



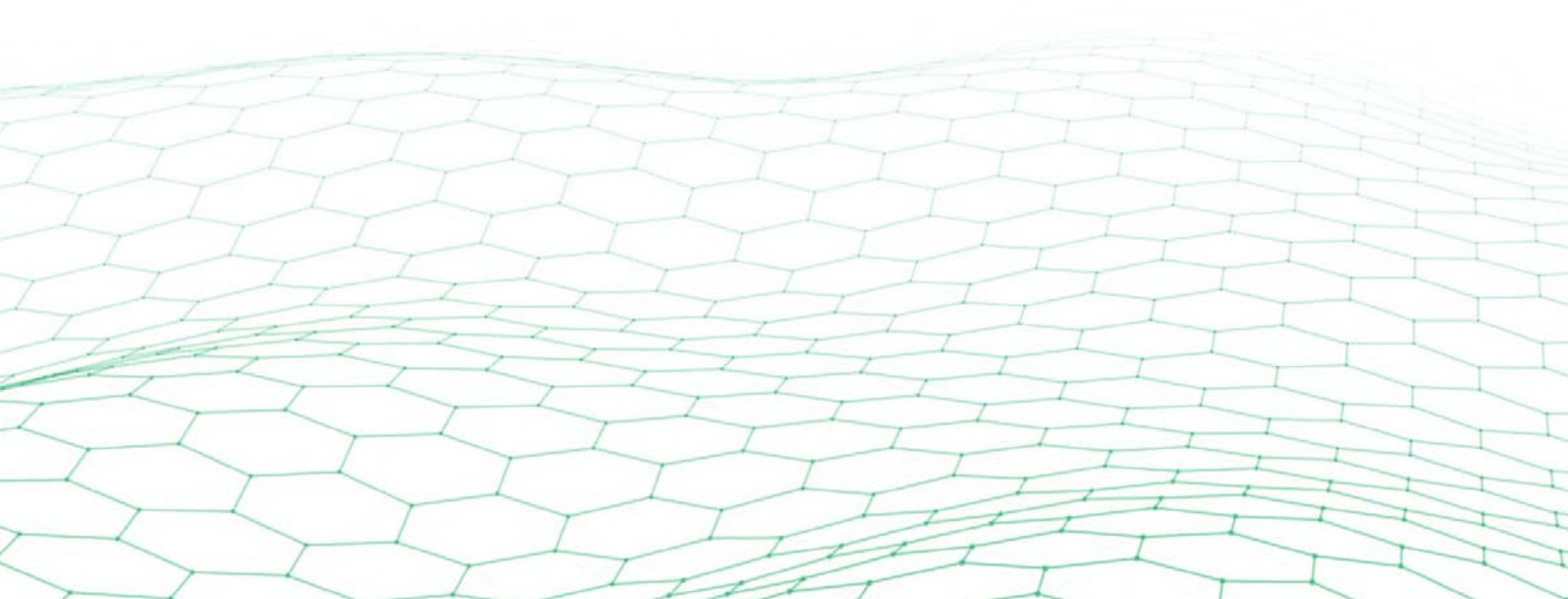
 **REDEFINING
FASHION'S FUTURE
THROUGH
INNOVATION**

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024



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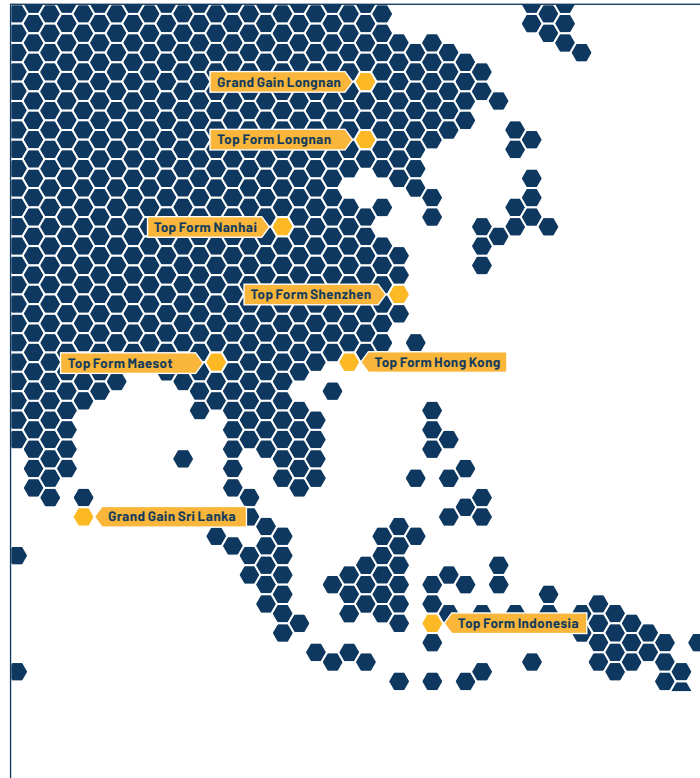
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ABOUT TOP FORM

Top Form International Limited (the “Company”) is a full-service design and supply chain partner to global brands and retailers of women apparel and activewear listed on the Main Board of the Stock Exchange of Hong Kong Limited (Stock Code: 333). With headquarters in the Hong Kong Special Administrative Region. The Company and its principal subsidiaries (collectively “Top Form” or the “Group” or “our” or “we” or “us”) employ over 6,700 people across mainland China, Thailand, Sri Lanka and Indonesia.

Our end-to-end service ranges from design and development, supply chain management to manufacturing of finished garments. Customers include many of the world’s leading brands and retailers, who trust us to deliver uncompromising quality in every product we make.



OUR VISION

To be a leading international apparel partner, from ideation to delivery, driven by innovation and insights, and built upon sustainable forward-thinking operations.

OUR MISSION

“TOP FORM STRIVES TO MAKE A LASTING POSITIVE IMPACT THROUGH OUR CHOICES AND OUR ACTIONS, OUR RELATIONSHIPS AND THE QUALITY WORK WE DO”.

SERVICE



Design and Development



Supply Chain Management

MANUFACTURING FUNCTIONS



Seamless Manufacturing



Foam cup Manufacturing



Apparel Manufacturing

PRODUCTS



Active wear



Intimate Apparel



Leggings



Shapewear



Face Mask

ABOUT THIS REPORT

This Environmental, Social and Governance Report (the “ESG Report”) was compiled in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) contained in Appendix C2 of the Rules Governing the Listing of Securities of The Stock Exchange of Hong Kong Limited.

The board of directors (the “Board”) recognizes the importance of robust environmental, social and governance performance in meeting the expectations of stakeholders. The Board has taken overall responsibility for the Company’s Sustainability Strategy as well as the reporting and endorsement of this year’s ESG Report.

This report discusses information on our policies, efforts and achievements with regard to the Company’s environmental, social and governance issues for the period from 1 July 2023 to 30 June 2024 (“FY2024”).

All relevant sustainability policies, including our codes of conduct for employees and suppliers, are available on our [website](#).



Names of some of the relevant social and environmental laws are not available in English or Chinese in the jurisdictions where we operate; Top Form has made every effort to ensure these names have been translated accurately.

PROFILE AND SCOPE

This report covers the activities of the Company and its principal subsidiaries. Top Form Brassiere Mfg. Co., Ltd (“Top Form Bra”) represents the brassiere manufacturing arm of Top Form and is the major principal subsidiary.

The data disclosed in this report were captured from production plants in mainland China, Thailand, Sri Lanka, Indonesia and all operating offices of the Group. We have taken into account the potential social and environmental impacts of these principal subsidiaries during the reporting period.

REPORT ASSURANCE

Data contained in this report originate from our internal documents and statistics. The Group is responsible for the authenticity, accuracy and completeness of the content contained in this report.

CONTACT

You are welcome to send us any feedback you may have on this year’s report by contacting us at query@topform.group.



