



時代集團控股有限公司
SITOY GROUP HOLDINGS LTD.

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 1023



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

2024



COLE HAAN



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ABOUT THE REPORT

The Environmental, Social and Governance (“ESG”) Report elaborates on various types of work done by Sitoy Group Holdings Limited (the “Company”) and its subsidiaries (collectively the “Group”) to fully implement the concept of sustainable development and perform its corporate social responsibilities, and its environmental and social performance from 1 July 2023 to 30 June 2024 (the “Year”).

SCOPE OF THE REPORT

The ESG Report focuses on the environmental and social performance of the Group’s manufacture and sale of handbags, small leather goods and travel goods business in the People’s Republic of China (the “PRC” or “Mainland China”) and Hong Kong during the Year. The key performance indicators (“KPIs”) disclosed in the ESG Report are based on the data collected from the Group’s subsidiaries, namely (i) Dongguan Shidai Leather Products Factory Co., Ltd. (“Dongguan Shidai”) and (ii) Sitoy (Yingde) Leather Products Co., Ltd. (“Yingde Leather”). The scope of the ESG Report has been carefully determined based on the entities of the Group’s operations that have significant environmental and social impacts.

REPORTING FRAMEWORK

The ESG Report was prepared in accordance with the “Environmental, Social and Governance Reporting Guide” under Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and in compliance with the mandatory disclosure requirements and “comply or explain” provision thereof.

REPORTING PRINCIPLES

In preparing this report, we meet the four reporting principles stipulated in the Guide – “materiality”, “quantitative”, “consistency” and “balance”.

Materiality:

Stakeholder engagement and materiality assessment were conducted for the determination of the content of the ESG Report. The Group has identified ESG-related issues, collected and reviewed the views of internal management and various stakeholders, assessed the relevance and materiality of the issues, and prepared and validated the information in the ESG Report. The ESG Report covers a comprehensive range of material ESG issues of concern to the Group’s stakeholders.

Quantitative:

The Group has disclosed quantitative environmental and social KPIs in the ESG Report. To enable stakeholders to have a full understanding of the Group’s ESG performance, the standards, methodologies, references and conversion factors used to calculate the KPIs are described wherever appropriate.

Consistency:

The Group uses consistent reporting and calculation methods, as far as reasonable, to facilitate the comparability of ESG performance between years. In case of any changes in methodologies, the Group will present and explain in details in the corresponding sections.

Balance:

The Group discloses the ESG achievement and areas for improvement in a transparent and unbiased manner for objective review by stakeholders.

INFORMATION AND FEEDBACK

For detailed information about the environmental, social and corporate governance of the Group, please refer to the official website (www.sitoy.com). Your opinions are highly valued by the Group. Should you have any advice, please contact the Group at esg@sitoy.com.

KEY HIGHLIGHTS

Achievement in Multiple Environmental Aspects:

Accredited both “Wastewi\$e” Certificate in Good Level and “Energywi\$e” Certificate in Basic level by Hong Kong Green Organisation Certification, received a Certificate of Merit in the “Hong Kong Awards for Environmental Excellence” as well as being recognised as “Hong Kong Green Organisation”

Attainment of Internationally Nationally
Recognised Certification:
WRAP Certification
Advanced AEO Certification

Locally Recognised
Awards and Honors:
“Happy Company”
and “Caring
Company”

Commitment to
Sustainable
Development:
ESG Pledge Scheme

Community Donation:
> HKD537,000

Sustainable Products:
Generation ZERØGRAND II and 5.0 ZERØGRAND
EMBROSTITCH RUNNING SHOE

BOARD STATEMENT

Effective ESG governance approach is vital to the sustainable development of the Group. With the aim of ensuring proper ESG governance within the Group, the board of directors (the “Board”) of the Group has established an Environmental, Social and Governance Committee (the “ESG Committee”).

The ESG Committee identifies and manages ESG-related risks, while authority has been properly delegated to the management of the Group to execute ESG policies. To better manage ESG-related matters, the ESG Committee keeps track of local and international emerging market trends regarding ESG-related issues that may potentially impact its business operations, and make timely adjustment to its strategies accordingly. The ESG Committee holds regular meetings every year and upon request of any member of the ESG Committee, and in accordance with its term of reference, has the following responsibilities, including but not limited to:

- Propose long-term development plan and sustainable development policies;
- Monitor and review the Group’s compliance with ESG-related laws and regulations set by regulatory authorities;
- Identify material ESG risks and opportunities and determine their relevant importance to the business operation through reviewing and assessing internal operation; and
- Formulate sustainable development strategies in all ESG aspects, including health and safety, community relations, environment, human rights and anti-corruption.

To gather the opinions of the Group’s stakeholders on ESG issues, the ESG Committee has engaged a third-party ESG consultant in conducting a materiality assessment to identify issues that are likely to influence the business and our stakeholders, especially on the environmental and social aspects. The issues would be reviewed and prioritised, and those with high significance to the Group and stakeholders are considered material. The ESG Committee reviews and concludes the material ESG issues of the Group. In addition, the ESG Committee regularly reviews the stakeholder communication channels to ensure effective communication between the Group and different stakeholders.

BOARD STATEMENT

With the aim of formulating and executing effective ESG policies and measures, the ESG Committee reviews the plans and execution of ESG-related work with respect to its targets and goals during regular meetings. The Group also shares its progress in ESG with different stakeholders, most notably through the Group's annual ESG Report. The chairman of the ESG Committee also has to attend the annual general meeting to answer questions thereat on the ESG Committee's activities and responsibilities.

The Group has joined the ESG Pledge Scheme organised by The Chinese Manufacturers' Association of Hong Kong and co-operated with Hong Kong Brand Development Council. The scheme aims at strengthening the concern of sustainable development. By joining the scheme, the Group has demonstrated our commitment to adopt, practice and promote the concept of sustainable development. Also, we have also committed to formulating specific and concrete action plans to fulfill the concept.



BOARD STATEMENT

COMMUNICATION WITH STAKEHOLDERS

The Group attaches great importance to the opinions of different stakeholders, which form the basis for the Group to formulate short-term and long-term strategies for sustainable development. With an aim of communicating effectively with stakeholders, the Group strives to understand and respond to their expectations and needs through a wide range of communication channels.

| Stakeholders | Expectations and Requirements | Means of Communication and Response |
|----------------------------------|---|---|
| Government and Regulators | <ul style="list-style-type: none"> • Strict compliance with national policies, laws and regulations • Paying taxes in full and on time • Production safety | <ul style="list-style-type: none"> • Regular information reporting • Regular meetings with regulators |
| Shareholders | <ul style="list-style-type: none"> • Returns • Compliant operation • Enhancement of company value • Transparency of information and effective communication | <ul style="list-style-type: none"> • General meetings • Company announcements • Email, telephone communication and company website |
| Business Partners | <ul style="list-style-type: none"> • Operational integrity • Performance of contracts • Mutual benefit and win-win result | <ul style="list-style-type: none"> • Business communications • Engagement and cooperation |
| Customers | <ul style="list-style-type: none"> • Outstanding products and services • Health and safety • Performance of contracts • Operational integrity | <ul style="list-style-type: none"> • Customer communication meetings • Return visits • Social media platforms |
| Environment | <ul style="list-style-type: none"> • Energy conservation and emission reduction • Ecosystem protection • Reasonable water consumption | <ul style="list-style-type: none"> • Communication with local environmental department • Communication with local residents |
| Industry | <ul style="list-style-type: none"> • Establish industry standards | <ul style="list-style-type: none"> • Communication with local labour department • Participation in industry forums • Visits and mutual inspections |
| Employee | <ul style="list-style-type: none"> • Protection of rights • Occupational health and safety • Remunerations and benefits • Humanitarian Care | <ul style="list-style-type: none"> • Employee communication meetings/ activities • Training and workshops • Employee activities |
| Community and the Public | <ul style="list-style-type: none"> • Participation in charity | <ul style="list-style-type: none"> • Company website • Company announcements • Interview with media • Mutual visits |

BOARD STATEMENT

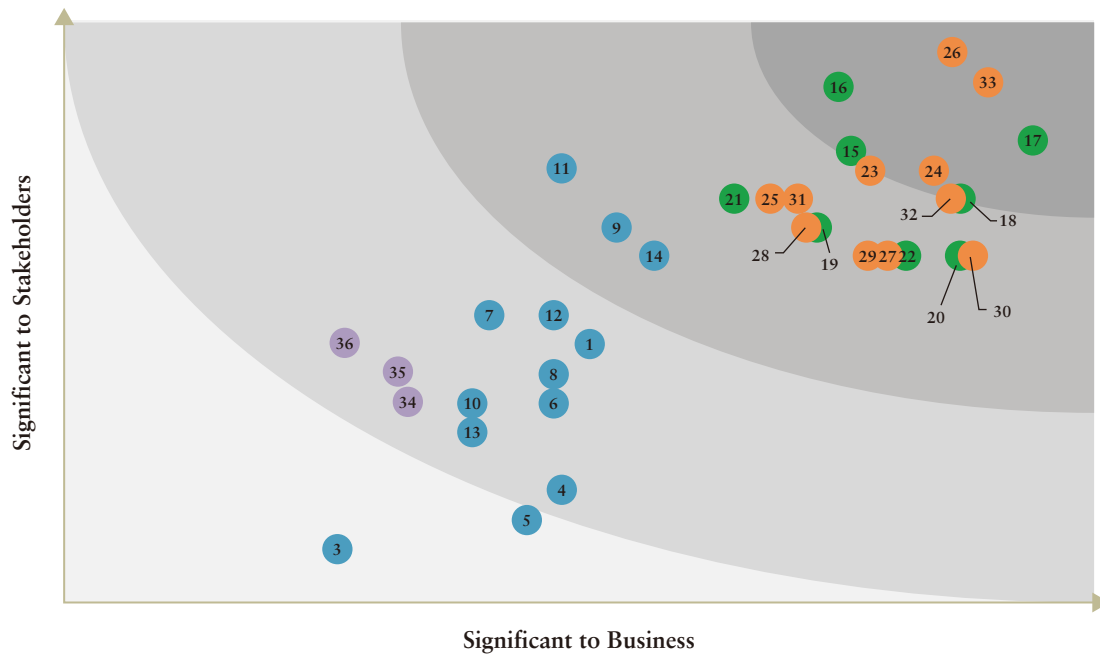
In the future, the Group will continue enhancing the level of stakeholder engagement so as to more comprehensively collect stakeholders' opinions towards the Group's business and ESG strategies.

