innovation and technology strategies, ensuring that we proactively introduce products, services, and processes whenever commercially feasible and appropriate.

Sanction Risk Management

The Board had effectively monitored and evaluated our business exposure to sanctions risk, including (i) the establishment of a risk management committee; (ii) assigned members of our merchandising department and order processing department to review the information relating to our customers or the counterparties of the contract (including its full name, country of incorporation or registration and country of shipment destination) before entering into any business transaction with any of them.

Our designated staff will assess the information of our customers or the counterparties against various lists of restricted parties and countries maintained by the US, EU, or United Nations, including, any government, individual, or entity that is the subject of any OFAC-administered sanctions and determine whether our customers or the counterparties (i) are registered or operate in the sanctioned countries; (ii) is/are owned or controlled by a sanctioned person; or (iii) has/have shipment destination which is located in the sanctioned countries.

During the Reporting Period, none of our products were sold to any sanctioned countries. The Group has not entered into any sanctionable transactions that would or may expose the Group, our shareholders, and investors to any risk of being sanctioned.

7. Anti-Corruption

The Group advocates the highest level of integrity, honesty and fairness across the organization, and stands against acts of commercial bribery, extortion, fraud and money laundering. The Group strictly complies with all applicable laws including but not limited to the Anti-Money Laundering and Counter-Terrorist Financing Ordinance of the Laws of Hong Kong, the Laws of Hong Kong on Prevention of Bribery Ordinance and the Corruption of Foreign Public Officials Act and Criminal Code in Canada.

Within our corporate governance framework, we strictly prohibit employees from accepting any form of advantages, including gifts, discounts, loans, or contracts. Our rules emphasize professional conduct and explicitly forbid conflicts of interest.

As part of our commitment to combat corruption, the Group regularly provides training to staff at all levels, including directors, supervisors, and general employees. This training aims to enhance their understanding of the latest regulations and best practices related to anti-corruption, self-discipline, and integrity.





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According to the Group's policy, employees may report any concern in relation to accounting controls and audit matters to the Audit Committee, which will review each complaint and decide how the investigation should be conducted. During the Reporting Period, there were no legal cases regarding corrupt practices brought against the Group or the employees.

Whistle-blowing

To foster a culture of integrity and accountability, we have implemented a whistle-blowing policy that enables employees to confidentially report any instances of illegality, irregularity, malpractice, unethical behavior, or actions that could harm the Group's interests. Through a dedicated reporting channel, employees can raise concerns related to violations of ethical principles, company policies, laws, regulations, financial reporting practices, and internal controls.

The Group is dedicated to handling concerns raised by 'whistle-blowers' in a fair and reasonable manner. We conduct thorough and independent investigations for each substantiated report, treating them with due care. Regardless of whether the allegations are proven, employees who report in good faith are reasonably protected from retaliation or adverse consequences related to their employment.

The whistle-blowing policy and its procedures, which apply to all levels of the members of the Group, have been documented in the employee handbook and have been circulated among employees for their reference.

Community

8. Community Investment

The Group is actively committed to making a better society through our active involvement in the community and partnership with local non-profit organizations, whenever possible and appropriate, putting the best effort into helping the local communities and people in need through community services and engagement, social support and sponsorship programs.

During the Reporting Period, as the Group has devoted more resources to resuming its business operation after the COVID-19 crisis, resources spent on the philanthropic activities were not much. During the Reporting Period, the employees have engaged in voluntary works in selling cookies under the Haven of Hope Hospital and have participated in the rice donations organized by other charity organizations. Going forward, the Group will devote more resources to local community investment and participation of charity and voluntary events.



