

CHINA HONGBAO HOLDINGS LIMITED 中國紅包控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 8316

2024

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THIS REPORT

Report Overview

This Environmental, Social and Governance Report (“**ESG Report**”) summarises the environmental, social and governance (“**ESG**”) initiatives, plans and performances of China Hongbao Holdings Limited (the “**Company**”), together with its subsidiaries (the “**Group**” or “**We**”), and demonstrates our commitment to environmental protection and sustainable development.

Reporting Period

This ESG Report describes the ESG activities, challenges and measures taken by the Group during the year ended 31 March 2024 (the “**Reporting Period**” or “**2024**”).

Reporting Scope

This ESG Report aims to provide a balanced representation of the efforts made by the Group on corporate social responsibility and mainly covers the Group’s ESG performance of its office in Hong Kong and the People’s Republic of China (the “**PRC**”) for the Reporting Period, representing major operating revenue activities under direct management control which include (i) the provision of foundation and other construction works and supply; and (ii) the provision of internet services (including integrated online-and-offline sales of food, daily necessities and other commodities (“**O2O commerce**”) and supply chain management).

Reporting Framework

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix C2 to the Rules Governing the Listing Securities on GEM of The Stock Exchange of Hong Kong Limited (the “**Exchange**”). During the preparation for this Report, the Group applied the reporting principles stipulated in the ESG Reporting Guide as follows:

Materiality: A high priority is given to issues important to the Group and its stakeholders. Through the interaction with internal management, employees and external stakeholders, the Group has identified various material sustainability issues that need to be addressed. The preparation of this ESG Report was based on these material issues. Please refer to the “Stakeholder Engagement” and “Materiality Assessment” sections in this ESG Report for further details.

Quantitative: Quantitative information is provided so that a measurable target can be set and the ESG performance can be evaluated objectively. Additional clarifications have been added to the quantitative data in this ESG Report to explain any standards, methodologies and conversion factors used in calculating emissions and energy consumption.

Balance: In this ESG Report, the Group provides an unbiased picture of its ESG performance by reviewing and disclosing the achievements, areas for improvement, and plans.

Consistency: This ESG Report’s scope and preparation are substantially consistent with the previous year’s, and explanations regarding data with a change in the scope of disclosure and calculation methodologies are provided.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ABOUT THIS REPORT (Continued)

Forward-looking Statements

This ESG Report contains forward-looking statements based on the current expectations, estimates, projections, beliefs, and assumptions of the Group about the businesses and the markets in which it and its subsidiaries operate. The forward-looking statement is not a guarantee of future performance and is subject to market risk, uncertainties, and factors beyond the control of the Group. Therefore, actual outcomes and returns may differ from the assumptions and statements in this Report.

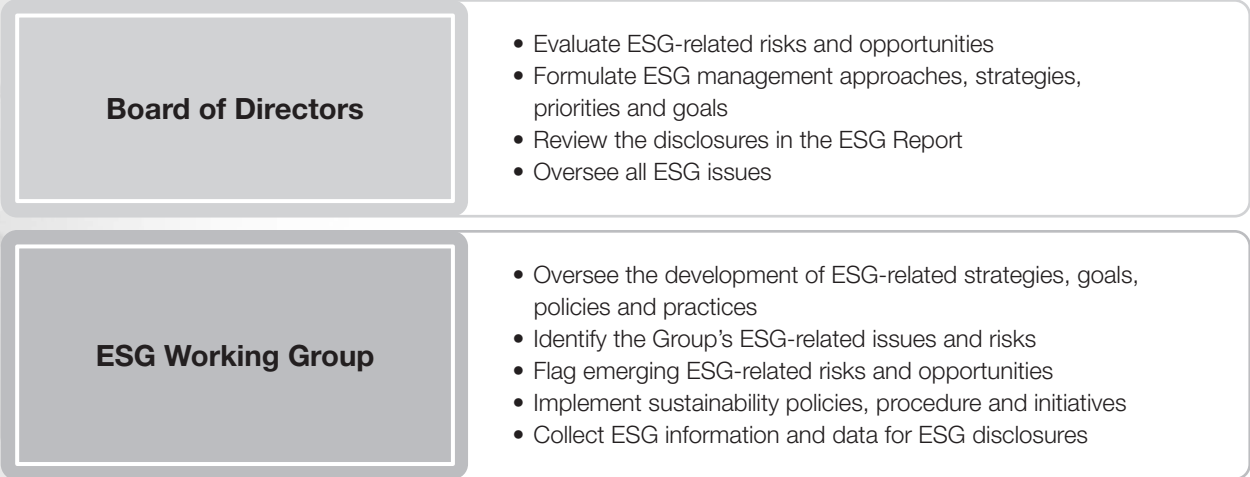
Contact Us

The Group welcomes all feedback and opinions from its stakeholders. If you have any advice or suggestions, we welcome you to contact us at info@quantongkonggu.com.

BOARD STATEMENT – THE ESG GOVERNANCE STRUCTURE

Statement from the Board

The board of directors of the Company (the “**Board**”) holds the ultimate responsibility for monitoring the Group’s ESG issues, including ESG management approaches, strategies and policies. To better manage the Group’s ESG performance and identify potential risks, the Board conducts materiality assessments with the assistance of the ESG Working Group established by the Group (the “**ESG Working Group**”) to draw up, prioritises and manages material ESG-related issues with reference to the opinions of our stakeholders. The Board sets up a general direction for the Group’s ESG strategies to ensure effectiveness in the control of ESG risks and internal control mechanisms.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

BOARD STATEMENT — THE ESG GOVERNANCE STRUCTURE (Continued)

The Board

The Board plays a crucial role in driving its ESG initiatives. The Board evaluates ESG-related risks and opportunities, formulates comprehensive management approaches, strategies, priorities, and goals to address these issues. Additionally, the Board reviews the disclosures in the ESG Report and provides oversight on all ESG-related matters, ensuring the Group's commitment to sustainable development is embedded throughout its operations and decision-making processes. This strong governance framework enables the Group to navigate the evolving ESG landscape proactively and create long-term value for its stakeholders.