MATERIALITY ASSESSMENT

To establish a precise and efficient ESG management strategy, the Group undertook a materiality assessment supported by a third-party ESG consultant during the Year to pinpoint ESG issues crucial to the Group's operations and stakeholders. This materiality assessment was conducted in 4 main phases:

1. Identified several ESG-related concerns that may have potential implications for the business or stakeholders based on the industry and the Group's business characteristics.
2. Organised a survey to collect data on the significance that both internal and external stakeholders of the Group place on ESG-related matters and to grasp their expectations regarding the Group's approach and transparency in addressing ESG concerns.
3. Compared the survey findings with the ESG Industry Materiality Map and the SASB Materiality Map produced by Morgan Stanley Capital International (MSCI) and the Sustainability Accounting Standards Board (SASB), respectively.
4. Identification of material ESG issues has been conducted, and the matrix below demonstrated the prioritisation of ESG-related concerns.

BOARD STATEMENT



| Environment | | Employment and Labour Practices | | Operation Practices | | Community Investment | |
|-------------|--|---------------------------------|--|---------------------|----------------------------------|----------------------|------------------------------------|
| 1. | Environmental Compliance | 15. | Employment Compliance | 23. | Operational Compliance | 34. | Charity |
| 2. | Air Pollutant Management | 16. | Labour Management | 24. | Supply Chain Management | 35. | Promotion of Community Development |
| 3. | Fleet Emissions Management | 17. | Remuneration and Benefits | 25. | Procurement Practices | 36. | Poverty |
| 4. | Wastewater Management | 18. | Working Hours and Rest Periods | 26. | Product Quality Management | | |
| 5. | Greenhouse Gas Emission | 19. | Diversity and Equal Opportunity | 27. | Customer Health and Safety | | |
| 6. | Waste Management | 20. | Occupational Health and Safety | 28. | Responsible Sales and Marketing | | |
| 7. | Energy Consumption | 21. | Training and Education | 29. | Customer Service Management | | |
| 8. | Use of Water Resources | 22. | Prevention of Child Labour and Forced Labour | 30. | Intellectual Property Protection | | |
| 9. | Green Office | | | 31. | Research and Development | | |
| 10. | Green Building | | | 32. | Information Security | | |
| 11. | Use of Raw Materials and Packing Materials | | | 33. | Anti-Corruption | | |
| 12. | Ecological Protection | | | | | | |
| 13. | Responding to Climate Change | | | | | | |
| 14. | Prevention and Handling of Environmental Incidents | | | | | | |

BOARD STATEMENT

Following the materiality assessment process outlined above, the Group has identified 9 significant ESG issues. The table below details the key ESG issues determined through the Group's assessment and their corresponding sections in the report.

| Aspects | Material Issues | Corresponding Sections |
|--|------------------------------------|---|
| Employment and Labour Practices | 15. Employment Compliance | Employment Policies |
| | 16. Labour Management | Summary of Key Performance Indicator – Social Aspects |
| | 17. Remuneration and Benefits | Salary and Benefits |
| | 18. Working Hours and Rest Periods | Employment Policies |
| Operation Practices | 23. Operational Compliance | Operation Management |
| | 24. Supply Chain Management | Supply Chain Management |
| | 26. Product Quality Management | Quality Control |
| | 32. Information Security | Privacy and Intellectual Property Protection |
| | 33. Anti-Corruption | Anti-Corruption |

ENVIRONMENTAL PROTECTION

The Group is engaged in the design, research, development, manufacture, sale, retailing and wholesale of handbags, small leather goods, travel goods and footwear products, the provision of advertising and marketing services and property investment. As the Group's manufacturing and operating facilities are mainly based in the PRC, the Group complies with local relevant environmental laws and regulations, including but not limited to "Environmental Protection Law of the PRC", "Law of the PRC on the Prevention and Control of Atmospheric Pollution", "Law of the PRC on Prevention and Control of Water Pollution" and "Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Wastes". Non-compliance with applicable provisions was not observed during the Year.

As a corporate citizen, the Group attaches great importance to conducting its business in an environmentally sustainable manner. For example, Dongguan Shidai and Yingde Leather have formulated a comprehensive environmental management system including, among others, their environmental management approach and structure, policies for handling emissions, management of environmental pollution accidents, procedures and criteria in setting environmental-related goals and targets. Internal reviews are conducted on a regular basis to evaluate the effectiveness of the environmental management system.

Employees' understanding and participation in environmental protection are important for the Group to realise its environmental protection policies and measures. Therefore, Dongguan Shidai and Yingde Leather has provided regular trainings regarding its environmental policies, in order to enhance employees' participation in and awareness of environmental protection.

ENVIRONMENTAL GOALS AND PROGRESS

The Group is committed to maintaining transparency and tracking the progress of the various initiatives that address our goals set in the Year. The table below highlights our environmental-related goals in different aspects. The Group also ensures that the environmental impacts of its production bases are minimised through continuous improvement and promises to constantly monitor the progress of its goals.

ENVIRONMENTAL PROTECTION

| Aspects | Our Goals | Progress | Section with Corresponding Measures |
|-------------|--|---|-------------------------------------|
| Emissions | <ul style="list-style-type: none"> Gradually reduce the emissions of harmful gases from production process Commit to the long-term production of carbon dioxide neutral products and the provision of carbon dioxide neutral services Continue to drive the transition to the use of renewable energy instead of traditional fuels | <ul style="list-style-type: none"> Upgraded Dongguan Shidai's exhaust gas purification treatment equipment to reduce the emission of harmful gaseous volatile organic compounds ("VOCs") Increased the portion of recycled material in our product in compliance with Global Recycled Standard ("GRS") to reduce carbon footprint The greenhouse gas ("GHG") emissions have experienced a minor increase attributable to the slight rise in electricity consumption resulting from the transformation of the original dormitory into a broadcasting building | Emission Management |
| Waste | <ul style="list-style-type: none"> Maximise resource utilisation, with the goal of establishing a production process that will not cause serious damage to the environment Reduce waste paper and other waste generated during production processes and from the use of our products | <ul style="list-style-type: none"> Hazardous waste remains the same as last reporting year in terms of intensity Non-hazardous waste reduced by 19% in terms of intensity in the comparison of last reporting year | Emission Management |
| Electricity | <ul style="list-style-type: none"> Reduce the electricity consumption of Dongguan Shidai by 1% based on the consumption in 2023 of 563,110 Wh Prioritise the use of energy-saving, highly efficient and environmentally friendly equipment and machinery Continue to drive the transition to the use of renewable energy instead of traditional fuels | <ul style="list-style-type: none"> Electricity consumption of Dongguan Shidai has experienced a minor increase attributable to the slight rise in electricity consumption resulting from the transformation of the original dormitory into a broadcasting building Yingde Leather continues to drive the transition to the use of renewable energy by replacing the conventional street lamps to solar street lights Consideration of using new energy, such as solar energy | Sustainable Operation |
| Water | <ul style="list-style-type: none"> Reduce the water consumption of Dongguan Shidai by 1% based on the consumption in 2023 of 95,455 tons Continue to implement water conservation measures so as to reduce water consumption | <ul style="list-style-type: none"> Water consumption of Dongguan Shidai has slightly increased due to the water use during the transformation of the original dormitory into a broadcasting building, along with the utilisation of water sprinklers on the rooftop of Warehouse 2 for cooling purposes | Sustainable Operation |

ENVIRONMENTAL PROTECTION

EMISSION MANAGEMENT

Apart from complying with relevant local laws and regulations relating to the management of air emission, water discharge and solid waste, the Group endeavours to control and mitigate environmental pollution, and strictly controls the management of exhaust emissions from the manufacturing process.

Air Emissions

Major sources of exhaust emission from the Group include the industrial exhaust emission generated during the paint spraying process and gluing process by Dongguan Shidai as well as emissions from vehicle exhaust and stationary combustion sources.

Exhaust emission generated from the glue sprayer in the gluing process is transferred to a closed water tank for dilution, sedimentation, filtration and disinfection before discharge. Regular inspection by third-party consultants and clearance of emission pipelines is carried out by Dongguan Shidai to ensure proper functioning.

Dongguan Shidai has a well-established management plan for the installation of the paint spraying process and gluing process so as to meet the continuously improving requirements of environmental protection. The details of the management plan are as below:

- Replace old, less efficient facilities of the paint spraying process;
- Centralise the installation of paint spraying equipment for more standardised management; and
- Upgrade the exhaust gas purification treatment equipment of paint spraying process and gluing process.

For vehicle exhaust emission, the Group conducts regular vehicle maintenance and requires drivers to switch off idling engines to minimise the environmental impacts of vehicle exhaust emission. In addition, the Group also offers training sessions to drivers to enhance their awareness of low carbon driving such as avoiding sudden acceleration.