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REPORT DISCLOSURE INDEX

Mandatory Disclosure Requirements

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Governance Structure		
	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board’s oversight of ESG issues; (ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer’s businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s businesses. 	<p>ESG VISION, STRATEGY AND GOVERNANCE</p>



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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Reporting Principles		
	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG Report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer’s stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	<p>ABOUT THIS REPORT</p> <ul style="list-style-type: none"> – Reporting Guidelines – Reporting Principles – Data Collection
Reporting Boundary		
	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p>	<p>ABOUT THIS REPORT</p> <ul style="list-style-type: none"> – Scope and Reporting Boundary

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“Comply or explain” Provisions

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
A. Environmental		
Aspect A1: Emissions		
	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p>	ENVIRONMENTAL SUSTAINABILITY – Emissions
KPI A1.1	The types of emissions and respective emissions data.	ENVIRONMENTAL SUSTAINABILITY – Emissions
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL SUSTAINABILITY – Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL SUSTAINABILITY – Emissions Remark: The Group has not identified any hazardous waste was produced in our core business
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL SUSTAINABILITY – Emissions



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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	ENVIRONMENTAL SUSTAINABILITY – 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.	ENVIRONMENTAL SUSTAINABILITY – Emissions
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	ENVIRONMENTAL SUSTAINABILITY – Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL SUSTAINABILITY – Use of Resources
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL SUSTAINABILITY – Use of Resources
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	ENVIRONMENTAL SUSTAINABILITY – Emissions – 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.	ENVIRONMENTAL SUSTAINABILITY – Use of Resources
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	ENVIRONMENTAL SUSTAINABILITY – Use of Resources Remark: Use of packaging material is not applicable to the Group's core operation

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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	ENVIRONMENTAL SUSTAINABILITY – 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.	ENVIRONMENTAL SUSTAINABILITY – The Environment and Natural Resources
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	ENVIRONMENTAL SUSTAINABILITY – Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	ENVIRONMENTAL SUSTAINABILITY – Climate Change
B. Social		
<i>Employment and Labour Practices</i>		
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 issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	SOCIAL SUSTAINABILITY – Employment
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	SOCIAL SUSTAINABILITY – Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	SOCIAL SUSTAINABILITY – Employment



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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
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 issuer relating to providing a safe working environment and protecting employees from occupational hazards.	SOCIAL SUSTAINABILITY – 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.	SOCIAL SUSTAINABILITY – Health and Safety Remark: The number and rate of work-related fatalities occurred in each of the past three years including the Reporting Period is 0
KPI B2.2	Lost days due to work injury.	SOCIAL SUSTAINABILITY – Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	SOCIAL SUSTAINABILITY – 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.	SOCIAL SUSTAINABILITY – Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	SOCIAL SUSTAINABILITY – Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	SOCIAL SUSTAINABILITY – Development and Training

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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
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 issuer relating to preventing child and forced labor.	SOCIAL SUSTAINABILITY – Labour Standard
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	SOCIAL SUSTAINABILITY – Labour Standard
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Remark: No such incidents were reported during the Reporting Period
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	SOCIAL SUSTAINABILITY – Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	SOCIAL SUSTAINABILITY – Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	SOCIAL SUSTAINABILITY – 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.	SOCIAL SUSTAINABILITY – 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.	SOCIAL SUSTAINABILITY – Supply Chain Management



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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
Aspect B6: Product Responsibility		
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.</p>	<p>SOCIAL SUSTAINABILITY – Product Responsibility</p>
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	<p>Remark: Not applicable to the Group’s core operation</p>
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	<p>SOCIAL SUSTAINABILITY – Product Responsibility</p> <p>Remark: No products and service-related complaints received during the Reporting Period</p>
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	<p>SOCIAL SUSTAINABILITY – Product Responsibility</p>
KPI B6.4	Description of quality assurance process and recall procedures.	<p>SOCIAL SUSTAINABILITY – Product Responsibility</p>
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	<p>SOCIAL SUSTAINABILITY – Product Responsibility</p>

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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
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 issuer relating to bribery, extortion, fraud and money laundering.	SOCIAL SUSTAINABILITY – Anti-Corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	SOCIAL SUSTAINABILITY – Anti-Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	SOCIAL SUSTAINABILITY – Anti-Corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	SOCIAL SUSTAINABILITY – Anti-Corruption
Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	SOCIAL SUSTAINABILITY – Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	SOCIAL SUSTAINABILITY – Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	SOCIAL SUSTAINABILITY – Community Investment