Establishment of ESG Working Group

The Group has established an ESG Working Group. This ESG Working Group comprises core members from different departments and is responsible for systematically managing ESG issues. The designated personnel are responsible for collecting relevant information on ESG aspects for the preparation of the ESG Report. It periodically reports to the Board, assists in identifying and assessing the Group's ESG risks, and evaluates the implementation and effectiveness of the internal control mechanism, considering the businesses and markets the Group operates in. It also examines and evaluates the performance in different aspects such as environment, labour practices and other ESG aspects against ESG-related goals and targets.

STAKEHOLDER ENGAGEMENT

The Group recognises the responsibility and accountability of all our stakeholders. It aims to collaborate with its stakeholders to improve its ESG performance and create greater value for the wider community on a continuous basis. To understand and address their key concerns, the Group has maintained close communication with its key stakeholders. The Group takes stakeholders' expectations into consideration in formulating its businesses and ESG strategies by utilising diversified engagement methods and communication channels as shown below:

Major Stakeholders	Engagement Channels	Expectations
Investors and Shareholders	<ul style="list-style-type: none">• Annual General Meeting and Other General Meeting• Financial Statements• Announcements and Circulars• Company Website• Seminars	<ul style="list-style-type: none">• Compliant Operation• Information Disclosure• Financial Performance• Corporate Governance
Customers	<ul style="list-style-type: none">• Company Website• Corporate Reports and Announcements• Hotline and Emails	<ul style="list-style-type: none">• Project Quality• Personal Safety• Business Ethics• Privacy Protection
Suppliers	<ul style="list-style-type: none">• Supplier Meetings and Interviews• Periodic Assessments• Open Tendering• Regular Meetings• Circulars and Manuals• Company Website	<ul style="list-style-type: none">• Contract Performance• Business Ethics• Win-win Cooperation• Information Resources Sharing• Long-term Partnership

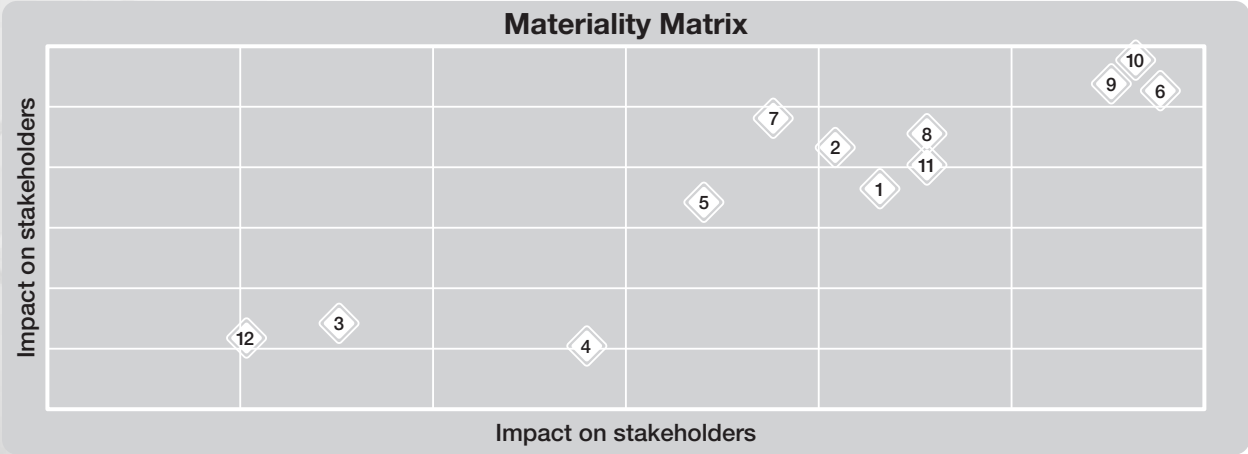
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

STAKEHOLDER ENGAGEMENT (Continued)

Major Stakeholders	Engagement Channels	Expectations
Employees	<ul style="list-style-type: none"> Regular Meetings Performance Appraisal Employee Activities Professional Training 	<ul style="list-style-type: none"> Health and Safety Equal Opportunities Welfare and Benefits Career Development Legal Rights and Interests
Government/Regulators	<ul style="list-style-type: none"> Corporate Reports and Announcements On-site Inspections Field Trips Tax Payments 	<ul style="list-style-type: none"> Taxation Compliance Employment Growth Regulatory Compliance Security Operations Business Ethics
Community and the Public	<ul style="list-style-type: none"> Community Involvement Community Investment Programs News Media 	<ul style="list-style-type: none"> Community Contributions Environmental Protection Ethical Operation

MATERIALITY ASSESSMENT

The ESG Working Group is responsible for the preparation of this ESG Report. By reviewing the Group’s operations and identifying relevant ESG issues, the ESG Working Group assesses the importance of related matters to the Group’s businesses and stakeholders. Based on the material ESG issues identified, feedback is collected from the relevant internal and external stakeholders of the Group. The result of the assessment is as below.



No. Material Topics	No. Material Topics
1. Waste Management	2. Energy Use Management
3. Environment and Natural Resources	4. Climate Change
5. Employment Practices	6. Health and Safety
7. Employee Development and Training	8. Prohibition of Child Labor and Forced Labor
9. Sustainable Supply Chain	10. Product and Service Quality
11. Anti-corruption	12. Social Welfare and Charity

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL

Environmental Targets

As part of our commitment to environmental sustainability, the Group has set ambitious ESG targets aligned with the PRC's national targets. By 2030, we aim to reach our carbon emissions peak and thereafter begin steady reductions. Ultimately, we are striving to achieve carbon neutrality by 2060 through extensive energy efficiency measures, renewable energy adoption, and emissions offsetting. These environmental objectives are a core pillar of our long-term business strategy, as we recognise the crucial role the private sector must play in combating climate change and preserving our planet for future generations.