Wastewater

The Group strictly adheres to policies and laws such as “Water Pollution Prevention and Control Law of the People’s Republic of China” and “Environmental Protection Law of the People’s Republic of China” in handling domestic sewage produced by the Group. Industrial wastewater is only produced from the paint spraying process by Dongguan Shidai and the major source of wastewater generated by the Group is domestic sewage, which undergoes a series of treatment before discharge. The clearance and maintenance of sewage treatment facilities are carried out by Dongguan Shidai and Yingde Leather to ensure the normal functioning of the facilities.

In addition, we encourage the use of wiping rags, instead of washing, for cleansing the tools to prevent the production of wastewater.

ENVIRONMENTAL PROTECTION

Hazardous and Non-hazardous Waste

Scrap produced from cutting and trimming of leather, fabric and other raw materials or components accounts for the non-hazardous waste generated by the Group. The Group utilises computerised typesetting to maximise the use of fabric as far as possible and minimise scrap. The waste materials are separated and reused where practicable, while the remaining scrap is recycled by qualified units. The handling of scrap materials is in compliance with the “Measures of the Customs of the PRC for the Administration of Leftover Bits and Pieces, Surplus Materials and Parts, Defective Products, By-products and Disaster-hit Bonded Goods in Processing Trade” as well as other relevant laws and regulations. Other than the scrap, domestic waste produced during daily operations is separated and cleaned up by the municipal sanitation department on a daily basis.

Hazardous waste, such as obsolete computers, used batteries and waste cartridges, is delivered to qualified recycling companies for further handling. Other hazardous wastes generated from the manufacturing process such as waste oil, spent activated carbon and waste glue have been properly sorted, packaged and stored for centralised harmless treatment by green technology companies in accordance with the “Law of the PRC on the Prevention and Control of Environment Pollution by Solid Waste”, “Environmental Protection Law of the PRC” and “Civil Code of the PRC”.

ENVIRONMENTAL PROTECTION

SUSTAINABLE OPERATION

Apart from emission management, the Group has also recognised the importance of sustainable development in its daily operations. During the Year, the Group did not have any issues in sourcing water.

The Group has formulated and implemented resources and energy management policies, such as the energy-saving and consumption reduction management system of Yingde Leather and Dongguan Shidai, and the green office policy of the Group, to reduce consumption and conserving resources.

Various measures have been implemented during the Year, such as:

Energy Conservation

Lighting System

- ✓ Utilising light-emitting diode (LED) lights instead of traditional incandescent light bulbs;
- ✓ Dividing the indoor areas into different light areas with independent switches;
- ✓ Installing motion sensors in infrequently used areas;
- ✓ Reducing the number of light fixtures in areas with brightness levels higher than required;
- ✓ Maintaining lighting fixtures and bulbs clean to maximise their energy efficiency;
- ✓ Reminding employees to switch off lights and electric devices when leaving workplaces; and
- ✓ Maximising natural light in the workplace as far as practicable.

Air Conditioning and Cooling

- ✓ Adopting central control for the air-conditioning system;
- ✓ Utilising air-conditioning system with first-tier energy efficiency labels;
- ✓ Regularly inspect and replace pressure gauges, pressure hoses, and connectors of air compressors to reduce the likelihood of cooling agent leaks;
- ✓ Adding shade nets in summer to reduce indoor temperatures;
- ✓ Shortening the operating time of air-conditioning; and
- ✓ Setting the water sprinklers on the rooftop of Warehouse 2 at Dongguan Shidai to reduce the temperatures.

Staff Engagement

- ✓ Promote eco-friendly practices to employees through emails, posters, and internal networks to boost their environmental awareness; and
- ✓ Encourage employees to utilise public transportation.

Operation Management

- ✓ Optimise transportation and delivery routes for goods;
- ✓ Planning the production process in advance to avoid the unnecessary use of high-powered equipment; and
- ✓ Adjusting operating time during summer to avoid operation at high-temperature.

Others

- ✓ Installing dedicated meters for high-powered equipment and regularly assessing their energy efficiency;
- ✓ Cutting off power supply after working hours and on holidays; and
- ✓ Promoting the use of the new technology and equipment.

Water Consumption

Operation Management

- ✓ Adopting reasonable pipe network design based on water usage to reduce damage or leakage of pipe network and water-using equipment;
- ✓ Installing water-saving faucets and water spray system; and
- ✓ Checking water meter readings periodically, and regularly checking for hidden water leakage.

Others

- ✓ Collecting rainwater and reusing it for greening and fish ponds;
- ✓ Repairing dripping pipelines and faucets;
- ✓ Reminding employees by placing water saving reminder labels in toilets; and
- ✓ Using products with “Water Efficiency Labels”, such as water taps and urinal equipment.

ENVIRONMENTAL PROTECTION

The water and electricity usage data are monitored. The existing equipment is checked regularly. For the replacement of damaged equipment, we conduct assessments on the new equipment in the market and preferentially select energy-saving types. In addition to the conservation of energy and water, the Group has made continuous efforts to integrate green office practices into its daily operations. For example, employees are encouraged to use both sides of the paper and recycle used paper, adjust the font size and line spacing for documents, and disseminate information via electronic means, so as to reduce paper consumption. Paper stock count is also carried out regularly to monitor paper consumption and appropriate measures are made for improvement. In addition, the Group prefers packaging materials with optimised size and uses as little packaging filler as possible for the purpose of reducing the use of packaging materials.

The Group is fully aware of the impacts brought about by its GHG emissions and strives to minimise the emission. To reduce GHG emissions induced by commuting, the Group advocates green commuting among employees and replaces unnecessary business trips with video conferences.

During the Year, the Group was accredited with both “Wastewi\$e” Certificate in Good Level and “Energywi\$e” Certificate in Basic level by Hong Kong Green Organisation Certification. Additionally, the Group’s exceptional performance across different environmental aspects led to its recognition as a “Hong Kong Green Organisation.” Moreover, the Group was acknowledged for its outstanding environmental practices within its sector, receiving a Certificate of Merit in the “Hong Kong Awards for Environmental Excellence.” These collective achievements over the Year underscore our unwavering commitment and significant contributions to environmental preservation.



As an environmentally responsible company, we actively participate in green living and energy-saving event to demonstrate our commitment to support the environment and raise environmental awareness of our employees. In collaboration with the WWF-Hong Kong, we participated in “Earth Hour” on 23 March 2024 by switching off non-essential lights and electric-powered devices in our offices and retail stores for one hour in response to the global challenge of climate change.



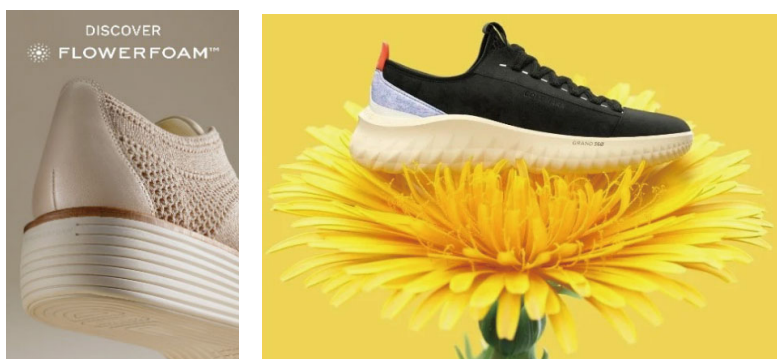
ENVIRONMENTAL PROTECTION

Green product

Since the launch of our “Change Forward” initiative, Cole Haan has integrated sustainability into our products, introducing Generation ZERØGRAND II and the 5.0 ZERØGRAND Embrostitch Running Shoe as part of our product lines in 2022. Through our Grand.36Ø Design & Engineering System known as “Natural Design”, we actively pursue environmentally conscious, naturally derived, or recycled materials for many of our product components. Additionally, we prioritise responsible sourcing for leather components.



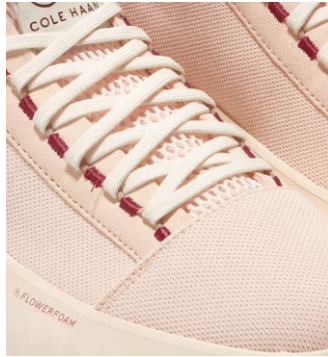
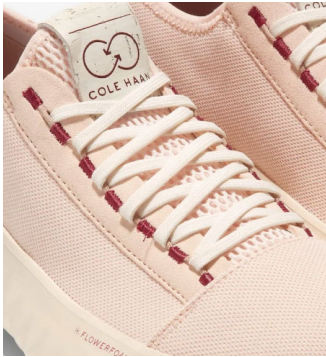
Both products contain a minimum of 25% naturally derived or recycled materials by weight. The Generation ZERØGRAND II highlights our patented FlowerFoam™ sole, made with a minimum of 25% natural dandelion rubber. European dandelions exhibit rapid growth, maturing in approximately a year compared to the 7 years required for rubber trees. This accelerated growth facilitates quicker harvesting, reducing the necessity for extensive rubber tree plantations associated with deforestation. Thriving in temperate climates, these dandelions can be cultivated near manufacturing facilities, reducing transportation costs and decreasing the carbon footprint.



ENVIRONMENTAL PROTECTION

Green product

During the Year, Cole Haan sought to consistently integrate this concept across a variety of our products, spanning from performance and casual footwear to bags and accessories, all the while ensuring the delivery of our 4 key benefits: natural motion, responsive cushioning, energy return, and breathability. Moreover, whenever the terms “SUSTAINABLE” and “FlowerFoam™” are associated with Cole Haan, this signifies that the products contain at least 25% naturally derived or recycled materials and natural dandelion rubber by weight, respectively. This innovative foam technology is featured in numerous styles, ranging from boots to sneakers, including our newest assortment of the popular OriginalGrand Oxfords.