DRIVING INNOVATION FROM IDEATION TO DELIVERY TO ENHANCE ESG PERFORMANCE

This year’s theme is “Redefining Fashion’s Future Through Innovation” and innovation is embedded in Empower Our People strategic pillar of our Sustainability Strategy, which we believe fostering a culture of innovation has a profounding positive impact to the environment and community. It is our commitment to continue to embrace and invest in innovation, digitalization, and automation throughout every aspect of our operation, from ideation to delivery to reduce reliance on skilled labor, improve our quality and environment performance, and reduce health and safety risk in our operation.

We are highlighting a few examples of Top Form’s innovation platforms, digital and automation technologies in our business process and our engagement with stakeholders in this report for our stakeholders to better understand our approach that enabled us to build business resilience and become a preferred sustainable supply chain partner in the apparel industry.



PRODUCT INNOVATION



PRODUCT DESIGN AND DEVELOPMENT



MANUFACTURING



PRODUCT INNOVATION

- Knowledge sharing platform
- Technology platform
- Proprietary Technology



Annual Innovation Day – Cornerstone of the Group’s knowledge sharing platform. Design, sourcing, and technical teams share their learnings, insights on material, new process, application of the latest technology and market trends to empower teams to design products that inspire our customers. We would also partner with suppliers and leverage their expertise in market demand and material innovation.

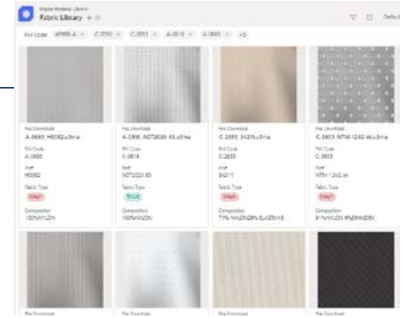


Proprietary Technologies
Our self-developed proprietary technologies are the building blocks of our technology pipeline. These technologies provide a holistic innovation platform of our vertical business model for customers who are seeking latest design, trend, and sustainability solutions.



PRODUCT DESIGN AND DEVELOPMENT

- Digital Material Library
- 3D Design Sample Room



3D Design Sampling Technology

Our 3D Design Sampling Technology enable to deconstruct a product for customers to visualize the complex technologies involved in our innovation without the need of a physical sample. It empowers customers to make informed decisions and significantly reduces the time and resources of producing multiple sample versions.

3D Digital Library

Our digital library centralizes a diverse range of materials that streamlining material selection, aiding visualizing of textures, colors, and finishes of a material in a single digital platform. It significantly reduces the spaces needed to store and manage a large collection of material samples.



MANUFACTURING

Automation process

- Fabric and lace spreader
- Cutting
- Sewing
- Attaching hook & eye

Advanced technologies

- 3D Bonding
- Fusing Machines
- Laser cut



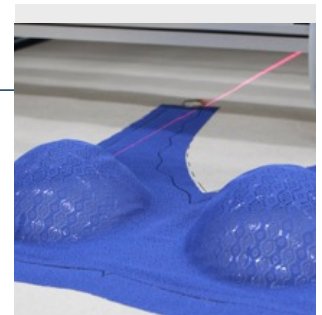
Auto cutting machine

Health and Safety is a key focus area in our Sustainability Strategy. Computerized cutting machines reduces the risks of injuries associated with manual cutting methods. It also boosts operation efficiencies and improves quality by providing more consistent and precise cuts.



Automatic hook and eye fastening machine

Sewing hook and eye requires highly skilled craftsmanship. An automatic hook and eye machine reduces the extensive training needed by only positions material in the right position of the machine.



Double laser head cutting

Laser cutting technology is applied in products that require clean cuts and high precision. It can cut any curve continuously at high speed and normally applied on delicate material such as lace and trendy designs.



OUR SUSTAINABILITY STRATEGY

The Sustainability Strategy comprises three pillars and seven focus areas to drive positive change for society and the environment. Each pillar is aligned with the Sustainability Development Goals of the United Nations (“UNSDG”), as we believe these are most effective for addressing global challenges in a coherent and holistic way.

OUR 3 PILLARS OF SUSTAINABILITY



MESSAGE FROM THE CEO

Looking back at the past year, I feel immense pride in what we've achieved, and deep gratitude for the hard work of our team, our partners, and the communities that stand with us in driving our sustainability agenda forward.

We knew that setting more ambitious sustainability targets, especially becoming a more vertically integrated manufacturer to combat climate change, wasn't going to be easy. But I'm proud to say that in Fiscal 2024, every part of our organization has taken this challenge head-on. We've been relentless in finding solutions, exploring renewable alternatives that fit the unique needs of each of our locations. It's not an easy road, and it demands leadership—both within our organization and in the communities we serve. It's about educating, communicating, and rallying local support as we shift towards a more sustainable energy future. And we're committed to doing that because it's the right thing to do.

The regulatory environment is tightening, and brands are starting to demand circular solutions to align with a more sustainable future. We're right there with them. At Top Form, we've made real progress in commercializing circular product designs. This year, we hit an important milestone by launching our first bio-based bra cups made from biodegradable materials— marking a real step away from a sole reliance on fossil fuel based products. But we're not stopping here. In the year ahead, we'll ramp up our focus on minimizing waste and working even closer with our customers to bring more circular products to market.






As we move forward, we're doubling down on our commitment to transparency and accountability. Yes, our top priority is hitting our emission reduction targets, but we're already looking ahead—laying the groundwork for a more aggressive sustainability strategy as we work towards our 2030 goals.

None of this would be possible without the dedication of our global team. I want to thank each and every one of you for your hard work this past year. Together, we'll continue to build a stronger, more resilient organization that's ready to face the challenges ahead, with sustainability at the core of everything we do.

With gratitude,
Kevin Wong
Chief Executive Officer
October 2024

FY2024 HIGHLIGHTS

PILLAR	FOCUS AREA	GOALS	FY2024 HIGHLIGHTS
 <p>SAVE OUR PLANET</p>	Pathway to Carbon Reduction	Reduce 30% of carbon emission intensity by FY2030 from FY2020 base year	<ul style="list-style-type: none"> Over 30 energy saving initiatives has been implemented since FY2020
	Pathway to Circularity	100% targeted production plants comply with relevant circularity certificates by FY2024	<ul style="list-style-type: none"> Shipped over 1.3 million pieces of certified circularity products since FY2020 100% of our targeted production plants comply with relevant circularity certifications
 <p>EMPOWER OUR PEOPLE</p>	Health and Safety	Continuous improvement in H&S Management	<ul style="list-style-type: none"> Continue to maintain high work safety standards and practices in operation Zero work-related fatalities
	Ethical Recruiting	100% of targeted production plants comply with internal Ethical Recruiting Standard	<ul style="list-style-type: none"> Zero sexual harassment or discrimination incident Zero child or forced labor incident
	Grooming Talent	Develop talent development programs for business growth	
 <p>BUILD OUR COMMUNITIES</p>	Nourishing Our Community	Meet the nutrient or health needs of local communities	<ul style="list-style-type: none"> Community Health Program rolled out in Indonesia benefited 1,000 infants and elderly Blood Donation Campaign recorded 900 successful donations including 400 first-time donors
	Women Empowerment	Invest in education for children and women	<ul style="list-style-type: none"> Back To School Program in China and Indonesia, benefited 350 school children, including 16 disabilities

SUSTAINABILITY GOVERNANCE

BOARD

Advise   Report Annually

CHIEF EXECUTIVE OFFICER

Supervise   Report

STEERING COMMITTEE (Members of Senior Management)

Supervise   Report
Bi-monthly

SUSTAINABILITY TASK FORCE (Subject Matter Experts)

Implementation   Report Daily

LOCAL FACILITIES AND ENVIRONMENTAL, HEALTH AND SAFETY COMMITTEE

GOVERNANCE STRUCTURE

The Board is responsible for overseeing the Group's sustainability and climate-related strategy, policy and annual reporting.

An effective risk management system and reporting mechanism are in place to report significant sustainability and climate-related risks to the Board in a timely manner. Our Sustainability Strategy provides a strategic direction for the Group, and our sustainability progress and performance are reported annually to the Board for their review.