Aspects	Unit	Base Year	2030 Targets (against base year)	Results
Electricity consumption intensity	MWh/mil revenue	2021/2022: 0.04	↓ 4%	2024: (On Progress)
Non-hazardous Waste consumption intensity	Tonnes/mil revenue	2021/2022: 0.003	↓ 5%	2024: (Achieved)
Greenhouse Gas ("GHG") emissions intensity	tCO ₂ /mil revenue	2021/2022: 5.95	↓ 8%	2024: (On Progress)

Emissions Control

Environmental stewardship and sustainable progress require collective action across industries and society. As a cornerstone business in Hong Kong, we are dedicated to embedding environmental sustainability into our core operations and minimising our ecological impact. The Group has implemented comprehensive environmental policies and integrated sustainable development principles throughout our activities. Our environmental management system aligns with ISO 14001 standards to ensure alignment with global best practices.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that would have a significant impact on the Group, including but not limited to the Environmental Protection Law of the PRC, the Water Pollution Prevention and Control Law of the PRC, Prevention and Control of Environmental Pollution by Solid Wastes of the PRC, Air Pollution Control Ordinance of Hong Kong, Waste Disposal Ordinance of Hong Kong, Noise Control Ordinance of Hong Kong, and Environmental Impact Assessment Ordinance of Hong Kong.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

Air Emissions

The Group's air emissions originate primarily from mobile sources and construction sites. This includes fuel consumption by the Group's vehicles as well as the operation of equipment such as air breakers and air compressors on construction projects. The exhaust gas generated by the Group includes nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and particulate matter ("PM").

Types of Air Emissions	Unit	FY2024	FY2023
Nitrogen Oxides (NO _x)	kg	2.61	8.52
Sulphur Oxides (SO _x)	kg	2.60	0.90
Particulate Matter (PM)	kg	0.19	0.63

The Group's business operations have fully resumed normal activities after the COVID-19 pandemic. During the Year, the diesel consumption increased with the progress of our construction projects, which resulted in an upward trend in SO_x emissions. However, the Group has continuously encouraged our employees to reduce the use of private cars, leading to a decreasing trend in NO_x and PM emissions. To reduce air emissions generated by construction works and mobile sources, the Group targeted measures to address these emissions sources. This includes:

- Screens and other barriers are used to suppress dust.
- Demolition areas and areas with surplus dusty materials are sprayed with water immediately prior to, during, and after construction activities.
- Conduct regular vehicle inspections and maintenance to enhance their efficiency and phased out substandard vehicles.
- Encourage workers to turn off engines whenever they are idle and plan routes in advance to reduce route repetition.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

GHG Emissions

The Group's GHG emissions are primarily caused by petrol and diesel for vehicles and mobile machinery (Scope 1) on construction sites and the consumption of electricity (Scope 2) at the office. The Group's GHG emissions performance was as follows:

Indicators ¹	Unit	FY2024	FY2023
Direct GHG Emissions (Scope 1)			
• Petrol and Diesel Consumption	tCO ₂ e	423.00	156.78
Energy Indirect GHG Emissions (Scope 2)			
• Electricity Consumption	tCO ₂ e	14.74	11.25
Total GHG Emissions (Scope 1 and Scope 2)	tCO ₂ e	437.73	168.03
Total GHG Emission Intensity ²	tCO ₂ e/mil revenue	4.47	1.66

Notes:

1. Emission data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, "The Green house Gas 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 II: Reporting Guidance on Environmental KPIs" issued by the HKEX, the latest released emission factors of China's regional power grid basis and the "2022 Sustainability Report" published by Hong Kong Electric Investments Limited.
2. For the Reporting Period, the Group recorded revenue of HK\$98 mil (2023: HK\$101 mil). The data is also used for calculating other intensity data.

Due to the end of the COVID-19 pandemic, the Group's business operations have fully resumed normal activities. During the Reporting Period, the overall energy consumption showed an increasing trend, leading to a rise in the total intensity of GHG emissions.

The Group has formulated internal policies and control systems to reduce GHG emissions generated from the Group's business activities. The Group has implemented measures as described under the sections headed "Air Emissions" and "Energy Management" to reduce energy consumption, thereby minimising carbon footprint.

Waste Management

- *Hazardous Waste*

Given the nature of the Group's core business activities in foundation services and internet services, the generation of hazardous wastes during our business operations is not a significant concern. Nonetheless, the Group has established clear guidelines governing the management and disposal of any hazardous wastes that may be produced. Should any hazardous wastes be produced, the Group will engage qualified waste collection providers to handle the disposal process in full compliance with the relevant environmental regulations and requirements.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

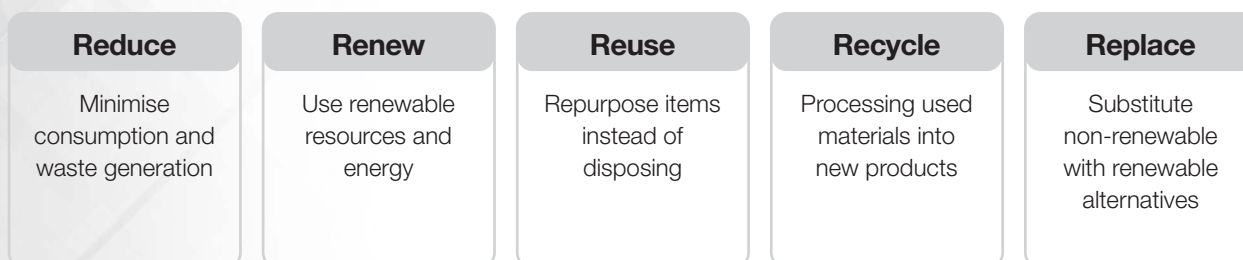
ENVIRONMENTAL (Continued)

- Non-hazardous Waste*

The non-hazardous wastes generated from the Group’s operations primarily consist of office paper waste and construction waste. Regarding construction waste, as the Group did not serve as the main contractor for any projects during the Reporting Period, the responsibility for handling this type of waste was passed on to the respective main contractors. Therefore, no data is available. The Group, however, integrates sustainability into its operations and uses eco-friendly materials in its projects.

Indicators	Unit	FY2024	FY2023
Total Non-hazardous Waste Produced	tonnes	0.55	1.10
• Office Paper		0.35	1.05
• Office Waste		0.20	0.05
Non-hazardous Waste Produced Intensity ²	tonnes/mil revenue	0.006	0.011

Different waste reduction initiatives have been launched in different working areas according to our 5Rs principle:



We monitor the consumption of paper to prevent abnormal paper usage. To create a paperless workplace, double-sided printers are used and electronic means for document circulation are adopted. Recycling bins are placed beside the printer to encourage paper recycling. Apart from paper, employees are also encouraged to bring their own lunch and avoid takeaway to reduce foam lunch box disposal.