ENVIRONMENTAL PROTECTION

RESPONSE TO CLIMATE CHANGE

At present, the global community is facing with significant challenge of climate change. The Group demonstrates a keen interest in climate-related concerns and has carefully identified and evaluated the principal physical and transitional risks and opportunities resulting from climate change on its operational framework through qualitative analysis. The insights derived from this assessment have been instrumental in formulating strategies aimed at fortifying the Group's resilience against climate-induced risks.

| Time horizon | Risk/Opportunities | | Potential Financial Impact (+/-) | Responses |
|----------------------|--------------------|---|--|---|
| Short to Medium Term | Physical Risks | The factories and equipment of Dongguan Shidai and Yingde Leather are susceptible to increasingly severe weather occurrences like floods, typhoons, and heavy rainstorms. These conditions have the potential to impact daily operations and the company's investments. | <ul style="list-style-type: none"> (-) Rising operating and capital costs are attributable to maintenance and repair expenses. (-) Decreases in production capacity caused by supply chain disruptions, leading to a decline in revenue. (-) The likelihood of being impacted by severe weather conditions, leading to higher insurance costs and posing challenges for the company in investing their assets in insurance. | The Group has implemented a series of natural disaster emergency plans in accordance with the "Emergency Response Law of the PRC", "Flood Control Law of the PRC", "Law of the PRC on Protecting Against and Mitigating Earthquake Disasters" and other national laws and regulations to address climate related risks. |

ENVIRONMENTAL PROTECTION

| Time horizon | Risk/Opportunities | Potential Financial Impact (+/-) | Responses | |
|--------------|--------------------|---|---|---|
| Long Term | Transition Risks | Consumers are increasingly adopting a sustainable lifestyle due to heightened awareness of environmental conservation, which is influencing their purchasing preferences. This shift could affect the demand for the company's products, including handbags and footwear. | <ul style="list-style-type: none"> (-) Higher capital costs to allocate resources towards meeting customer preferences. (-) The revenue mix and sources undergo changes. (-) Reduction in revenue due to reduced demand for specific products. | The Group has launched sustainable sneakers made with natural dandelion rubber and recycled materials (for details, please refer to "Green Products" on page 16-17 of this ESG Report). |
| | | Increasing awareness of environmental issues may indirectly lead to negative perceptions among individuals, potentially resulting in a decline in reputation. | <ul style="list-style-type: none"> (-) Increasing operating costs, such as implementing new measures to rebuild the brand image. (-) Decrease in revenue due to reduced demand for specific products and a decrease in production capacity resulting from changes in operational practices. (-) The revenue mix and sources undergo changes. | |
| | | Shift in stakeholders' expectations and perceptions towards the company as a result of the heightened environmental awareness. | <ul style="list-style-type: none"> (-) The revenue mix and sources undergo changes. (-) Increasing operating costs, such as implementing new measures to rebuild the brand image. (-) Decreased demand for specific products due to unaddressed stakeholders' concerns. | |
| | Opportunities | Investing in development of environmentally-friendly footwear, handbag and small leather products, etc. | <ul style="list-style-type: none"> (+) Revenue growth through addressing consumer's concerns. | |

EMPLOYMENT AND LABOUR PRACTICES

The Group always strives to build a harmonious workplace for employees with the purpose of enhancing sincere and interactive communication, supporting employees' career development, and protecting the interests of employees. We are a responsible employer and are committed to implementing better employment practices and advocating ethics and human rights at the workplace.

EMPLOYMENT POLICIES

The Group is convinced that employees are the core driving force for the success of the corporation. The Group is committed to providing employees with a fair and open working environment as well as strengthening their sense of belonging. The Group not only formulates its employment policies in accordance with all local laws and regulations regarding employment and labour practices, including but not limited to the "Labour Law of the PRC", "Labour Contract Law of the PRC" and Employment Ordinance of Hong Kong, but also adheres to employment standards requested by its original equipment manufacturers' customers.

Regarding recruitment process, the Group provides fair and open opportunities to all employees, devoid of any discrimination based on various factors such as age, gender, health status, marital or family status, race, nationality, religion, political beliefs, sexual orientation, or any other grounds. The Group adheres to a recruitment strategy that prioritises internal staff, providing them with advancement opportunities prior to considering external applicants. This strategy ensures that current employees are given the chance to progress within the organisation. Nonetheless, when necessary, the Group also contemplates external hiring to introduce new perspectives and expertise.

Working hours, which are explicitly stated in the labour contract, vary with the employee's job nature and location. Besides, the Group offers compensation leave or allowances for those working overtime. This practice showcases the Group's commitment to employee welfare and promoting a healthy work-life balance.

Discrimination based on gender, sexual orientation, disability, age, race, national or ethnic origin, family status, or any other legally protected characteristics is not tolerated within the Group. The Group develops employment policies that align with relevant regulations in the locations where it operates. This policy extends to all employment activities and matters related to human resources, including recruitment, training, promotion, job transfers, remuneration, benefits, and contract termination. In addition, the Group actively embraces inclusive employment practices, such as recruiting individuals with disabilities. Accommodations are provided to meet the specific needs of disabled employees, facilitating their adaptation to the work environment. Moreover, the Group engages in organising or participating in activities related to equality and anti-discrimination, advocating against discrimination.

When an employee indicates their intention to resign or is subject to a layoff, the human resources department is responsible for conducting an exit interview to understand the reasons for the departure and implement enhancements to reduce future employee turnover.

The Group is strongly committed to stringent compliance with laws and regulations, upholding a resolute zero-tolerance stance towards child labour and forced labour. Internally, there is a policy in place that prohibits engagement in such practices. Applicants are mandated to furnish personal details like ID cards, birth certificates, driver's licenses, household registers, and academic certificates. This process aims to validate their age, identity, educational qualifications, and physical appearance, ensuring consistency with the provided documentation. In the event of any instances of child labour or forced labour being identified, immediate measures are taken to terminate their employment.

EMPLOYMENT AND LABOUR PRACTICES

During the Year, the Group did not notice any non-compliance with the applicable labour laws and regulations in the areas where it operates and did not face any disciplinary action with respect to the labour protection issues.

SALARY AND BENEFITS

In order to retain top talents in the industry, the Group provides competitive remuneration for employees and offers rewards and incentive payments to outstanding performers. An employee's remuneration package is determined on grounds of his or her qualification, position and seniority and is reviewed on an annual basis. Performance evaluations are conducted regularly, the results of which are used as the basis for assessing the training demands and developing other human resources policies such as promotion, position transfer and remuneration determination. In addition to public holidays and other holidays prescribed in applicable laws, employees are also entitled to, among others, maternity leave, marriage leave, paternity leave and compassionate leave.

In accordance with the "Social Insurance Law of the PRC", Mandatory Provident Fund ("MPF") Schemes Ordinance of Hong Kong and other relevant laws and regulations, the Group pays social insurance and housing provident fund for employees in Mainland China and MPF Schemes in Hong Kong. In addition to statutory requirements, the Group pays employer's liability insurance in Mainland China, and medical insurance and labour insurance for employees in Hong Kong. Various amenities, medical facilities and recreation facilities such as canteens, clinics, sports sites, libraries and internet centres are opened up for employees of Dongguan Shidai and Yingde Leather.

With an aim to promote work-life balance, the Group organised various activities and provided employees with different benefits during the Year. Some of the activities are shown below:

Celebration of Chinese New Year



During the Chinese New Year, the Group provided red packets to our employees and made handcrafts to decorate our office, hence to create a festive atmosphere and enhance employees' sense of belonging.

Celebration of Chinese Mid-Autumn Festival



The Group distributed gifts, mooncakes and organised activities to celebrate the Mid-Autumn Festival and enhance company cohesion.

EMPLOYMENT AND LABOUR PRACTICES

Celebration of Dragon Boat Festival



In the Dragon Boat Festival, the Group delivered traditional festival food such as rice dumplings in order to express company's care to the employees.

Summer Fiesta



In August, the Group initiated the “Summer Fiesta” to promote work-life balance among our employees. This included a range of health-promoting activities such as Fruit Day, ice cream treats, soups, and refreshing beverages. These initiatives assisted employees in reducing stress levels and enhancing productivity. Furthermore, a “Happy Workplace Discussion” provided a platform for employees to express their feelings.

EMPLOYMENT AND LABOUR PRACTICES

Our commitment to promoting work-life balance and happy work culture has been recognised and awarded as “Happy Company” by The Chinese Manufacturers’ Association of Hong Kong for four consecutive years and Promoting Happiness Index Foundation in 2024.



In recognition of the Group’s continuous contributions in caring for the environment, employees and the community, the Group has been awarded “Caring Company” by the Caring Company Scheme launched by the Hong Kong Council of Social Service.



EMPLOYMENT AND LABOUR PRACTICES

DEVELOPMENT AND TRAINING

The Group attaches great importance to establishing a team with diverse expertise and assisting its employees in exploring their potential. As such, regular performance appraisals are conducted to evaluate employees' working abilities, efficiency, attitudes, interpersonal skills and other capabilities. Outstanding employees will be given opportunities for promotion. With a view to fully realising employees' potential, the Group has developed a comprehensive internal promotion system and provided employees with smooth career paths.