Chaired by CEO, our Sustainability Steering Committee (the "Steering Co") is a group of executives who lead and drive Top Form's Sustainability Strategy and monitor its implementation.

A Sustainability Task Force (the "Task Force") has been created to support the Steering Co. and develop sustainability and climate-related strategies and policies, track sustainability performance and prepare the Sustainability Report. Bi-monthly meetings are held to report the progress of our sustainability initiatives to the Steering Co.

The local Environmental Health and Safety Committee (the "EHS") is responsible for the implementation of the Group's Sustainability Strategy.

For further details on our Corporate Governance structure and practices, our Board and its composition, please refer to the Corporate Governance Report and the Directors' Report in the [Annual Report](#).

MAINTAINING AN ETHICAL BUSINESS CULTURE

Guided by Top Form's Code of Conduct ("the Code"), we expect our employees to act with integrity and honesty in all business activities and standing firm against corruption.

The [Code](#) is accessible in Top Form Company website and is applicable to employees of Top Form irrespective of their position and function.

Our suppliers are also required to meet the expectation of our Vendor Code of Conduct and comply with applicable anti-corruption and anti-bribery laws, rules and regulations. All Board members take refresher e-training through circulation of e-training materials and regulatory updates on a regular basis.

Whistleblowing procedure is covered in the Code to assist employees to raise concerns directly to the Audit Committee in writing about any valid violation to the Code through a dedicated email or business mailing address. Any concerns received will be handled with care and strictest confidence.

For the year ended 30 June 2024, the Group was in compliance with all anti-bribery, extortion and corruption laws in each operating country. There was no concluded corruption case.

STAKEHOLDER ENGAGEMENT

Our key stakeholders are institutions and people that are significantly affected by our business activities and business relationships. We regularly engage both internal and external stakeholders with the goal of evaluating their needs and interests on a range of sustainability topics. From our engagement with stakeholders, we determined which topics are most material to our long-term operational viability or will influence the assessments and decisions of stakeholders.

For more details on our engagement objectives and the methodology we adopted for different stakeholder

groups, please visit the [Stakeholder Engagement](#) section of our website.

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SHARING INNOVATION INSIGHTS TO GLOBAL MASTER'S STUDENTS IN POLY U



Kenneth Wong
Managing Director
Top Form Group



Our Managing Director was invited by School of Fashion and Textiles of The Hong Kong Polytechnic University to share his insights on how product innovation propels growth, enhances competitiveness, and fosters sustainability in the ever-evolving global fashion landscape to a group of master degree students from global fashion universities including Hong Kong Polytechnic University, Fashion Institute of Technology (New York), Centro (Mexico City) and Institut Français de la Mode (Paris) as part of their Global Fashion Management Program (GFM).

The Global Fashion Management MA program, conceived by the late Professor Edward Newton, celebrates 20 years of bridging international fashion education gaps. This unique collaboration among Institut Français de la Mode (Paris), Fashion Institute of Technology (New York), and The Hong Kong Polytechnic University offers an immersive global learning experience.

Students participate in intensive week-long seminars at each campus, engaging with industry leaders and experiencing the fashion landscapes of New York, Paris, and Hong Kong. In 2023, Mr. Kenneth Wong, as one of the distinguished speakers, graced the Hong Kong seminar.

The year 2023 was particularly significant as the fashion industry faced unprecedented challenges, including pandemic aftereffects, geopolitical tensions, digital transformation, sustainability concerns, and supply chain instabilities.

Kenneth's representing Top Form's influential position in Hong Kong's fashion scene, provided a comprehensive overview of the industry's current state and Top Form's strategies for overcoming challenges. His presentation offered valuable insights and lasting inspiration to students and faculty alike, transcending mere takeaways.



Dr. Wing-sun LIU
Former Assistant Dean and Program Leader
School of Fashion and Textiles
The Hong Kong Polytechnic University



3D DESIGN: MERGING CREATIVITY WITH ENVIRONMENTAL RESPONSIBILITY

Top Form Group was invited as speaker to share our insights on “Unlocking Digital Fashion for Commercial Success” at PI Apparel Hong Kong 2024 and how our 3D technology platforms are ready to integrate with any product category which values fit, performance enhancement, wellness, and circularity. The event brought together manufacturers, professional, industry experts to discuss how innovation shapes the future sustainability landscape of the apparel industry.



Ms. Lena Lim
Chief Commercial Officer of
Browzwear



At Browzwear, our mission is to bring Creativity, Agility, Efficiency and Speed for our industry through cutting-edge 3D digital twin creation and collaboration solutions. We empower designers,

pattern makers, manufacturers, and brands to bring their creative ideas to life in a manner that drives and contributes to this mission.

We are excited to acknowledge Top Form’s remarkable journey of integrating our 3D technologies into their product creation operations for both Design and Product Development. The collaboration with Top Form continues to drive the mission to bring Innovative and Quality products to their customers, with greater efficiency and conscious effort into sustainability.



The transformative impact of 3D Digital Product Creation on Top Form’s business is evident. By leveraging Browzwear’s VStitcher creation software, they have streamlined their design and development processes, allowing them to achieve reduced waste and accelerate their time-to-market with customers.

Top Form has adeptly utilized Stylezone, Browzwear’s cloud collaborative platform, to showcase designs, collaborate efficiently, and manage assets. This has created a seamless workflow that significantly improves efficiency in their customer collaboration during product sample development.

Our partnership has not only made significant contributions to Top Form’s internal workflows and efficiency but also to their global sustainability efforts. The creation of Digital Twin with Browzwear’s true-to-life simulation has drastically reduced the need for physical samples, thereby reducing material waste and carbon emissions.

Creating over 500 Digital Twin so far this year, and it is estimated to save 2,000 kg of carbon emissions and 135,000 litres of water. Top Form and Browzwear are hand in hand in building a greener future.

Looking ahead, we foresee continued advancements in 3D digital fashion that will drive our common mission of efficiency, creativity, and sustainability.

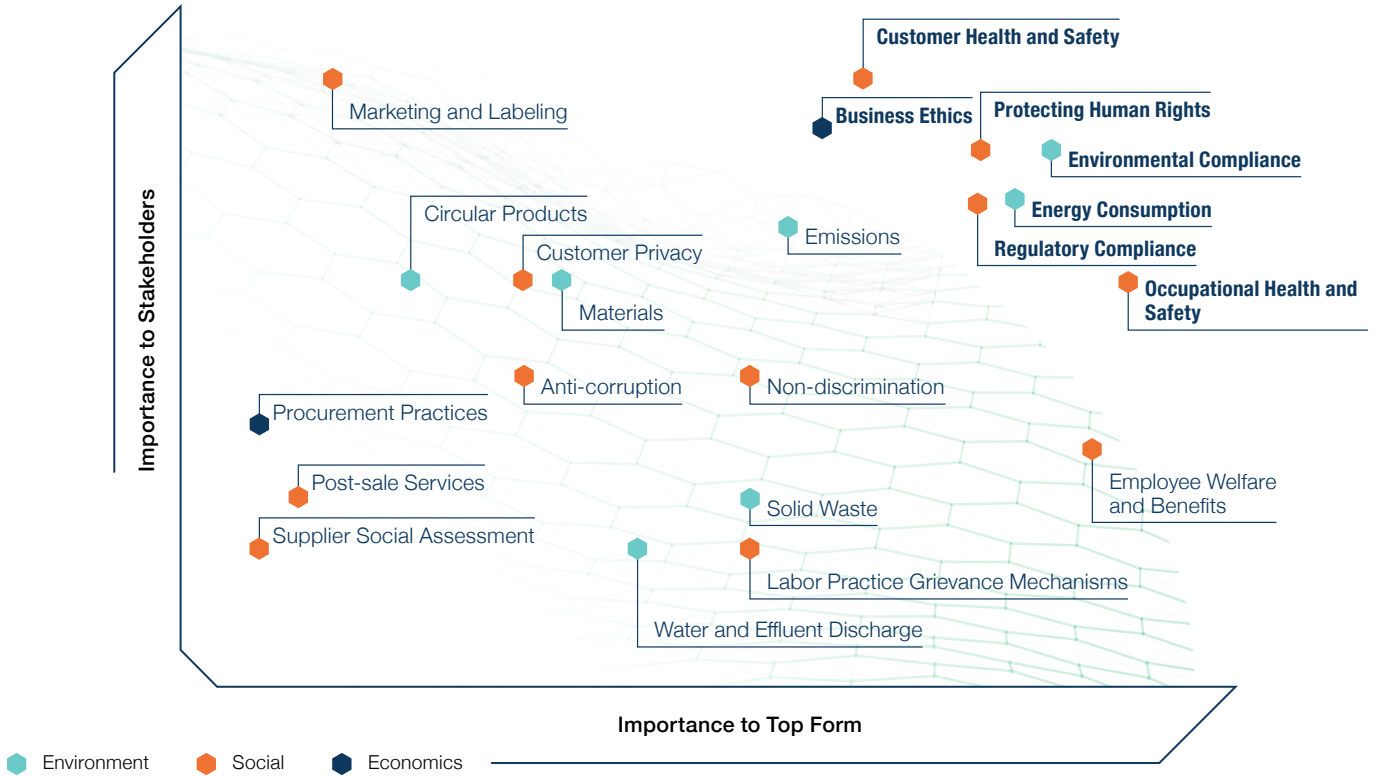
Continuing on their virtual prototyping that integrates digital fitting, and AI-driven design are not just on the horizon—they are becoming integral to the way Top Form operates.