- Sewage Discharge*

Given the nature of the Group’s business activities, wastewater will be generated and discharged at construction sites. To maximise the utilisation of water resources, the Group collects and treats this wastewater for reuse, such as for dust suppression measures on site. Additionally, a sewage treatment system is installed at each construction location to filter the wastewater before it is discharged into the public sewer system. These measures enable the Group to responsibly manage the wastewater produced through its operations. More water-saving initiatives will be described in the section headed “Water Management” in this ESG Report.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

Use of Resources

The Group is dedicated to becoming a resource-efficient and environmentally responsible enterprise to advance environmental protection. We persistently introduce resource optimisation and eco-friendly initiatives across the Group's operations, aiming to maximise the utilisation of resources in all our business activities. The Group has implemented relevant policies and procedures to govern the efficient use of fuel and electricity, with the objective of achieving greater energy efficiency and minimising unnecessary resource consumption.

Energy Management

Energy consumption of the Group includes diesel consumed by mobile machinery at construction sites, petrol consumed by Group's vehicles, and electricity used at the office. The Group's business operations have fully resumed normal levels with the end of the COVID-19 pandemic. The utilisation of the Group's vehicles has increased, the construction site projects have also progressed smoothly, and the office electricity consumption has also risen. These factors have led to an increase in the Group's overall energy consumption during the Reporting Period.

Indicators	Unit	FY2024	FY2023
Total Direct Energy Consumption	MWh	1,725.68	600.26
• Petrol	MWh	1,688.42	145.37
• Diesel	MWh	37.26	454.89
Total Indirect Energy Consumption	MWh	27.16	14.70
• Purchased Electricity	MWh	27.16	14.70
Total Energy Consumption	MWh	1,752.84	614.96
Total Energy Consumption Intensity	MWh/mil revenue	17.89	6.09

Given that transportation and diesel used at the construction sites makes up the majority of the Group's energy consumption, it has implemented corresponding measures to reduce fuel usage, as detailed in the section headed "Air Emission" above. In addition, to achieve greater overall energy efficiency, the Group has implemented the following policies:

- Reasonably allocate vehicles according to business needs to avoid excessive empty running and idling;
- Regularly maintain and service vehicles to keep them in optimal condition;
- Encourage employees to take public transportation or carpool to and from work;
- Explore the application of hybrid and all-electric new energy vehicle models;
- Optimise construction plans and machinery usage schedules — reasonably arrange the operating time and travel routes of various machinery to reduce idle and inefficient operation;
- Improve the skills of operating staff, provide fuel-saving driving training for them to develop good operating habits; and
- Gradually adopt renewable energy as a substitute for traditional diesel fuel.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

Water Management

We recognise water as a precious, shared resource that must be managed responsibly across our operations. While our direct water consumption is relatively low due to the nature of our business activities, which are primarily office-based and construction-focused, we are committed to implementing robust water conservation measures to minimise wastage and promote a culture of sustainability. To this end, we have instituted a range of water-saving initiatives, including installation of water-efficient fixtures, regular inspections and prompt repair of any leaks, and placement of signage to raise employees' awareness on the importance of water preservation. Through these efforts, we have been able to foster a greater sense of environmental stewardship among our workforces. As the relevant water consumption expenses of the Group are included in the management fee, the relevant water consumption data will not be disclosed for the time being. During the Reporting Period, the Group did not encounter any issue in sourcing water that was fit for purpose due to the geographic location that its business is operated.

Use of Packaging Materials

Due to the Group's business nature, it does not consume a significant amount of packaging materials.

The Environment and Natural Resources

By integrating environmental protection as a core tenet across operations, the Group is working towards the overarching goal of achieving long-term environmental sustainability. This holistic approach underscores the Group's commitment to operating as a responsible corporate citizen that prioritises environmental stewardship.

Noise Control

As a construction-focused enterprise, we recognise that our operations have the potential to generate noise pollution that can impact surrounding communities. Committed to being a responsible corporate citizen, we have implemented a robust noise management framework to minimise disruptions and safeguard the wellbeing of those living and working in proximity to our construction sites. Our Group and our subcontractors strictly adhere to the environmental protection laws stipulated by the Department of Environmental Protection and only conduct construction work during the authorised times and days. The construction sites are protected by temporary acoustic barriers. Vibrations are absorbed, and noise transmission is reduced with the use of noise-damping pads such as rubber or foam. In the case of non-compliance with environmental protection laws, our safety officers and on-site staff would take immediate corrective actions.

Construction Waste Control

Construction waste control is crucial for environmental sustainability and efficient project management. When planning a project, the Group considers waste reduction strategies and optimises formwork design to reduce material consumption and waste generation. We have implemented a recycling program on the construction sites.

As part of our waste management program, we develop a waste management plan that details the procedures for handling, storing, and disposing of waste. Waste materials such as timber, plywood, metal, and plastic are classified and separated for recycling. We ensure that the plan is clearly communicated to all workers and subcontractors involved in the projects. By implementing these strategies, the Group can effectively control and reduce construction waste during construction.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

Climate Change

Climate change has led to increasingly unpredictable weather patterns, posing risks for the construction industry's ability to plan effectively. To address this challenge, the Group is committed to mitigating climate-related risks, adapting to changing conditions, and managing climate change impacts across its operations. The Board provides oversight for the implementation of strategies and goals which focused on climate risk management and carbon neutrality. Through these proactive measures, the Group aims to enhance its resilience and preparedness in the face of the construction industry's vulnerability to the effects of climate change.

Identification of Climate Risks and Opportunities

In response to stakeholders' concerns and demand for higher transparency regarding the climate-related risks and opportunities, we strive to disclose risks, opportunities and our performance on climate-related matters to give our stakeholders insight into the strategic decisions and actions we are taking to address climate change. In 2024, we preliminarily identified climate-related risks and opportunities that the Group is facing.