In the meantime, the Group provides pre-job training programmes to its new recruits before the commencement of work to familiarise them with the Group's policies and structure, working culture, employee benefits and safety knowledge. From time to time, different levels of on-the-job training are also provided for employees to enhance their skills and productivity. For example:

- Training on the introduction of manufacturing requirements and the origin of customers' brands is provided for workshop leaders and management;
- Training on manufacturing skills such as the oblique opening of cutting bed is provided for leaders working in workshops;
- Orientation training such as occupational health and safety, business ethic and chemicals knowledge is provided for new employees;
- Training on safety awareness of supply chain is provided for the management of different departments;
- Training on risk and emergency management is provided for new employees and different departments;
- Training on information security management and disposal is provided for employees using computers and working in the office premises;
- Training on the latest relevant laws, regulations and policies is provided for custom department, human resources department and other related departments;
- Training on custom and shipping and the latest relevant laws, regulations and policies is provided for employees of the custom department, finance department, and human resources department;
- Warehouse management training is provided for employees working in warehouses;
- Trade security training;
- Training on operation procedural for management in workshop;

EMPLOYMENT AND LABOUR PRACTICES

- Training on social responsibility including occupational health, safety, environment and business standard of clients is provided for management in workshop; and
- Training on displaying new arrival products for employees in the retail store.



Apart from internal training, external training programmes are also offered to employees to cater to their training needs such as leadership training, management training and team building training. To encourage employees to participate in work-related training courses offered by external professional organisations, the Group provides subsidies for external training to eligible employees in its Hong Kong office (the “Hong Kong Office”).

OCCUPATIONAL HEALTH AND SAFETY

The Group is paying close attention to employees’ health and safety. The Group not only adheres to the provisions of the “Law of the PRC on the Prevention and Control of Occupational Diseases”, Occupational Safety and Health Ordinance of Hong Kong, and other relevant laws and regulations, but also complies with all occupational health and safety guidelines imposed by customers. During the Year, Yingde Leather obtained the Worldwide Responsible Accredited Production (“WRAP”) Certification to assure that the manufacturing process is safe, legal and ethical.



EMPLOYMENT AND LABOUR PRACTICES

Yingde Leather has formulated a safety production plan, which stipulates the policy of safety production inspection, reporting and handling of incidents, safety training and equipment safety management to strengthen safety management and enhance the safety knowledge and awareness of employees. Four internal safety inspections are carried out every month to adhere the concept of “prevention is better than cure” in workplace. All of our employees have actively cooperated and attach great importance to the safety of work. Meanwhile, the safety production plan of Dongguan Shidai in the Year has four focuses which establish a long-term mechanism for safe production to ensure the safe operation of production and business, including technology advancement, standardisation in safety management, safety training and occupational disease prevention.

Upon recruitment, the Group notifies recruits of the basic information such as job contents, occupational hazards and production safety in pre-job training. Employees are required to attend induction training and pass examination before taking up the post. In order to minimise work-related risks and injuries, the Group has formulated safety guidelines and operating manuals for manufacturing processes and posted them on the walls or tables in employees’ working areas. The Group also provides employees with training programmes on work safety and adequate personal protective equipment and supplies. Yingde Leather has established a system for standardising the distribution, equipping and management of personal protective equipment and supplies in order to ensure production safety during operations. Regular inspections by third-party consultants on occupational hazards posed by chemical materials, indoor air quality, dust and noise and maintenance checks on equipment are also conducted in accordance with applicable national or industrial standards to ensure a safe working environment.

In order to promptly and effectively deal with dangerous incidents, injuries and other emergencies, Dongguan Shidai has also set detailed emergency incident management procedures for each type of incident, including fire, hazardous chemical spills, work-related injuries, infectious diseases and natural disasters.

The Group carried out safety and fire drills, with an aim to enhance employees’ safety awareness and improve their emergency capabilities. Dongguan Shidai and Yingde Leather had conducted a total of 2 hazardous chemical spill drills and 2 fire drills during the Year.

Dongguan Shidai carried out material risk assessment to identify the source of risks and safety assessment, and continuously improved and monitored the issues. During the Year, there were 62 lost days due to 27 cases of work injury among our employees. In the past three years, there was no work-related fatality. The Group did not notice any non-compliance with the applicable laws and regulations relating to occupational health and safety in the areas where it operates and did not face any disciplinary action with respect to occupational health and safety issues.

OPERATION MANAGEMENT

Integrity, responsibility and compassion are the foundation stones we use to build excellence in our operation. We have continued to safeguard the quality of our products and services with reliable and accountable management systems whilst adhering to the principle of sustainable development at the same time.

SUPPLY CHAIN MANAGEMENT

The raw materials used to produce handbags, small leather goods, travel goods and footwear products primarily consist of leather, fabric, straw, polyurethane, polyvinyl chloride and so on. Besides, there are also auxiliary materials used during the manufacturing process, such as thread, lining, reinforcement materials, edge paint and various packaging materials.

When receiving an order in which the suppliers are designated by customers, the Group strictly adheres to the requirements set forth in the order to purchase raw materials of a specific quantity, type and quality. When there are no designated suppliers, the Group's procurement team selects suppliers based on its own criteria, including quality, price, experience, service, compliance and payment terms. In order to maintain an efficient and stable supply chain, the procurement team also visits both designated and non-designated suppliers regularly to ensure that the raw materials are up to standard and can be delivered on a timely basis. Only the suppliers that meet the criteria can be added to the list of certified suppliers. The Group continues performing strict inspections on the quality of raw materials to ensure that their quality meets the required standards. Raw materials that fail in the Group's tests would be returned to the relevant suppliers. If the supplier fails to comply with the Group's requirements repeatedly, it would be removed from the list of certified suppliers with the procurement terminated.

The Group is concerned about the environmental and social risks in the supply chain. It regularly reviews the updates to supply chain-related policies and regulations in the regions it operates to identify potential risks. The Group also communicates with internal and external stakeholders to understand the environmental and social risks associated with its supply chain. Suppliers' environmental and social performance is taken into account during the supplier selection process. The Group absolutely cannot accept suppliers that do not comply with environmental and social-related policies and regulations, such as those involved with child labour, human rights, occupational safety and environmental protection risks. In addition, the Group's procurement processes are subject to various customer-imposed guidelines on safety, health, environmental and human rights to reduce the environmental and social risks involved in its manufacturing operations. Many of the raw material suppliers are designated and have been acknowledged by the Group's customers in terms of their performance in environmental and social governance.

The Group integrates the concept of environmental conservation into its supply chain management and procurement practices, accessing the environmental impacts of the products or raw materials to prioritise those with minimal environmental impacts. This includes selecting items with water-saving labels, recyclability, and energy efficiency. Besides, items with significant recycling benefits, minimal packaging and extended shelf life are also favoured. Preference is also given to suppliers that are geographically closer and more accessible to the Group, where appropriate, to lower carbon emissions from transportation. Employees are encouraged to use products purchased earlier to avoid wastage due to products expiring.

During the Year, there were total 340 suppliers from PRC, in which 316 suppliers were from Guangdong Province while the remainders originated from other provinces within PRC.

| Locations | Number of Suppliers |
|--------------------|---------------------|
| Guangdong Province | 316 |
| Others | 24 |

OPERATION MANAGEMENT

QUALITY CONTROL

Product quality and safety are the foundation of the Group's product commitment and have been embedded in its manufacturing process. Through its long-term cooperation with international brands, the Group has accumulated in-depth expertise and know-how with respect to every key step of the manufacturing process of its products, especially high-end and luxury handbags and small leather goods. During the Year, Dongguan Shidai is recognised as an advanced Authorised Economic Operator ("AEO") (高級認證企業) by the Customs of PRC for complying with the relevant supply chain security standard.



The Group adheres to the approach of scientific management. Dongguan Shidai and Yingde Leather have employed Electronic Tracking System ("ETS") and Enterprise Resources Planning ("ERP") system to evaluate the manufacturing performance, identify manufacturing bottlenecks, improve operating efficiency and further strengthen manufacturing capabilities. By virtue of the systems, it is effortless to manage the manufacturing process on a real-time basis and track the status of raw materials and finished products as well as evaluate employees' work efficiency. After inspection, each batch of leather and fabric, known as the main raw materials, is assigned a barcode by the ERP system and taken to warehouses equipped with air-conditioning system, humidity control and specially-made racks for storage before being delivered to manufacturing lines.

On the manufacturing lines, employees are well trained and have acquired the necessary experience and skills. Each employee is assigned to one specific step in the manufacturing process to increase work efficiency. To ensure high productivity, a daily target of the number of components to be finished by each employee is indicated by ETS in each workshop and a team leader is responsible for supervising and monitoring the quality of a particular step on each production line. To ensure that the quality of finished products meets relevant requirements and the defective products can be identified at an early stage, the Group performs various quality inspections, including random sample testing at different stages in the manufacturing process. The Group also conducts various testing procedures in laboratories, such as tests on decolourisation and fading, warping, abrasion, tensile and water-proof. Meanwhile, on-site quality control personnel are also arranged by customers to inspect the quality of finished products. In case of any non-conforming products reported by customers, the Group will recall them based on the procedures requested by customers and carry out corresponding measures of redress to minimise the impacts and customers' loss. During the Year, the Group was not aware of any product subject to recalls for safety and health reasons.

OPERATION MANAGEMENT

The Group has also established a chemical custody team to carry out various quality management measures, such as engaging third parties to carry out chemical testing of finished products for compliance with the United States, European Union or other international product safety standards as requested by customers and required by the laws and regulations on restricted and hazardous materials in the areas where the products are imported and sold.

CUSTOMER SERVICE

The Group sells handbags, small leather goods, travel goods and footwear products of brands TUSCAN'S, Fashion & Joy and Cole Haan through its retail stores and e-commerce platforms in Mainland China and Hong Kong. Dedicated to delivering top-notch products and services, the Group rigorously enforces quality control throughout manufacturing. The Group has formulated a guideline for employees in retail stores. Employees shall serve customers with enthusiasm and sincerity, have a good command of product knowledge and promote sales based on customers' demands. Upon receipt of customers' complaints, response shall be given and follow-up measures shall be taken in a polite and timely manner. The Group normally offers a warranty period for all the products in the retail stores. In case of any defective products found, employees shall confirm and record customers' maintenance requirements carefully. The Group also focuses on improving its service level and perfecting product development by collecting and preserving customers' opinions and suggestions as well as conducting customer satisfaction surveys.