In conclusion, Browzwear is proud to be part of Top Form’s ongoing success story. Their adoption of our 3D solutions and Stylezone exemplifies how technology can transform traditional practices and contribute to a more sustainable future.



MATERIALITY MATRIX

We identify and evaluate material issues by assessing the rating of the sustainability issues that matter most to our stakeholders and affect our business.



These material topics are prioritized in our strategic planning and endorsed by the Board. The subsection of this report discloses our action to address the material topics of concern to our stakeholders.

These results are discussed in greater depth in our chapter on sustainability; the management approach and our performance in relation to these material aspects are also disclosed in this report.

How We Address Them





SAVE OUR PLANET

Top Form's Environmental Policy and Environmental Management Manual are the guiding principles and standards of our commitment to efficient use of natural resources, protection of ecosystems, and, where applicable, ensuring compliance with local regulation requirements. Local EHS Committee is responsible for enforcing activities to comply with our standards including but not limited to periodic audits, conduct refresher trainings, and tracking of environmental performance. An annual audit is performed by Head of Compliance to evaluate the effectiveness of our management system.

In FY2024, the Group has not identified any legal non-compliance against the relevant laws and regulations in our operating regions pertaining to emissions or other environmental issues, such as, but not limited to, the Environmental Protection Law of the PRC, Energy Conservation Promotion Act (No. 2) B.E. 2550 (2007) of Thailand, the Environmental Protection Tax Law of the PRC.

GREENHOUSE GAS (GHG) MANAGEMENT

GHG EMISSIONS BY SCOPES AND REGION

Carbon Intensity:

0.2951 kg CO₂/pc¹

- Scope 1 (tCO₂e)
- Scope 2 (tCO₂e)

12,184

341



Notes:

- Scope 1 emissions include direct emissions from fuel combustion of stationary sources (e.g. generators, kitchens) and mobile sources (e.g. company vehicles)
- Scope 2 emissions include indirect emissions from purchased energy and steam
- GHG emissions are accounted with reference to the GHG Protocol Corporate Accounting and Reporting Standard issued by the World Resources Institute and the World Business Council for Sustainable Development
- The greenhouse gas emission factors of Greater China and Overseas operation refers to Annual Emission Reduction Project China Regional Grid Baseline Emission Factors, CLP Sustainability Report and the IGES List of Grid Emission Factors respectively

Renewable energy

Top Form uses no fuels derived from biomass, and our production processes do not create biogenic carbon dioxide emissions. Since electricity accounts to over 90% of our total carbon emission, consuming renewable energy is an important carbon reduction strategy for Top Form.



100% of Top Form's headquarters corporate vehicles were replaced by EV cars in FY2024

¹ Standard piece reflects the total units of all products mix Top Form sold. The target setting methodology has referenced the APPAREL AND FOOTWEAR SECTOR SCIENCE-BASED TARGETS GUIDANCE of SBTi

In addition, Top Form is taking the following approaches to manage electricity consumption:

CONTROL MEASURES AND PRACTICES

- Implemented housekeeping program to minimize energy wastage
- Smart meters are installed in Thailand and China production floor to monitor consumption and control energy consumption
- Air conditioners temperature in offices are set at 25°C
- Heating machines are pre-heated based on seasonal temperature change instead of standardized work shift time



MANAGEMENT OF EQUIPMENT

- Replaced aging equipment with more energy efficient equipment
- Conducted regular inspections for air compressor leakages
- Purchased electrical appliances with a grade 1 energy label
- Retrofitted sewing and molding machines

LIGHTING

- Replaced existing lighting with LEDs
- Turned off lights during non-operating hours



Identified opportunities to reduce lightings without compromising work place safety and work efficiency



Installed light motion sensors to lower electricity consumption when rooms or operation area is not frequent use.

ENERGY CONSUMPTION FY2024

19,996

Purchased Electricity (kWh '000)



1,074

Renewable (kWh '000)



1,400

Others (kWh '000)

- Diesel and petrol from mobile combustion
- LPG from stationary combustion

WATER MANAGEMENT

We have established a set of water management policies and operation procedures that meets the relevant laws and regulations of the countries we operate. Water conservation management team is established within local EHS Committee to coordinate and implement activities to raise water conservation awareness and promote effective water saving practices to employees and workers. Water sub-meters are installed to track and measure consumption to identify and control wastage. The total water consumed in FY2024 is 234,174 m³, and the year to year increase is mainly due to including the water consumption from our new dye house operation.

Water comes from government sources and there is no issue in water supply in our operation.

The wastewater discharged by the Group is classified into two types: domestic wastewater and industrial wastewater. Domestic wastewater is discharged into underground septic tank for pre-treatment before dispersal. A well-established wastewater treatment process is established for industrial wastewater generated from production, and water quality is tested monthly by certified third parties to ensure the discharge meets local regulating requirements.

WASTE MANAGEMENT

We manage the waste produced in all our operations according to our Environmental Policy, 5R's waste management principle and LEAN principles. We identify waste source through root cause analysis, and adopt continuous improvement initiatives to make incremental changes to reduce waste. Our waste are mainly textile waste from production such as fabric, foam and knitting scraps, as well as domestic waste and small amount of hazardous waste.

Production waste is further sorted and subcategorised for disposal. Textile scraps and carton boxes that are generated from supplier material deliveries contributed majority of our waste and they are collected by different qualified contractors for recycling. In our foam cup factory in China, foam scraps are collected by a qualified waste contractor for further processing the scraps and converted into energy. While hazardous waste is collected and handled by licensed contractors for proper disposal, and majority of our hazardous waste includes empty chemical containers, inks cans and contaminated materials.

FROM SCRAPS TO CARE: REPURPOSING OUR PRODUCTION WASTE

This year, Top Form Thailand has embarked on a project to repurpose material scraps into medicine bags for hospital patients. Clean production scraps were collected and sorted, and over 4,000 high-quality

medicine bags were reproduced with these materials. This initiative was supported by 5 local hospitals and clinics and all bags were successfully distributed to their patients at the medicine counter.