We have taken the necessary steps to identify and assess the potential materiality of the risks and the opportunities. We have adopted a balanced approach, in which both positive and negative impacts will be considered, so that we can maximise the positive impacts and minimise the negative impacts on our business. Climate-related impacts have been categorised into physical and transition risks. Physical risks refer to the exposure of a business and/or value chain to physical hazards associated with a changing climate. Transition risks refer to the exposure of a business to regulators and market responses associated with a transition to a low-carbon economy to address mitigation and adaptation requirements related to climate change.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

Physical Risks

Risk Type	Hazard	Description	Mitigation Measures
Acute/Chronic	Coastal inundation	Sea water flooding due to high tides and waves can damage coastal land, infrastructure, and buildings.	<ul style="list-style-type: none"> • Explore business interruption insurance to cover potential losses • Arrange emergency drill and training
Acute	Surface flooding	Flooding can damage low-lying buildings or infrastructure. Changes in precipitation in a catchment also cause a river to exceed its capacity, inundating nearby areas.	<ul style="list-style-type: none"> • Implement work from home arrangement when necessary • Explore and research resiliency measures • Improve crisis management and transition plans
Chronic	Extreme wind	High wind conditions and typhoons may affect building and infrastructure.	<ul style="list-style-type: none"> • Evaluate emergency management procedures • Develop a strong supply chain to ensure timely delivery of products
Acute	Forest fire	A destructive fire that spreads via trees and forests may damage buildings and infrastructure.	<ul style="list-style-type: none"> • Carry out electricity saving measures
Acute/Chronic	Extreme heat	Electrical and mechanical components can fail under extreme heat.	<ul style="list-style-type: none"> • Modify employees' work and rest schedules • Install cooling facilities at operational sites

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

ENVIRONMENTAL (Continued)

Transition Risks

Risk Type	Overview	Description	Mitigation Measures
Market/ Technology Risk	Changing Demand	Changing demand be driven by changing social attitudes, economic activities, and governmental policies, reducing demand for our products due to inefficient use of energy or GHG emissions.	<ul style="list-style-type: none"> • Set carbon emission target and reduction plan • Implement energy management system • Investigate the potential of installing renewable energy facilities
Market Risk	Increasing in Operational Expense	Operational expenses, e.g. fossil fuel and labour costs, may change due to resource scarcity, changes in market needs, carbon price implications, and technological innovation.	<ul style="list-style-type: none"> • Explore lower cost alternatives for green production • Provide training to staff to comply with new regulations
Market Risk	Increasing Prices of Raw Materials	Supply-side disruptions could significantly impact raw material costs, which drive up supply chain costs, and affect our procurement activities.	<ul style="list-style-type: none"> • Develop strong supplier relationships with suppliers
Market/ Technology Opportunity	Increasing Demand for Green Energy	Increased demand for green energy sources will present new business opportunities.	<ul style="list-style-type: none"> • Closely monitor the market trend and government's policies

The identified risks and opportunities are being thoroughly considered when formulating our business strategy and objectives through policies, procedures, products, and services. Identification and assessment of climate-related risks are conducted at different levels within the Group and risks are profiled based on the magnitude of their potential impact and likelihood of occurrence. Once a risk is identified, relevant department will assess and implement mitigation controls, and conduct periodic review of the control mechanism to ensure effectiveness.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL

Employment

The Group attaches great importance to its employees' contribution and dedication to sustainable business development. Employment policies are formally documented in the Employee Handbook, covering recruitment, compensation, remuneration, diversity, equal opportunities, etc. The Group periodically reviews existing policies and employment practices to ensure continuous improvement of its employment standards and competitiveness in the industry.

During the Reporting Period, the Group was not aware of any material non-compliance with any relevant laws and regulations in relation to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, that would have a significant impact on the Group, including but not limited to the Employment Ordinance of Hong Kong, the Labour Law of the PRC, and the Labour Contract Law of the PRC.

Employee Well-being

We are committed to supporting the well-being and development of our employees so they can learn and grow in their careers. Our success is highly dependent on cultivating an inclusive, healthy and stimulating workplace for our people. By supporting their physical, mental well-being, and by ensuring they are equipped with the skills and knowledge to further their careers during a period of significant economic transformation, we build resilience for our colleagues.

While promoting inclusion, we celebrate individual differences and value diversity. We make use of the unique expertise, capabilities, breadth and perspectives of our colleagues for the benefit of our customers. By removing unnecessary barriers, we can attract and retain the best talent, support a wider customer base to achieve their goals over the long term, and stimulate growth in our communities. The below table illustrates our workforce diversity:

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

As of 31 March 2024, the Group's employee size breakdown was as below.

Breakdown of Employees	FY2024	FY2023
Total	76	74
By Gender		
Male	56	46
Female	20	28
By Age		
Below 30	13	16
30–50	55	43
Above 50	8	15
By Geographical Location		
PRC	26	34
Hong Kong	50	40
By Employment Type		
Full-time	76	73
Part-time	0	1

Talent Attraction and Retention

We put great emphasis on attracting and retaining talent. We recruit the best talent via multiple hiring channels and offer competitive remuneration with a wide range of benefits. Employee performance and remuneration are periodically reviewed based on an individual's overall contributions and market conditions, to ensure we are able to motivate colleagues in a way that is authentic to our culture and values. Our aim is to offer just and favourable conditions of work including the right to reasonable working hours, fair working conditions and pay.

During the Reporting Period, the overall employee turnover rate was approximately 9% (2023: 7%). The table below shows the employee turnover rate breakdown by gender, age group and geographical region:

Employee turnover rate	FY2024	FY2023
Overall turnover rate³		
By Gender		
Male	9%	7%
Female	10%	7%
By Age		
Below 30	15%	6%
30–50	9%	9%
Above 50	0%	0%
By Geographical Location		
PRC	8%	6%
Hong Kong	10%	8%

Notes:

- The employee turnover rate during the Reporting Period is calculated by the number of employees left in their specific categories during the Reporting Period/total number of employees in their specific categories as of 31 March 2024 × 100%.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Recruitment, Promotion and Dismissal

The Group is committed to adopt a fair and inclusive hiring process. All job applicants would undergo a selection process that is open, objective, and non-discriminatory. Candidates are evaluated solely based on their qualifications, suitability for the role, and ability to meet the Group's present and future needs. The Group does not discriminate against applicants on the basis of race, gender, religion, disability, marital status, sexual orientation, or any other protected characteristics.

The Group takes a transparent and merit-based approach to employee promotions. Regular performance appraisals are conducted by the Group's management to objectively evaluate staff's work performance. These annual reviews provide a platform for open dialogue between employees and their supervisors, allowing for constructive feedback on work quality, achievements, and opportunities for professional development. Promotions within the Group are determined solely based on these rigorous performance assessments, ensuring fairness and equal opportunity for all.