During the Year, the Group received 6 complaints, and all complaints have been processed and resolved. 3 complaints were resolved by implementing internal improvement measures such as informing factory of the issues and strengthening internal training on quality control, 1 complaint was resolved by arranging replacement for customers, 2 complaints were resolved by arranging reimbursement for customers.

ADVERTISEMENT AND PROMOTION

The Group strictly adheres to applicable laws and regulations, such as the "Advertising Law of the People's Republic of China". The Group promotes the products of its retail stores through both online and offline activities. Online activities mainly involve interaction on social media, such as Facebook, Instagram, WeChat, Weibo, and Tiktok, as well as promotion on the official website and other online media. Offline activities include road shows, opening activities of new stores, in-store display and promotion, advertisements on magazines and so on. It is the Group's commitment that all the advertising and promotional activities are carried out in conformity with the laws and regulations on advertisement and promotion in the areas where it operates, including but not limited to the "Advertising Law of the PRC" and Trade Descriptions Ordinance of Hong Kong. The Group has implemented distinct criteria for advertising and product label design, procedures for acquiring promotional materials, and pertinent considerations. Product information published has been strictly reviewed and does not contain any form of false advertising that jeopardises consumers' rights and interests.

PRIVACY AND INTELLECTUAL PROPERTY PROTECTION

The Group attaches great importance to privacy protection and complies with relevant laws and regulations relating to privacy protection, including but not limited to the Personal Data (Privacy) Ordinance of Hong Kong. All new recruits are requested to sign a confidentiality agreement. As stipulated in the confidentiality provisions and non-competition restrictions formulated by the Group, employees are prohibited from divulging any technical information, such as the manufacturing methods, experimental data, drawings, and operation manuals; business information, such as customer lists, marketing plans, procurement documents, and cooperation agreements; and customers' information. Employees must provide substantial justification when intending to access any customer information. The collection and use of such data must be conducted in a lawful manner, with the utilisation of customer information limited to the avenues specified in the contract. In addition, employees are required to keep and use Company's information and documents in strict compliance in accordance with the Group's regulations. The Group consistently conducts monitoring and testing on privacy risks, while also organising employee training sessions on privacy matters, advocating for privacy awareness.

OPERATION MANAGEMENT

The Group strictly abides by the “Trademark Law of the PRC”, “Copyright Law of the PRC”, Copyright Ordinance of Hong Kong, and other relevant laws and regulations relating to intellectual property protection. Apart from manufacturing customers’ products, the Group has also established its own brands. The Group has implemented internal policies to eliminate the risk of infringing customers’ and third parties’ intellectual property in its design, research, development and manufacturing processes as well as protecting its own rights. Employees working on customers’ products are not allowed to participate in manufacturing the Group’s own products. The Group’s design and development team shall ensure their designs are not identical and do not bear a close resemblance to the products of any other customers or those in the public market. In addition, measures have been adopted to facilitate the management and protection of intellectual property, for example, using password-protected computers to store products’ information, encrypting files in the transmission process and prohibiting employees from taking out product prototypes and samples without permission.

During the Year, the Group did not notice any non-compliance with the applicable laws and regulations relating to privacy and intellectual property protection in the areas where it operates and did not face any disciplinary action with respect to these issues.

ANTI-CORRUPTION

It is the Group’s long-held belief that honesty and integrity are among the most important moral conduct. The Group adheres to all the laws and regulations regarding anti-corruption, including but not limited to the “Criminal Law of the PRC” and Prevention of Bribery Ordinance of Hong Kong, and strictly forbids any form of bribery and corruption during its operation.

Employees are obliged to avoid conflicts of interest while dealing with suppliers, customers and other third parties in cooperation with the Group. Any potential conflicts of interest should be reported to the Group. Employees holding important positions are required to sign an anti-commercial bribery statement with the Group. Employees should report any illegal behaviour discovered through the reporting email to the company secretary and the whistle-blower’s privacy will be kept strictly confidential. Moreover, in order to enhance the awareness of employees in ethical issues and corruption risks, training was provided to employees of Dongguan Shidai and Yingde Leather in the Year. For example, we have organised 1.5 hours of anti-corruption training for our employees. Employees were informed of laws and regulations and company policies related to the prevention of corruption, and the skills to handle the ethical situation in workplace as well as the procedure of reporting corruption or any illegal conduct. With regard to the procurement process, the Group has set up an internal monitoring group to assess suppliers’ performance on a monthly basis for the identification and prevention of any illegal activities. When selecting suppliers, the Group will prioritise suppliers that have signed international agreements related to anti-corruption. The Group also proactively promotes business integrity and ethics among our staff by organising seminars on anti-corruption regularly.

During the Year, the Group did not notice any non-compliance with the applicable laws and regulations relating to anti-corruption and did not face any disciplinary action with respect to corruption issues.

COMMUNITY INVESTMENT

While focusing on its business operation, the Group consistently meets its social responsibilities through community contributions. The Group remains committed to engaging in public welfare initiatives to assist the underprivileged in the communities it serves. During the Year, the Group has made contributions in the subsequent areas:

Active Support for Education

The Group firmly believes that receiving a quality education can significantly impact the future. Therefore, during the Year, we are actively involved in contributing to the field of education by offering scholarships. For example, we awarded scholarships to a total of 180 students in Indonesia, amounting to approximately HKD190,000. These scholarships aim to acknowledge student accomplishments and enhance educational opportunities for individuals across all societal levels.



Besides, we participated a charity event in Hong Kong and awarded scholarships amounted to HKD20,000 for special educational needs (SEN) primary students from creating opportunities for the potential development at their grassroots level.



COMMUNITY INVESTMENT

Moreover, we contributed an amount of RMB30,000 towards educational support and were honored with a Certificate of Appreciation from the Donghua Town Committee of the Communist Party of China and the Donghua Town People's Government. This certificate recognises our contribution and dedication to supporting education and fostering a love for learning through our generous donation.



Poverty alleviation

Throughout the Year, the Group engaged in the “Guangdong Poverty Alleviation Day,” with Yingde Leather contributing RMB140,000 in targeted assistance. This initiative aimed to foster broader community supporting for rural development and resulted in the Group receiving the “Silver Cup” in the Rural Revitalisation Hongmian Cup competition.



Support for Gender Equality

Throughout the Year, the Group has demonstrated a strong commitment to advancing gender equality by actively participating in International Women's Day. As part of our dedication to fostering inclusivity and equality, we organised a significant event named “Inspire Inclusion” across all our offices and manufacturing locations. During the event, we captured photos of heart gestures, representing our resolute dedication to promoting inclusivity and gender equality within our organisation and the broader community. Additionally, as part of the celebration, we gifted all our employees, hosted a competitive game to enhance the festive spirit, and provided massages to our female employees to acknowledge their efforts in balancing work and family responsibilities. Apart from annual participation in this event, the Hong Kong office also implemented a “Breastfeeding Friendly Workplace” policy to support breastfeeding mothers. This policy allows them to take two lactation breaks daily for one year in a private breastfeeding room equipped with privacy measures and a dedicated refrigerator for storing breast milk.

COMMUNITY INVESTMENT



COMMUNITY INVESTMENT

Supporting Cancer Patients

The Group enthusiastically engaged in charitable and public welfare initiatives, notably encouraging our employees to participate in the “Dress Pink Day” event organised by the Hong Kong Cancer Fund in October 2023. This initiatives yielded positive outcomes, garnering support not only from our Hong Kong-based employees but also from employees across different locations, such as our Shanghai office. On the “Dress Pink Day”, our employees donned pink attire to demonstrate our solidarity for breast cancer patients. Besides, all fund raised on the day were channelled towards providing free supportive services for breast cancer patients and their families, aiding them throughout the entire journey of battling cancer.



COMMUNITY INVESTMENT

Caring our Environment – Tree Planting Challenge

During the Year, the Group actively encouraged our employees and their families to participate in a tree-planting initiative organised by “Friends of the Earth”. This activity aimed to promote carbon reduction, combat climate change, and advocate for urban greening. With the support of 30 volunteers, over 200 little trees were planted, and a donation of HKD100,000 was made towards this cause.



Caring our Environment – Red Packets Recycling Initiative

During the Year, the Hong Kong Office actively engaged “Lai See Packet Reuse and Recycle Program”. We have set up distribution points for providing the “renewed red packets” to the public or employees. Besides, we voluntarily signed the “Eco-Friendly Red Packets Charter” to reduce the printing of red packets, aiming for a 10% reduction in the production volume compared to the previous year. Furthermore, the Hong Kong Office utilised the “renewed red packets” for distributing Chinese New Year red packets to their employees.



COMMUNITY INVESTMENT

Caring our Environment – Green Market Event Supporting Earth Day

During the Year, the Hong Kong Office arranged a “Green Market” event on-site to support Earth Day. The primary objective of this event was to gather employees’ functional and well-maintained household items that were no longer in use. These items were collected by the Hong Kong Office’s Human Resources team, priced, and subsequently put up for sale at the market. The entirety fund raised from this event was contributed to the “Greenpeace” organisation.



COMMUNITY INVESTMENT

Caring our Environment – Clean Up Initiative at Shanghai Botanical Garden

Throughout the Year, the Group organised employees to engage in volunteer work dedicated to cleaning up public areas at the Shanghai Botanical Garden. This initiative reflects our commitment to environmental stewardship and community service, fostering a cleaner and more sustainable environment for all visitors to enjoy.