COLLECT



SORT



**REUSE &
REMAKE**

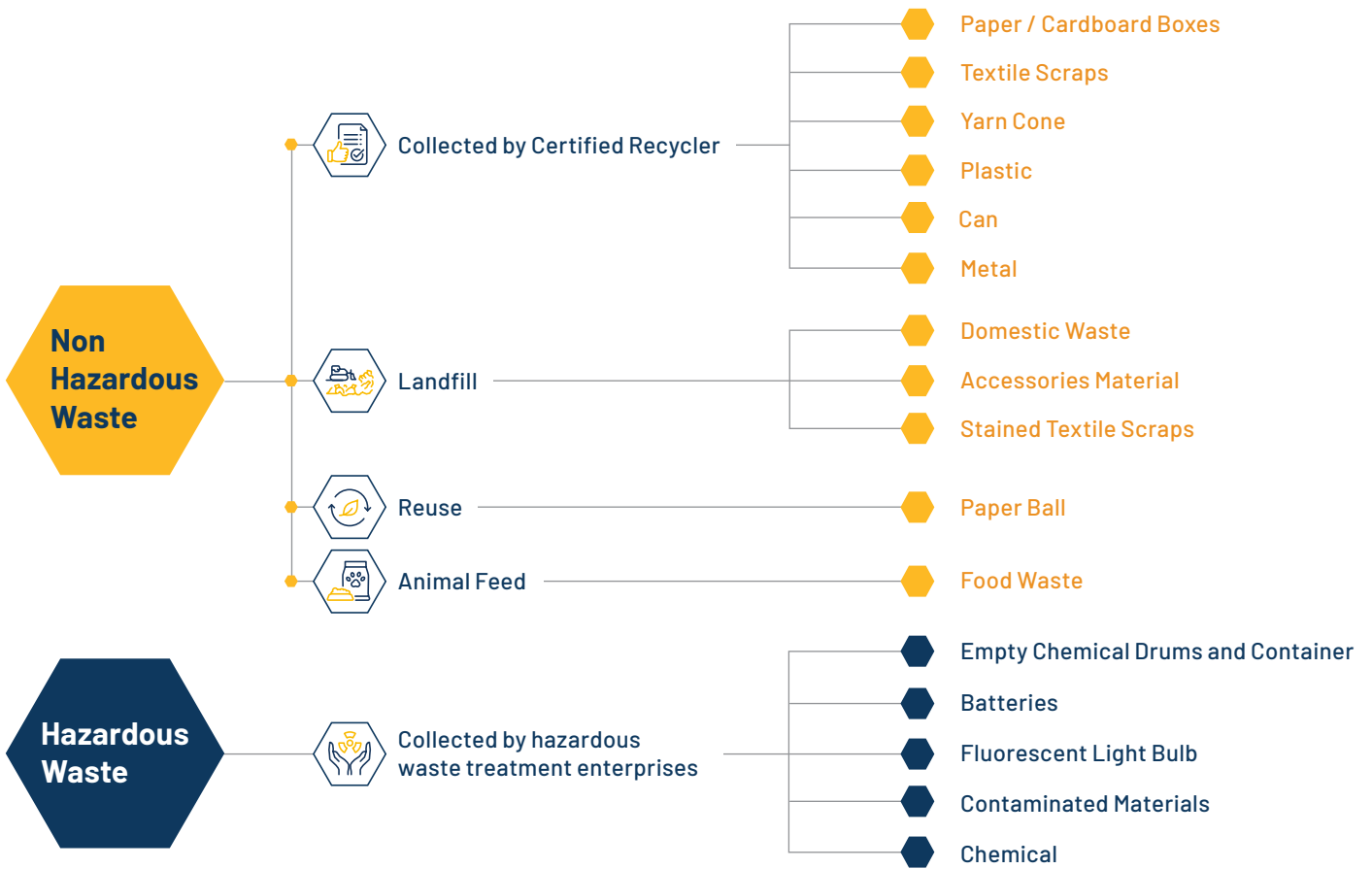


PACK



DONATE

Waste Handling Process



Top Form has adopted the following practice in our operation to minimize waste:

- Control allowable material surplus per order
- LEAN waste management approach (Transportation, Inventory, Motion, Waiting, Overproduction, Over processing and Defects)
- Implementation of 5R practices
- Reduce quality defects through internal quality management system

WASTE DATA



TASK FORCE ON CLIMATE RELATED FINANCIAL DISCLOSURES

Since 2022, we have reported our climate-related disclosure in accordance with the Task Force on Climate-related Financial Disclosures (“TCFD”) and we have continued to enforce the risks mitigation action disclosed in our last report. The identified risks are integrated into our Sustainability Strategy and risks management system to ensure significant business risks

posed by climate change are reported to the Board on an annual basis and considered in our business and financial planning.

The identified risks and their associated impact on our operations, together with our mitigating actions, are summarised in the following table.

Key climate-related risks and our mitigation plans

TYPE	CLIMATE RELATED RISKS	POTENTIAL FINANCIAL IMPACTS	MITIGATION
Physical Risk	Acute		
	Extreme weather, e.g., floods and storms	<ul style="list-style-type: none"> Staff injuries and facilities damage Logistic disruption 	<ul style="list-style-type: none"> Diversified production locations Developed disaster recovery and business continuity plan
	Chronic		
	Extreme temperatures and heat stress	<ul style="list-style-type: none"> Increased energy cost to provide cooling to workplace Lower workers' productivity 	<ul style="list-style-type: none"> Use energy-efficient cooling system and provide comfortable workplaces
	Rising sea levels	<ul style="list-style-type: none"> Property and asset damage 	<ul style="list-style-type: none"> Consider environmental risk in the planning of new campuses
Transition Risk	Policy and Legal		
	Stringent decarbonization plan and stricter compliance	<ul style="list-style-type: none"> Operation disruption Compliance cost 	<ul style="list-style-type: none"> Regular update on new regulatory and industry trends Continue to review strategy and addressing potential impact proactively
	Technology and Innovation		
	Renewable energy and low-carbon technologies	<ul style="list-style-type: none"> Additional capital expenditures for technology investment 	<ul style="list-style-type: none"> Continue execution of corporate decarbonization plan
Transition Risk	Markets		
	Shift in customer preferences to sustainable products	<ul style="list-style-type: none"> Lost market share Customers reduce PO placements 	<ul style="list-style-type: none"> Continue to certify our factories and products with relevant circularity certificates, e.g, GRS, OEKO-TEX®
	Adoption of carbon pricing	<ul style="list-style-type: none"> Cost of carbon offset 	<ul style="list-style-type: none"> Continue execution of corporate decarbonization plan
	Supply chain disruptions	<ul style="list-style-type: none"> Shipment delays caused by raw materials delays 	<ul style="list-style-type: none"> Regular supplier engagements to minimize logistic delays
	Reputation		
Rising concerns about ESG performance by investors and banks	<ul style="list-style-type: none"> Limited funding channels Increased cost of borrowing 	<ul style="list-style-type: none"> Improve ESG performance and reporting transparency Adoption of various ESG and climate related standards 	

PRODUCT RESPONSIBILITY

Top Form Group’s Quality Management System consists of policies and procedures that ensure our products meet customer quality expectations. Both Quality Assurance (QA) and Quality Control are integral parts of our quality management system, which emphasizes risk management, internal inspection, and corrective actions when necessary.

Quality risk assessment begins at product development and selection of raw materials stage, fabric is tested to ensure hazardous substances in products are strictly controlled and no restricted substance is contained in our product.

The quality department performs incoming quality control to all raw materials according to agreed quality standard with supplier before mass production. Fabrics are tested by customer-approved internal or external laboratories to verify the material is meeting the industry’ health and safety standards. Non-conforming materials will be processed and handled according to escalation procedures.

End-of-line inspections are conducted for each order according to the Acceptance Quality Standard (AQL) sampling standards specified by customers. Only after

our strict quality standards have been confirmed will a shipment be dispatched for delivery.

In the rare case of a significant quality failure, it will be reported to our business leads and Head of Quality rectification. These policies provide guidance on the necessary measures to be taken to rectify the issue and prevent similar quality issues from recurring in the future. By implementing these measures, we demonstrate our dedication to product responsibility and our commitment to delivering products that meet the highest quality standards.