The Group has no tolerance for unfair and illegitimate dismissals and ensures the dismissal procedure is fair and open. Any termination of an employment contract would be based on reasonable and lawful grounds. Exit interviews will also be conducted with leaving employees to help us better understand the needs of our employees and to improve the overall working environment.

Diversity, Equal Opportunity and Anti-discrimination

The Group acknowledges the immense value of a diverse and talented workforce. As such, the Group is deeply committed to cultivating an inclusive and collaborative working environment where all employees can thrive. Equal opportunities are provided across all aspects of employment, and the Group maintains a workplace culture that is free from any form of discrimination or harassment based on race, religion, gender, disability, age, origin, marital status, or sexual orientation. Robust policies have been established and implemented to promote a fair and respectful workplace for all.

The Group firmly believes that by embracing diversity and inclusion, it can leverage the unique perspectives and skills of its employees to drive innovation and business success. This unwavering commitment to equality and non-discrimination underpins the Group's efforts to create a workplace that empowers and supports all individuals.

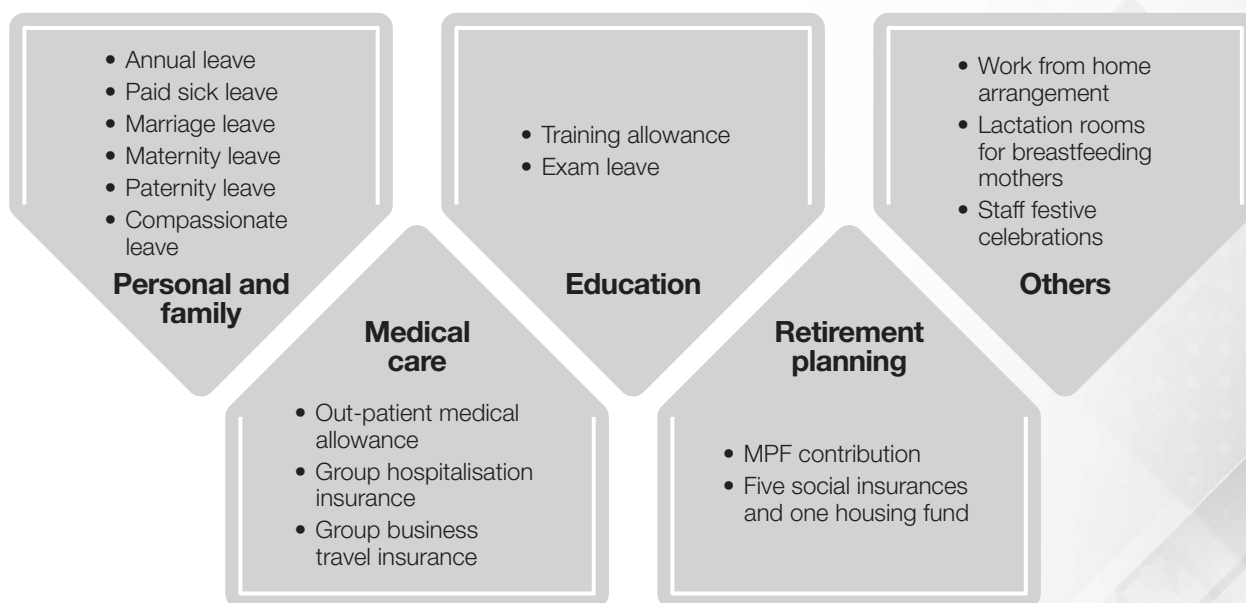
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Compensation and Remuneration

The Group offers a comprehensive remuneration package for our employees who are remunerated according to their contributions with reference to the market practice. A remuneration committee is established to make appropriate updates on the Group's remuneration standards annually. Remuneration packages of the Group include basic salary, leaves as stipulated by relevant laws and regulations, as well as discretionary bonuses.

The Group also provides a variety of leaves to cater for the needs of its employee, such as:



Engaging with Employees

The Group cultivates a strong sense of community and belonging amongst its employees through a variety of engaging activities and events. These include team-building exercises, staff birthday celebrations, and festive gatherings held throughout the year. By fostering a culture of work-life balance, well-being, and personal growth, the Group empowers its workforce and reinforces its core values.

To ensure transparent and effective communication, the Group utilises multiple channels, including emails, employee surveys, and internal meetings. Employees are encouraged to report any irregularities to their supervisors or the human resources department, with the assurance that all cases will be investigated and handled confidentially. This holistic approach to employee engagement and communication reflects the Group's commitment to creating a supportive, inclusive, and empowering working environment where all individuals can thrive and contribute to the Group's success.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Health and Safety

Employees' safety is regarded as the top priority of the Group. The Group is committed to providing a healthy and safe working environment for all employees and contractors and strives to achieve zero tolerance towards hazards, incidents, non-compliance, and accidents.

During the Reporting Period, the Group was not aware of any material non-compliance with health and safety related laws and regulations that would have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazard. The relevant laws and regulations include but are not limited to the Labour Law of the PRC and the Prevention and Treatment of Occupational Diseases Law of the PRC, the Occupational Safety and Health Ordinance of Hong Kong and the Employees' Compensation Ordinance of Hong Kong.

The Group has achieved zero work-related fatalities for three consecutive years (including the Reporting Period). During the Reporting Period, the Group had not lost any working days due to work injury.

Health & Safety Indicators	Unit	2024	2023	2022
Work-related fatalities	Numbers	0	0	0
Fatality rate	%	0	0	0
Lost days due to work injury	Days	0	0	0

Occupational Health and Safety Management Systems

The Group has established an occupational health and safety management system and relevant procedures for the prevention and remediation of safety accidents in projects. This management system has been implemented with the requirements of ISO 14001 international standards and reviewed regularly. A safety committee has been established to identify, recommend, and review measures to improve workers' health and safety. Besides, the Group has acquired staff medical insurance, which reimburses employees for any unexpected medical costs. The insurance plan is closely monitored and adjusted according to the headcounts of the year.