COMMUNITY INVESTMENT

Giving back to Society – Blood Donation

During the Year, the Group organised blood donation campaigns, motivating employees to take part in these initiatives. This active engagement highlights our commitment to supporting the community and improving the health and welfare of others. By fostering a culture of generosity and compassion, we seek to have a positive impact on the lives of those requiring assistance through these crucial donations.



Giving back to Society – Sharing Happiness

Throughout the Year, the Group remains committed to making significant contributions to society through a variety of initiatives. One notable example is our donation of materials during the Ramadan period.



SUMMARY OF KEY PERFORMANCE INDICATORS

The environmental and social key performance indicators of Dongguan Shidai and Yingde Leather are as follows:

| Indicators | Year ended 30 June 2024 | Year ended 30 June 2023 |
|--|----------------------------|----------------------------|
| Environmental Aspect | | |
| Vehicle Exhaust Emissions¹ | | |
| Total Emission of Nitrogen Oxides (NO _x) (kg) | 77.07 | 115.30 |
| Total Emission of Sulphur Oxides (SO _x) (kg) | 0.35 | 0.38 |
| Total Emission of Particulate Matter (PM)(kg) | 7.12 | 9.20 |
| GHG Emissions² | | |
| Total Emission (Scope 1, 2 & 3) (t CO ₂ e) | 6,372 | 6,247 |
| Emission Intensity (kg CO ₂ e/m ² of floor area) | 35.62 | 34.92 |
| Scope 1 Direct Emissions ³ (t CO ₂ e) | 470 | 600 |
| Scope 2 Energy Indirect Emissions ⁴ (t CO ₂ e) | 5,744 | 5,497 |
| Scope 3 Other Indirect Emissions ⁵ (t CO ₂ e) | 158 | 150 |

¹ The calculations of air pollutants from the PRC take reference from the emission factors from the Appendix II “Reporting Guidance on Environmental KPIs” (“Appendix II”) published by the Stock Exchange.

² The Group’s greenhouse gas inventory includes carbon dioxide, methane and nitrous oxide. For the ease of reading and understanding, the greenhouse gas emissions data is presented in carbon dioxide equivalent (CO₂e). The conversion factors of carbon dioxide, methane and nitrous oxide are based on the Sixth Assessment Report provided by the Intergovernmental Panel on Climate Change.

³ Scope 1 covers emissions from stationary combustion sources, emissions from vehicles, and fugitive emissions from refrigerant use and emission reductions from tree planting. The calculation method of stationary combustion sources is based on Appendix II provided by the Stock Exchange and the emission factors are from the “Enterprises in Other Sectors of Industry – Guidelines on Greenhouse Gas Emission Accounting and Reporting (Trial)” issued by the National Development and Reform Commission (“NDRC”) of the PRC. The calculation method of emissions from vehicles is based on Appendix II provided by the Stock Exchange and the emission factors are from the “Land Transport Enterprises – Guidelines for Accounting and Reporting of Greenhouse Gas Emissions (Trial)” issued by the NDRC of the PRC. The calculation method and emission factors of fugitive emissions from refrigerant use are based on Appendix II provided by the Stock Exchange.

⁴ Scope 2 covers emissions from electricity purchased from power companies. This is calculated based on the emission factors in the “2022 Average Carbon Dioxide Emission Factor of China Regional Power Grid” provided by the NDRC. The Scope 2 energy indirect emissions have slightly increased due to the transformation of the original dormitory into a broadcasting building at Dongguan Shidai, resulting in a slight rise in electricity consumption.

⁵ Scope 3 covers the outbound business trip for employees, the methane gas generation at landfill due to paper waste and the electricity for water treatment. The calculation of outbound business trip is based on the International Civil Aviation Organisation Carbon Emissions Calculator. The calculation method and the emission factor of methane gas generation at landfill due to disposal of paper waste is based on Appendix II provided by the Stock Exchange. The calculation of electricity for water treatment is based on emission factors provided by the research published by Tsinghua University in “China Urban Water Supply System Energy Consumption Study” and “The Statistical Analysis and Quantitative Identification of the Energy Consumption Law of Urban Sewage Treatment Plants in China” published by Tsinghua University and the National Urban Water Supply and Drainage Engineering Technology Research Centre.

SUMMARY OF KEY PERFORMANCE INDICATORS

| Indicators | Year ended 30 June 2024 | Year ended 30 June 2023 |
|--|----------------------------|----------------------------|
| Solid Wastes | | |
| <i>Non-hazardous Wastes^{6 & 7}</i> | | |
| Total Production (t) | 403 | 495 |
| Production Intensity (kg/m ² of floor area) | 2.25 | 2.77 |
| <i>Hazardous Wastes⁸</i> | | |
| Total Production (t) | 1 | 1 |
| Production Intensity (kg/m ² of floor area) | 0.003 | 0.003 |
| Use of Resources | | |
| <i>Energy</i> | | |
| Total Consumption (MWh) | 11,615 | 12,519 |
| Consumption Intensity (kWh/m ² of floor area) | 64.93 | 69.99 |
| Direct Energy Consumption ⁹ (MWh) | 1,729 | 2,090 |
| Indirect Energy Consumption ¹⁰ (MWh) | 9,886 | 10,429 |
| <i>Water¹¹</i> | | |
| Total Consumption (m ³) | 311,165 | 302,564 |
| Consumption Intensity (m ³ /m ² of floor area) | 1.74 | 1.69 |
| <i>Packaging Materials¹²</i> | | |
| Total Consumption of Plastic Products (piece) | 5,311,837 | 6,535,802 |
| Consumption Intensity of Plastic Products (piece/product) | 1.32 | 1.04 |
| Total Consumption of Paper Products (piece) | 21,416,186 | 31,257,051 |
| Consumption Intensity of Paper Products (piece/product) | 5.32 | 4.99 |

⁶ Non-hazardous waste for the year ended 30 June 2024 included domestic waste and food waste. The non-hazardous waste data for the year ended 30 June 2024 is based on the daily estimated volume of general waste and the volume-to-weight conversion factors provided by the Beijing Municipal Commission of Urban Management.

⁷ The generation of non-hazardous waste in 2023 and 2024 were modified due to the adoption of an updated calculation methodology.

⁸ Hazardous waste included waste light tube, toner cartridge, computers and lubricant, and is calculated based on the actual amount of waste.

⁹ Direct energy consumption is derived from the fuel consumption of generators, gas cooking ovens and vehicles. The emission factors for generators and gas cooking ovens are provided by the “Enterprises in Other Sectors of Industry – Guidelines on Greenhouse Gas Emission Accounting and Reporting (Trial)” issued by the NDRC of the PRC. The calculation method of emissions from vehicles is based on the emission factors provided by the “Land Transport Enterprises – Guidelines for Accounting and Reporting of Greenhouse Gas Emissions (Trial)” issued by the NDRC of the PRC.

¹⁰ Indirect energy consumption is derived from purchased electricity consumption and is calculated based on the actual amount consumed.

¹¹ Water consumption is calculated based on the actual amount consumed. Water consumption has slightly increased due to the water consumed during the transformation of the original dormitory into a broadcasting building at Dongguan Shidai, along with the utilisation of water sprinklers on the rooftop of Warehouse 2 for cooling purposes.

¹² The increase in the consumption intensity of plastic and paper products is attributed to a significant decrease in the production of products during the Year.

SUMMARY OF KEY PERFORMANCE INDICATORS

| Indicators | Year ended 30 June 2024 | Year ended 30 June 2023 |
|--|----------------------------|----------------------------|
| Social Aspect | | |
| Employment | | |
| <i>Total Number of Employees</i> | 3,227 | 3,828 |
| <i>By Gender</i> | | |
| Male | 1,233 | 1,466 |
| Female | 1,994 | 2,362 |
| <i>By Age Group</i> | | |
| Below 30 Years Old | 183 | 334 |
| 30 ~ 50 Years Old | 2,311 | 2,745 |
| Above 50 Years Old | 733 | 749 |
| <i>By Type of Employment</i> | | |
| Full-time | 3,215 | 3,828 |
| Part-time | 12 | 0 |
| <i>By Geographical Location</i> | | |
| Mainland China | 3,223 | 3,827 |
| Hong Kong | 4 | 1 |
| Employee Turnover Rate¹³ | | |
| <i>Total Employee Turnover Rate</i> | 37% | 46% |
| <i>By Gender</i> | | |
| Male | 37% | 53% |
| Female | 38% | 41% |
| <i>By Age Group</i> | | |
| Below 30 Years Old | 110% | 91% |
| 30 ~ 50 Years Old | 33% | 38% |
| Above 50 Years Old | 27% | 40% |
| <i>By Geographical Location</i> | | |
| Mainland China | 38% | 46% |
| Hong Kong | 0% | 0% |

¹³ Employee turnover rate is calculated in accordance with the calculation formula: number of resigned employees divided by the average number of employees at the beginning and end of the year.

SUMMARY OF KEY PERFORMANCE INDICATORS

| Indicators | Year ended 30 June 2024 | Year ended 30 June 2023 |
|--|----------------------------|----------------------------|
| Percentage of Employees Trained¹⁴ | | |
| <i>Total Percentage of Employees Trained</i> | 100% | 100% |
| <i>By Gender</i> | | |
| Male | 100% | 100% |
| Female | 100% | 100% |
| <i>By Employee Category</i> | | |
| Senior Management | 100% | 100% |
| Middle Management | 100% | 100% |
| Entry-level Management | 100% | 100% |
| Frontline Employees | 100% | 100% |
| Average Training Hours Completed¹⁵ | | |
| <i>Total Average Training Hours Completed</i> | 35 | 38 |
| <i>By Gender</i> | | |
| Male | 26 | 29 |
| Female | 40 | 43 |
| <i>By Employee Category</i> | | |
| Senior Management | 14 | 13 |
| Middle Management | 24 | 26 |
| Entry-level Management | 27 | 31 |
| Frontline Employees | 37 | 40 |

¹⁴ Percentage of employees trained is calculated in accordance with Appendix III published by the Stock Exchange.