Our Sales Operation Team and Quality Assurance Team are responsible for handling quality complaints. If a complaint is received, we will conduct an investigation to determine the root cause of the issue and identify an acceptable solution. Valid quality complaints with financial impacts are reviewed and reported to Senior Management Team on monthly bases as part of our risk management process.

In FY2024, the Group had no products sold or shipped subject to recalls for safety or health reasons.



Awards: Gold Standard in Inventory Accuracy from Dick’s Sporting Goods
Business: Hong Kong headquarters



FY2024 QUALITY PERFORMANCE	ACHIEVED	TARGET
Accepted Quality Standard “AQL”	99.18%	100%
Observed Quality Performance “OQL”	0.60%	1%

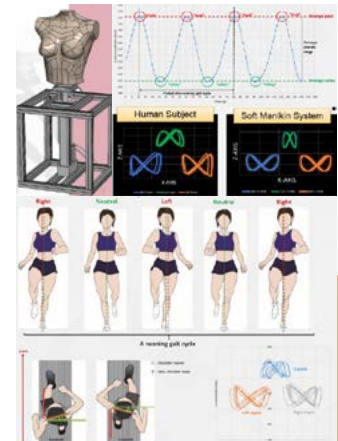
“2/3 of apparel chief purchasing officers expect digitisation to be the most important capability for suppliers to grow in the year ahead”

The State of Fashion 2023

EMPOWERING QUALITY WITH DIGITAL INNOVATION

This year, Top Form collaborated with The Hong Kong Polytechnic University (“PolyU”), which has invented a cutting-edge technology that simulates running movement of an athlete and measures the performance of sports bras, to design and develop a scientific-based measurement tool that is expected to improve and strengthen the quality control process of designing a product and enhance the overall quality of sports bras.

Top Form provided resources and technical know-how to improve data accuracy of the system. We believe the result of this research has provided significant insight on how a sports bra should be designed and revolutionized the way product performance is evaluated during exercise through digitalization.



Professor YICK Kit-lun
School of Fashion and Textiles,
The Hong Kong Polytechnic
University

According to Data Bridge Market Research & GreyViews, global market size for sports bra is estimated to reach \$95 billion by 2028. International apparel manufacturers are leveraging advanced digital technologies and innovative to enhance the quality of products and processes within their business to capture the growth opportunity.



Poly U has taken 4 years to invent 3D Motion System digital solution which we believe it enhanced the learning experience of the Contour Fashion and Activewear in our Undergraduate Program in Fashion and will provide significant insight on the quality of a sport bra to apparel manufacturers through digitalization. Sports Bras are one of the most complex engineered apparel and recruiting experienced fitting models who could provide valuable insights of the garment performance has always been challenging and time consuming for both academic research and business operation.

The collaboration with Top Form in this project helped explore the opportunities to leverage advanced digital technology and industry best practices to find a solution to address these challenges. I am impressed by Top Form’s strong technical know-how of designing quality apparels, they have analyzed and benchmarked the performance of a range of sports bras in the market from material use to design to identify the DNA of good quality sports bra. These science-based studies are crucial for apparel manufacturers who are seeking to differentiate themselves by offering value added service to international fashion brands that will ultimately benefit athletes.



SUPPLY CHAIN MANAGEMENT

The Group attaches importance to establish and maintain good partnerships with suppliers throughout our sustainability journey. We expect vendors to share our commitment and meet the compliance requirements in our Vendor Manual. Meanwhile, vendors must complete a self-assessment, adhere to the Code of Conduct, and sign a non-disclosure agreement. Top Form also uses both internal and third-party testing labs to ensure product safety compliance.

We engage new suppliers through on-boarding meetings and on-site visits as necessary. Policies and procedures are formulated to screen new suppliers and selected suppliers are required to agree to our Code of Conduct for the compliance of below business practices, which includes but not limited to:

- A. Compliance with local social and environmental laws
- B. No child labor, force labor and harassment
- C. Anti-corruption and bribery
- D. Declare Conflict of Interest
- E. Prohibit of unauthorized subcontracting

MANAGEMENT PROCESS



NUMBER OF SUPPLIERS BY GEOGRAPHICAL REGION



Vendor evaluations are regularly conducted to evaluate supplier’s overall performance including, product innovation, compliance to regulations, product sustainability, quality, on time and on time in full delivery, responsiveness to feedback, and among others. Our vendor evaluation this year covers 35 key suppliers, representing 85% of total material purchased.

Based on our internal scoring system, the suppliers under evaluation are categorized as “Strategic”, “Core” and “Phase out”. Top Form will consider giving business priorities to Strategic partners whereas lesser business or possibly no business to poorly scored vendors to reduce our risk exposures. This year, no assessed suppliers are categorized as “phase out”.

Third party accreditation of OEKO-TEX® or bluesign® is required to ensure their products do not exceed

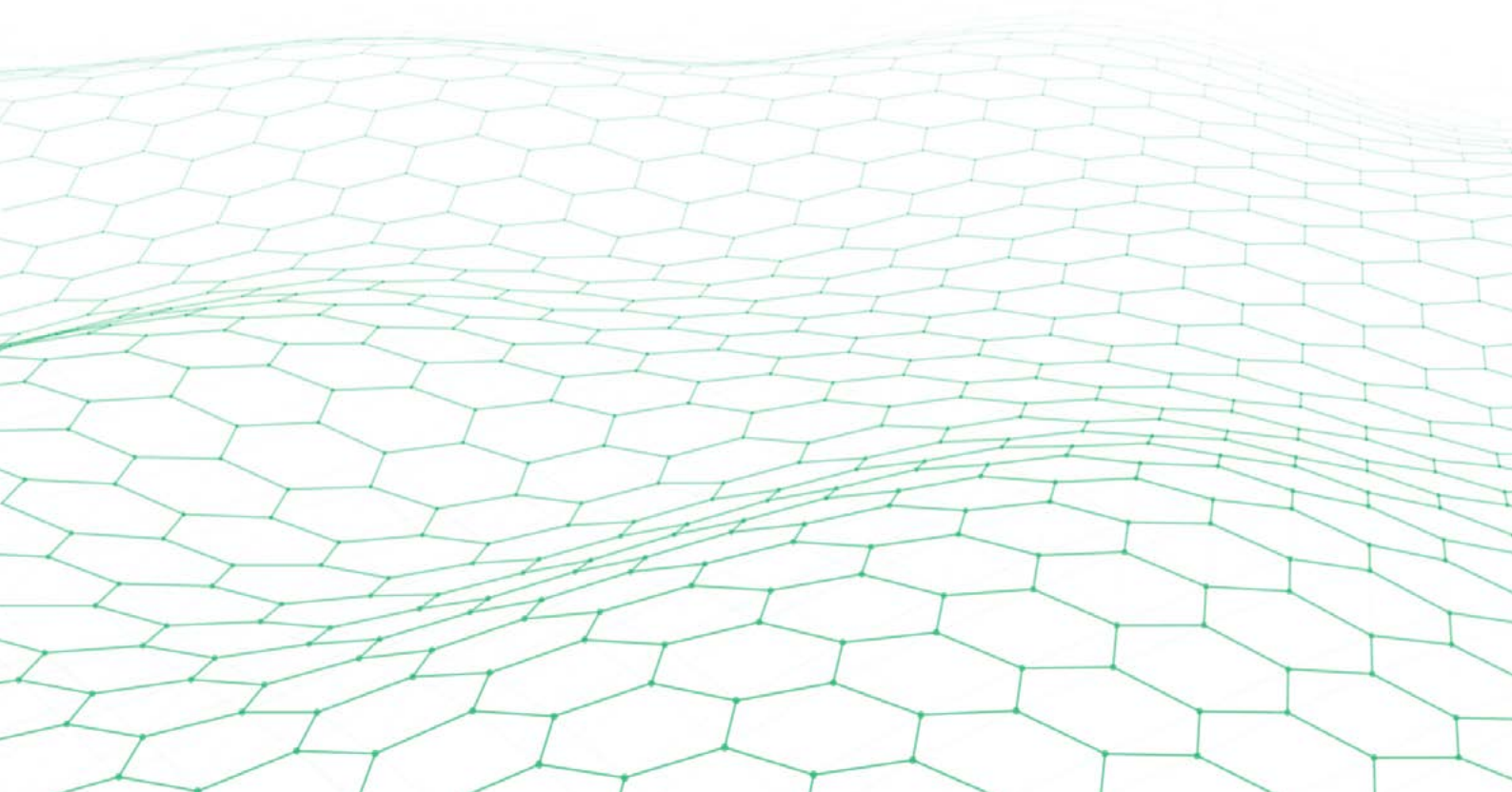
chemical restriction limits set by brands and accreditation of relevant circularity claimed material is also required in order to validate the material comes from ethical and sustainable sources. In fiscal 2024, 100% of our fabric suppliers obtained the STANDARD 100 by OEKO-TEX® Certificate, and 27% of them obtained a number of circularity certifications such as the Global Recycled Standard (GRS) or the Recycled Claim Standard (RCS) certification.