Safety Training and Inspection

The Group has established comprehensive occupational safety and environmental training programs for all employees. Emergency protocols are in place, with the safety officer conducting regular competency assessments and maintaining training records for employees and subcontractors. Employees are empowered to provide feedback to further enhance workplace safety. This demonstrates the Group's steadfast commitment to the health and well-being of its workforce.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Development and Training

We aim to build a dynamic environment where our colleagues can develop skills and undertake experiences that help them fulfil their potential. Our human capital management strategy places priority on equipping our people with continuing education and personal development opportunities. New employees would receive orientation training to familiarise themselves with our values, strategy, purpose and corporate culture. For existing employees, a number of training programmes, including in-house seminars, training workshops and talks, are provided to facilitate continuous improvement in their technical capabilities and personal development. Furthermore, we provide examination leave and discretionary training allowances for selected external courses.

During the Reporting Period, the Group achieved a 6.58% (2023: 42%) overall training rate and a total training hour of 10 (2023: 20.5) hours. The table below shows the employee training data by gender and employee category:

The composition of employee training by gender and employment categories are as follows:

Composition of Employee Training⁴	FY2024	FY2023
By Gender		
Male	80%	77%
Female	20%	23%
By Employment Category		
Senior Management	100%	3%
Middle Management	0%	13%
General Staff	0%	84%

The average number of training hours completed per employee by gender and employment categories are as follows:

Average Number of Training Hours⁵ (hours)	FY2024	FY2023
By Gender		
Male	0.14	0.37
Female	0.10	0.13
By Employment Category		
Senior Management	0.50	0.25
Middle Management	0	0.35
General Staff	0	0.25

Notes:

- Breakdown of employees trained is calculated by the total number of trained employees in the specified category/number of employees trained as of 31 March 2024 × 100%.
- Average training hours for employees in relevant categories is calculated by the total number of training hours for employees in the specified category/number of employees in the specified category as of 31 March 2024.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Labour Standards

The Group maintains a strict policy of prohibiting the use of child labour and forced labour in any of its operations. We are firmly committed to upholding the highest ethical standards and ensuring the respect of human rights across our entire value chain. This commitment is a core tenet of our corporate values and business practices.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations that would have a significant impact on the Group relating to preventing child and forced labour, including but not limited to the Labour Law of the PRC, the Provisions on the Prohibition of Using Child Labour of the PRC, the Employment Ordinance of Hong Kong and the Employment of Children Regulations of Hong Kong.

Prevention of Child and Forced Labour

The Group strictly adheres to regulations regarding the employment of minors. During the recruitment process, the human resources department will verify the applicant's identity documents and ensure that they have reached the minimum age for employment. The Group stipulates the working days and rest time for employees in the employment contract to eliminate forced labour, and carefully monitor the employee working hours and schedules to ensure they work voluntarily and freely. When overtime is required, employees are properly compensated as required by law.

Managers are responsible for ensuring compliance with the Group's policies to eliminate human trafficking and modern slavery by raising concerns on abnormal work conditions or behaviours. If any child labour or forced labour is found, the Group will immediately stop all work of the identified child labour or forced labour. Follow-up investigations will be conducted to find out the reasons and modify the employment management measures to rectify the loopholes.

If any violations were to be detected, the Group would immediately cease any labour activities. Any false documents would be considered fraudulent, and the Group would have the right to terminate the labour contract immediately.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Supply Chain Management

The Group has implemented a robust supply chain management system to ensure its suppliers adhere to stringent requirements in regulatory compliance, integrity, and sustainability. To provide clear guidance, the Group has established a comprehensive Supplier Code of Conduct. This policy outlines the management of environmental and social practices for all suppliers. All the Group's suppliers and business partners, including subcontractors, are expected to comply with relevant environmental and social laws and regulations. They are also required to align their practices with the Group's own environmental and social policies. This holistic approach enables the Group to work collaboratively with its supply chain partners to uphold the highest standards of ethical and sustainable business conduct. During the Reporting Period, we had 336 suppliers, 9 and 327 of which were located in Hong Kong and China respectively.

Geographical region	FY2024	FY2023
Hong Kong	9	20
PRC	327	345

All the above suppliers are subject to relevant supply chain policies and practices relating to engaging suppliers mentioned below.

Supplier and Subcontractor Management

The Group has implemented comprehensive supply chain procedures to select suppliers and subcontractors that meet the quality, service level, environmental, and safety standards required by its customers. An approved list of suppliers and subcontractors is maintained, with factors such as financial and operational background, pricing, and contractual terms taken into consideration during the annual review process.

Additionally, the Group conducts thorough safety performance evaluations on all subcontractors on the approved list. This ensures they are fully aware of, and in compliance with, the Group's stringent safety standards. Subcontractors who fail to meet these requirements may be suspended or removed from the approved list. By rigorously vetting its supply chain partners, the Group ensures the seamless delivery of high-quality products and services while upholding its commitment to environmental protection and workplace safety.

Green Procurement

The Group prioritises the procurement of environmentally friendly products that are competitively priced and of high quality. This not only safeguards the health and safety of its customers but also helps prevent pollution and promotes the efficient use of natural resources. Before making any procurement decisions, the Group will conduct due diligence and assessments on suppliers to avoid environmental and social risks along the supply chain. Whenever possible, the Group selects local suppliers and eco-friendly products and services, reducing the carbon footprint associated with its procurement activities while supporting local economic development and employment.

Beyond environmental factors, the Group also closely monitors its suppliers and subcontractors to ensure compliance with relevant social laws and regulations. This includes verifying their adherence to standards related to worker health, safety, forced labour, and child labour. Through this comprehensive approach, the Group upholds its commitment to maintaining sustainable and ethical business practices across its entire supply chain.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Product Responsibility

By prioritising quality throughout the project lifecycle, the Group is able to provide its customers with exceptional experiences. This not only strengthens the Group's reputation and competitiveness but also lays a solid foundation for its continued success and expansion.

During the Reporting Period, the Group was not aware of any incidents of non-compliance with related laws and regulations concerning health and safety, advertising, labelling, and privacy matters relating to products and services provided and methods of redress that would have a significant impact on the Group. The relevant laws and regulations include but are not limited to the Advertising Law of the PRC, the Trade Descriptions Ordinance of Hong Kong and the Personal Data (Privacy) Ordinance of Hong Kong.