¹⁵ Average training hours completed is calculated in accordance with Appendix III published by the Stock Exchange.

APPENDIX: CONTENT INDEX OF “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE”

| ESG Indicators | Summary | Sections | Page |
|------------------------------------|--|---|----------|
| Environmental | | | |
| Aspect A1: Emissions | General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. | Environmental Protection | 10 |
| | | Environmental Protection – Emission Management; Sustainable Operation | 12 14 |
| KPI A1.1 | The types of emissions and respective emissions data. | Summary of Key Performance Indicators | 39 |
| KPI A1.2 | Direct and energy indirect greenhouse gas emissions in total and intensity. | Summary of Key Performance Indicators | 39 |
| KPI A1.3 | Total hazardous waste produced and intensity. | Summary of Key Performance Indicators | 40 |
| KPI A1.4 | Total non-hazardous waste produced and intensity. | Summary of Key Performance Indicators | 40 |
| KPI A1.5 | Description of emissions target set and steps taken to achieve them. | Environmental Protection – Environmental Goals and Progress; | 11 |
| | | Emission Management | 12 |
| KPI A1.6 | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target set and steps taken to achieve them. | Environmental Protection – Environmental Goals and Progress; | 11 |
| | | Emission Management | 13 |
| Aspect A2: Use of Resources | General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. | Environmental Protection | 10 |
| | | Environmental Protection – Environmental Goals and Progress; | 11 |
| | | Sustainable Operation | 14 |
| KPI A2.1 | Direct and/or indirect energy consumption by type in total and intensity. | Summary of Key Performance Indicators | 40 |
| KPI A2.2 | Water consumption in total and intensity. | Summary of Key Performance Indicators | 40 |
| KPI A2.3 | Description of energy use efficiency target set and steps taken to achieve them. | Environmental Protection – Environmental Goals and Progress; | 11 |
| | | Sustainable Operation | 14 |
| KPI A2.4 | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target set and steps taken to achieve them. | Environmental Protection – Sustainable Operation | 14 |
| KPI A2.5 | Total packaging material used for finished products and with reference to per unit produced. | Summary of Key Performance Indicators | 40 |

APPENDIX: CONTENT INDEX OF “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE”

| ESG Indicators | Summary | Sections | Page |
|--|--|---|----------|
| Aspect A3: The Environment and Natural Resources | General Disclosure Policies on minimising the issuer’s significant impacts on the environment and natural resources. | Environmental Protection | 10 |
| | | Environmental Protection – Emission Management; | 12 |
| | | Sustainable Operation | 14 |
| KPI A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. | Environmental Protection – Emission Management; Sustainable Operation | 12 14 |
| 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 Protection | 18 |
| | | Environmental Protection – Response to Climate Change | 18 |
| | | Environmental Protection – Response to Climate Change | 18 |
| 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 Protection – Response to Climate Change | 18 |
| Social | | | |
| Employment and Labour Practices | | | |
| Aspect B1: Employment | General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. | Employment and Labour Practices | 20 |
| | | Employment and Labour Practices – Employment Policies; | 20 |
| | | Salary and Benefits | 21 |
| KPI B1.1 | Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. | Summary of Key Performance Indicators | 41 |
| KPI B1.2 | Employee turnover rate by gender, age group and geographical region. | Summary of Key Performance Indicators | 41 |
| 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. | Employment and Labour Practices | 20 |
| | | Employment and Labour Practices – Occupational Health and Safety | 25 |
| | | Employment and Labour Practices – Occupational Health and Safety | 26 |
| KPI B2.1 | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. | Employment and Labour Practices – Occupational Health and Safety | 26 |

APPENDIX: CONTENT INDEX OF “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE”

| ESG Indicators | Summary | Sections | Page |
|-------------------------------------|--|--|------|
| KPI B2.2 | Lost days due to work injury. | Employment and Labour Practices – Occupational Health and Safety | 26 |
| KPI B2.3 | Description of occupational health and safety measures adopted, and how they are implemented and monitored. | Employment and Labour Practices – Occupational Health and Safety | 26 |
| Aspect B3: Development and Training | General Disclosure Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities. | Employment and Labour Practices | 20 |
| | | Employment and Labour Practices – Development and Training | 24 |
| KPI B3.1 | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). | Summary of Key Performance Indicators | 42 |
| KPI B3.2 | The average training hours completed per employee by gender and employee category. | Summary of Key Performance Indicators | 42 |
| 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 labour. | Employment and Labour Practices | 20 |
| | | Employment and Labour Practices – Employment Policies | 20 |
| KPI B4.1 | Description of measures to review employment practices to avoid child and forced labour. | Employment and Labour Practices – Employment Policies | 20 |
| KPI B4.2 | Description of steps taken to eliminate such practices when discovered. | Employment and Labour Practices – Employment Policies | 20 |
| Operating Practices | | | |
| Aspect B5: Supply Chain Management | General Disclosure Policies on managing environmental and social risks of the supply chain. | Operation Management | 27 |
| | | Operation Management – Supply Chain Management | 27 |
| KPI B5.1 | Number of suppliers by geographical region. | Operation Management – Supply Chain Management | 27 |
| 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. | Operation Management – Supply Chain Management | 27 |

APPENDIX: CONTENT INDEX OF “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE”

| ESG Indicators | Summary | Sections | Page |
|--|--|---|----------------------------|
| KPI B5.3 | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. | Operation Management – Supply Chain Management | 27 |
| KPI B5.4 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. | Operation Management – Supply Chain Management | 27 |
| Aspect B6: Product Responsibility | General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. | Operation Management Operation Management – Quality Control; Customer Service; Advertisement and Promotion; Privacy and Intellectual Property Protection | 27 28 29 29 29 |
| KPI B6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons. | Operation Management – Quality Control | 28 |
| KPI B6.2 | Number of products and service related complaints received and how they are dealt with. | Operation Management – Customer Service | 29 |
| KPI B6.3 | Description of practices relating to observing and protecting intellectual property rights. | Operation Management – Privacy and Intellectual Property Protection | 29 |
| KPI B6.4 | Description of quality assurance process and recall procedures. | Operation Management – Quality Control | 28 |
| KPI B6.5 | Description of consumer data protection and privacy policies, and how they are implemented and monitored. | Operation Management – Privacy and Intellectual Property Protection | 29 |
| 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. | Operation Management Operation Management – Anti-corruption | 27 30 |
| 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. | Operation Management – Anti-corruption | 30 |

APPENDIX: CONTENT INDEX OF “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE”

| ESG Indicators | Summary | Sections | Page |
|--|---|---|------|
| KPI B7.2 | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. | Operation Management – Anti-corruption | 30 |
| KPI B7.3 | Description of anti-corruption training provided to directors and staff. | Operation Management – Anti-corruption | 30 |
| 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. | Community Investment | 31 |
| KPI B8.1 | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). | Community Investment | 31 |
| KPI B8.2 | Resources contributed (e.g. money or time) to the focus area. | Community Investment | 31 |

FEEDBACK

Dear readers:

Thank you very much for taking the time to read this report amidst your busy schedule. To gain a deeper understanding of your expectations and needs for the ESG work of Sitoy Group, and to continuously improve our level of sustainable development work, we are conducting this questionnaire survey. We sincerely invite you to participate in the survey, and your views and insights are crucial to us. We sincerely appreciate your valuable feedback and suggestions!

1. For Sitoy Group, your identity is:

- | | | |
|---|---|--|
| <input type="checkbox"/> Shareholder | <input type="checkbox"/> Investor | <input type="checkbox"/> Executive Director |
| <input type="checkbox"/> Non-Executive Director | <input type="checkbox"/> Independent Non-Executive Director | <input type="checkbox"/> Senior Management (Head of Department or above) |
| <input type="checkbox"/> Employee | <input type="checkbox"/> Supplier | <input type="checkbox"/> Business Partner |
| <input type="checkbox"/> Creditor | <input type="checkbox"/> Customer | <input type="checkbox"/> Government |
| <input type="checkbox"/> Regulator | <input type="checkbox"/> Industry Association | <input type="checkbox"/> Non-Governmental Organization (NGO) |
| <input type="checkbox"/> Civil Society Organisation | <input type="checkbox"/> Local Community | <input type="checkbox"/> Media |

2. Are you satisfied with the overall report for this year?

- Yes No Neutrality

3. Has the information you are concerned about been reflected in the report for this year?

- Yes No Neutrality

4. What are your expectations or suggestions for our ESG report to be prepared and released next year?

- | | | |
|---|---|--|
| <input type="checkbox"/> Innovative Report Theme | <input type="checkbox"/> Innovative Structure and Ideas | <input type="checkbox"/> Well Defined Logical Mainline |
| <input type="checkbox"/> More User-Friendly Reading Interface | <input type="checkbox"/> More Approachable Language Style | |
| <input type="checkbox"/> Others (Please Specify) _____ | | |

5. Do you have any suggestions or expectations for our ESG work?

- | | | |
|--|--|---|
| <input type="checkbox"/> Strengthen the Establishment of ESG Management Institutions | <input type="checkbox"/> Widely Carry Out External Communication | <input type="checkbox"/> Plan New Influential Public Welfare Projects |
| <input type="checkbox"/> Others (Please Specify) _____ | | |

You can convey your opinions to us through the following methods

Tel: (852) 2345 0295

Email: esg@sitoy.com

Website: <https://www.sitoy.com>

Please scan the QR code to provide feedback





時代集團控股有限公司
SITTOY GROUP HOLDINGS LTD.

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 1023



COLE HAAN