PROTECTING INTELLECTUAL PROPERTY RIGHTS

Top Form respects the intellectual property rights of our customers, including their designs, printed logos and artwork, as this is critical for maintaining their trust and preventing loss. At the beginning of each new business engagement, we sign confidentiality agreements with our customers and suppliers; we also require our employees to follow the confidentiality clause in our Code of Conduct when handling sensitive information.

Our Disposal Policy stipulates the procedures to take when disposing of leftover production materials that contain brand names or licensed logos.

During the reporting period, there were no cases of non-compliance related to intellectual property rights regarding our products and services.



TOP FORM GROUP'S JOURNEY TO CIRCULARITY

Our circularity journey began in FY2021 when the Group revamped our Product Strategy and embedded circularity concepts into our product design and proposed to premium lingerie brands to enhance the value of their collection.

Since we introduced our circularity target in FY2022, we have anticipated an increase in inquiries regarding content claim certificates for both our garment and foam cup sectors. Our roadmap includes partnering with strategic suppliers capable of meeting our circular material requirements. Additionally, we have evaluated and identified the necessary content claim certifications

by product category, mapped the certification lead time by factory, and communicated our comprehensive plan to customers to achieve our goals. We are pleased to announce that 100% of the targeted factories have successfully obtained circularity certifications, including the Global Recycling Standard (GRS), Organic Content Standard (OCS), and Recycle Claim Standard (RCS).

These standards indicate that the certified products manufactured in our facilities contain a specified amount of recycled and/or organic content in the raw materials used and that environmental and chemical impacts were minimized during the production process.



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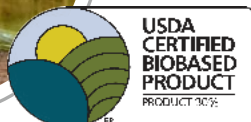
CU1136890



GoGreen Foam



Castor oil:
Bio-based material contained in GoGreen Foam



Top Form's GoGreen Foam is a bio-based foam codeveloped by Grand Gain and our strategic supplier. The product contains over 25% bio-based content that is certified by the United States Department of Agriculture ("USDA") and creates less impact to the environment than conventional petroleum-based raw material used in a foam cup.

Shipped over 3 million units in FY2024

Over 25% bio-based content

Non-food crop



CARING FOR OUR PEOPLE

FAIR AND ETHICAL EMPLOYMENT PRACTICES

Core to our people agenda is ensuring that the Group complies with all local laws and regulations and demonstrates respect for all our people, together with values-based management in addressing broader social issues.

Our Ethical Recruiting Standard, Code of Conduct, Social Policy and other human resources policies and procedures are in place to meet the requirements of all local laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, non-discrimination and harassment, and those covering benefits and welfare in the markets in which it operates. To build trust and transparency, our employment practices and standards are communicated to our employees through orientations, training, employee handbooks and bulletin boards.

The Group regularly organizes employee activities such as sports competitions, hiking, and dancing to build comradery and team cohesion. Helping employees better manage-work related stress and maintain work-life balance.



We celebrate and recognize employee loyalty and dedication at our annual Long Service Award ceremony.



International Women's Day is celebrated annually to show our support and appreciation to our female employees

EMPLOYEE ENGAGEMENT

Since 2022, Top Form Group has established a communication strategy to increase our engagement with our global teams. The Group has kicked off over 70 engagement activities with the goal to improve employee experience and reinforce the core values of the organization.

Communication Channels:

Employees are well informed of corporate announcements and encouraged to communicate openly. Group operations have various communication channels including bi-annual performance review, corporate announcements, social networking platforms, informal gathering, and town hall meetings, to improve team collaboration and strengthen organizational culture.



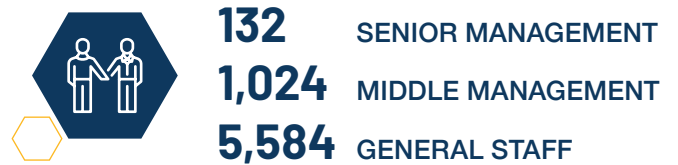
We have expanded our social media platform from LinkedIn to WeChat to ensure corporate information is effectively delivered to local employees in different regions.

WORKFORCE STRUCTURE

BY GENDER



BY RANK



BY AGE GROUP

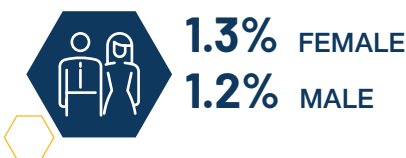


BY REGION

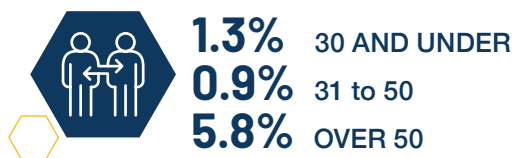


WORKFORCE TURNOVER RATE

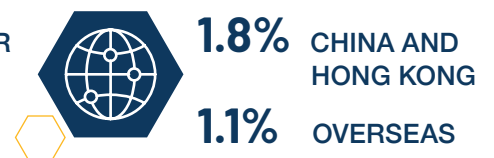
BY GENDER



BY AGE GROUP



BY REGION



Notes:

- The turnover rate is calculated by taking the average annual turnover of the specified category and divided by the headcount of the same category of the recording period. It reflects the overall changes for the year.
- In FY2024, all employees were employed full-time at Top Form; the number of employees is based on their employment status as of the last day of our reporting period.

EQUAL OPPORTUNITY

Top Form provides equal opportunities to all qualified employees for promotion and career development. The selection of employees for promotion and career development opportunities will be based on objective criteria of a non-discriminatory nature.

Top Form work environment is free of discrimination for any reason including, but not limited to: race, color, religion, sex, national origin, physical or mental disability and age; or any other attribute recognised by the laws of the country in which we operate.

Top Form develops standard operating procedures that provides equal job opportunities for potential candidates including the following tasks:

- Explain the job description and give a written copy to the jobseeker in a language they understand;
- Explain any risks and hazards associated with this specific job or work environments;
- Develop a checklist for all employment contract that is in a language understood by the workers.

INCLUSIVE WORKPLACE RECOGNITION

Organized by Department of Empowerment of Persons With Disabilities and Association of the Physically Handicapped of Thailand, this national award recognises organisations from all around Thailand that have outstanding contributions to disability employment and improve the employment rate of disabled individuals.

Top Form Thailand has received the plaque of honour, recognizing our effort and commitment in supporting employment of people with disabilities for the 7th consecutive year in a row.

It is a key milestone of our sustainability journey and reflects our dedication to foster a diverse and inclusive workplace environment within Top Form.



FAIR WAGE AND COMPENSATION

Top Form conducts annual salary review to evaluate our employee compensation package is both competitive and fair base on market studies and performance. Employee performance is evaluated through a systematic process by their manager where expected performance is clearly defined and how the performance is measured. Overtime payment and leaves such as paid leave, marital leave, maternity leave, work-related injury

leave and sick leave are settled in accordance with the laws and regulations of the place where we operate.