Quality Management

Our conduct approach guides us to provide the best for our customers. It is embedded into the way we design, market and manage products and services. Our policies require that products must be fit-for-purpose throughout their lifecycle, meeting regulatory requirements and ethical standards. Before delivery, all contracting projects are subjected to strict quality inspection. Communication and feedback channels are created for quality assurance and recall procedures.

During the Reporting Period, the Group was not aware of any cases where products sold or shipped were subject to recalls for safety and health reasons.

Customer Service

We believe that providing our clients with a high-quality experience is the best way to enhance customer loyalty and attract new customers. The Group maintains ongoing communication with our customers through regular meetings as well as phone and email communications. Projects' progress and obstacles are discussed honestly and openly. To improve on how we serve our customers, we must be open to feedback and acknowledge our occasional flaws. We have adapted quickly to support our customers in facing new challenges and adopting new ways of working. We aim to be open and consistent in how we track, record and manage complaints. We have a consistent set of procedures that enable us to remain customer-focused throughout the complaint process. We did not receive any products or service related complaint during the Reporting Period.

Protection of Customers' Information and Privacy

The Group treats all confidential business and customer data with the utmost care and security. Access to sensitive information such as tender and quotation details is strictly limited, with employees required to sign confidentiality agreements to protect customer privacy. No complaints regarding leakage of data have been reported during the Reporting Period.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Protection of Intellectual Property Rights

Intellectual property rights play a vital role in fostering innovation and creativity, ultimately enhancing societal competitiveness and improving human well-being. Recognising the importance of intellectual property, the Group has implemented comprehensive procedures and guidelines to ensure its operations at all levels strictly respect and do not infringe upon intellectual property rights. By safeguarding intellectual property, the Group not only protects its own innovative capabilities but also contributes to an environment that encourages the development of new ideas and technologies. This approach supports the Group's long-term growth and sustainability while upholding its commitment to ethical and responsible business practices.

Advertising and Labelling

As the Group's operational process does not involve advertising and labelling practices, the disclosure of information relating to advertising and labelling is not applicable to the Group.

Anti-corruption

The Group is deeply committed to maintaining the highest standards of integrity in all of its operations. To this end, the Group has implemented a robust risk management framework and comprehensive policies designed to govern, monitor, and report on any unlawful behaviour. No employee shall abuse his or her position to obtain illegal benefits in the form of money or non-pecuniary benefits.

The Group has zero tolerance for any corruption-related cases. Suppliers and third-party companies are required to sign anti-bribery agreements to ensure the integrity of all transactions, as an effective anti-corruption program requires full cooperation by all stakeholders. Anti-corruption-related training is conducted regularly for directors and staff. During the Reporting Period, all directors received online anti-corruption training to study the latest anti-corruption policies.

During the Reporting Period, the Group was not aware of any material non-compliance with related laws and regulations of bribery, extortion, fraud and money laundering that would have a significant impact on the Group, including but not limited to the Criminal Law of the PRC, the Company Law of the PRC, and the Prevention of Bribery Ordinance of Hong Kong. During the Reporting Period, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees.

Whistle-blowing Mechanism

A whistle-blowing Policy is set up and regularly reviewed and monitored to encourage and allow employees to raise concerns about possible improprieties in matters of financial reporting, compliance, and other malpractices at the earliest opportunity.

Employees can raise concerns, in confidence, about possible improprieties, such as misconduct and malpractice, in any matter related to the Group. Complaints received will be handled in a prompt and fair manner. The policy aims at protecting the whistle-blowers from unfair dismissal, victimisation, and unwarranted disciplinary actions.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

SOCIAL (Continued)

Community Investment

The Group is deeply committed to supporting the communities in which it operates, recognising the challenges posed by the pandemic and the transition to a sustainable future. To empower people with the skills to thrive, the Group has developed programs that build capabilities to navigate the shift towards a low-carbon economy, fulfilling its responsibility as a corporate citizen and positioning local stakeholders for long-term prosperity and resilience. Our area of contribution is to inspire our employees' sense of social responsibility by encouraging them to care for the elderly and underprivileged during their work and spare time. The Group also believes that participating in activities that contribute to society can increase our employees' civic awareness while establishing correct values. We are engaged in long-term social responsibility and environmental protection in the future that will help build a green and harmonious community and help the underprivileged communities in various ways.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect A1: Emissions		
General Disclosure	Information on: (i) the policies; and (ii) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental
KPI A1.1	The types of emissions and respective emissions data.	Emissions Control — Air Emissions
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Emissions Control — GHG Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Emissions Control — Waste Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Emissions Control — Waste Management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Targets
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 Control — Waste Management
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 — Energy Management
KPI A2.2	Water consumption in total and intensity.	Use of Resources — Water Management
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Targets

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED (Continued)

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
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 Targets
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources — Use of Packaging Materials
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact 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 — Noise Control, Construction Waste Control
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.	Climate Change — Physical Risks, Transition Risks
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.	Climate Change — Physical Risks, Transition Risks
Aspect B1: Employment		
General Disclosure	Information on: (i) the policies; and (ii) 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.	Employment
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Employment — Employee Well-being
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment — Talent Attraction and Retention

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED (Continued)

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B2: Health and Safety		
General Disclosure	Information on: (i) the policies; and (ii) 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.	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, and how they are implemented and monitored.	Health and Safety – Occupational Health and Safety Management Systems, Safety Training and Inspection
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: (i) the policies; and (ii) compliance with relevant laws and regulations that have a significant impact on the issuer 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 – Prevention of Child and Forced Labour
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards – Prevention of Child and Forced Labour

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED (Continued)

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
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, and how they are implemented and monitored.	Supply Chain Management — Supplier and Subcontractor 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 — Supplier and Subcontractor Management, Green Procurement
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 — Green Procurement
Aspect B6: Product Responsibility		
General Disclosure	Information on: (i) the policies; and (ii) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling 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 — Quality Management
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Product Responsibility — Customer Service
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility — Protection of Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility — Quality Management
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility — Protection of Customers' Information and Privacy

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED (Continued)

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B7: Anti-corruption		
General Disclosure	Information on: (i) the policies; and (ii) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	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.	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption – Whistle-blowing Mechanism
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
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.	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