Promotion occurs during annual salary review or interim review. Spontaneous promotions may also occur if a business need arises or when an opening occurs or an existing position becomes vacant.

PREVENTION OF CHILD LABOR

Top Form maintains a zero-tolerance approach to child labor and have rigorous recruiting procedures to prevent child labor, and our recruiting personnel are provided with professional trainings to implement the required background checks during recruiting process:

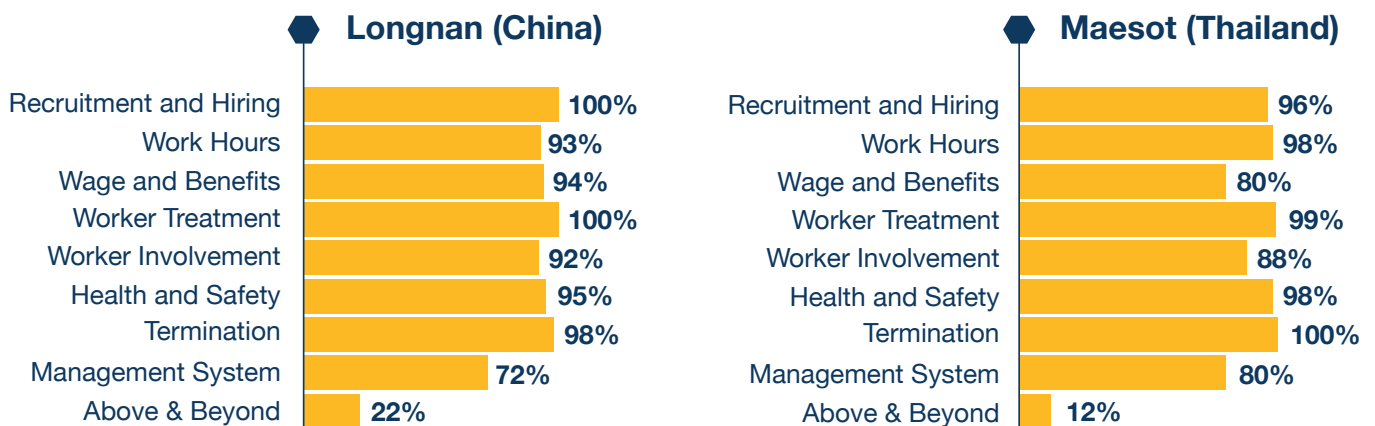
- We state the legal working age in job advertisements and recruitment workshops.
- All applicants must submit their ID cards and declare the submitted information is correct.
- Age and identification checks are conducted in interviews.
- Applicants who do not meet legal age requirements during the recruitment phase will be rejected.
- If a case of child labor is identified, the employee will be asked to stop work immediately, and any outstanding wages will be paid.
- A full investigation of the non-compliance incident will be carried out to prevent its reoccurrence.

PREVENTION OF FORCED LABOR

Top Form treats forced labor, human trafficking, and slavery as zero tolerance issues. We hire only people who are of legal working age and who choose to work voluntarily. Management procedure and standards are developed and implement by local human resources department and management team.:

- New workers sent by agencies will be interviewed in one-on-one sessions to ensure no recruitment fees were charged or solicited.
 - Employment contracts must be signed in a language understood by new hires.
 - All overtime work must be voluntary; overtime wages are paid in strict compliance with relevant regulations.
 - Changes in labor regulations are communicated in refresher training.
 - A full investigation of any non-compliance incident will be carried out to prevent its reoccurrence.
- Concerns and complaints about violations of our policies are handled through a grievance procedure established in each of our local offices and factories. Complaints received are then investigated with guaranteed confidentiality.
- Besides having a robust HR procedure, every year, Top Form factories are subject to two types of social audits: Local Human Resource or Compliance Team who conducts internal audits of their own factory that adheres to Top Form’s Ethical Recruiting Standard, and external audit either directly from our customers or third party professionals based on industry standards such as Social & Labor Convergence Program (SLCP), Better Work, and Worldwide Responsible Accredited Production (WRAP).
- Top Form has completed 20 internal social audits and received 10 external social audits this year, and the Group has not received any complaints on employment issues, including any incident of discrimination, child labor or forced labor.

REGISTERED FACTORY LATEST VERIFIED FACILITY SOCIAL & LABOR MODULE (FSLM) SCORE



LEARNING AND DEVELOPMENT

Top Form is committed to creating a positive learning atmosphere and providing trainings to our employee to support their career advancement. In order to continue to provide world class services to our customers, our learning programs are designed to equip our employees with the right skills to perform their work efficiently and safely. We also coordinate outstanding employees to attend domestic and overseas exhibitions of our industry and forums, providing them opportunities to broaden their exposure and keep abreast with the trends in the apparel market. In FY2024, we have added a new policy to sponsor Post-Graduate Education that is intended to enhance employee performance and support their career growth.

In FY2024, Top Form has provided over 30,000 training hours to employees and workers covering orientation training, health and safety, environment and on the job trainings.



Our Annual Strategy Day is organized and dedicated for middle and senior management teams to align strategic priorities and discuss about our future goal.

BY EMPLOYEE CATEGORY

	AVERAGE TRAINING HOURS	PERCENTAGE TRAINED
General worker	5.02	84%
Middle Management	3.57	15%
Senior Management	5.43	1%

BY GENDER

	AVERAGE TRAINING HOURS	PERCENTAGE TRAINED
Male	5.85	21%
Female	4.58	79%



HEALTH AND SAFETY MANAGEMENT

Top Form adheres to international standards on occupational health and safety, including but not limited to “Ministerial Regulation On The Prescribing Of Standard For Administration and Management of Occupational Safety, Health and Environment” in Thailand, and the “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases”, (《中華人民共和國職業病防治法》), among other country-specific standards.

Our “EHS Policy and Operation Guidelines” is implemented across all operation facilities and monthly or quarterly Environmental, Health and Safety Meeting is held to review EHS matters such as self-audits results, past incidences and effectiveness of control measures, and coordination of future health and safety training schedule. Major occupational injuries are escalated to the Management Team and reviewed in monthly operation meetings as part of factories’ performance review.

SAFETY PERFORMANCE IN FY2024



Percentage change of lost days ² per incident compared to FY2023	17%
Number of lost day incidences	10
Average number of lost days per incident	20

Workplace Safety games to reinforce safety mind sets



Shenzhen Environmental Health and Safety Committee held Workplace Safety Quiz to raise employees’ workplace health and safety awareness as well as contingency management.

Workplace Ergonomic practices to reduce risks of workplace injuries



Training workers on proper ergonomic safety techniques and procedures are regularly conducted to empower them to make informed decisions about maintaining their health.



Workstations cranes is installed to improve material handling and minimizing physical strain on workers

¹ Number and rate of work-related fatalities that occurred in each of the past three years, including the reporting year.
² “Lost day incidents” are defined as the number of occupational injuries where a worker is hospitalized. There has been no significant change in calculation methodology.

Safety training and audit plan is formulated at the beginning of each fiscal year and implemented according to schedule. In FY2024, 20,000 hours of health and safety related training were provided to educate hazard prevention and promote safety culture in the operation.

Health and safety inspections are carried out on daily by operating teams and monthly by local compliance team according to our “EHS Self-Assessment Check List” that has referenced customer requirements and industry best practices. Improvement measures are formulated based on the assessment results, local compliance team escalates any gaps identified without any remediation action or justification to General Manager and Group Head of Compliance for further action.

All our factories have medical clinics with supporting medical staff to provide free health evaluation to any employee who feels unwell during their work shift. When a worker is in severe suffering and needs urgent care and attention, they will be sent to the nearest hospital immediately for further treatment.

Top Form regularly organizes and promotes employee wellness activities to encourage and support employees to have a balanced, healthy lifestyle. It creates a sense of belonging at Top Form and a positive working experience. Health-related activities are organized and carried out throughout the year across all regions such as:

- Sports activities are organized to encourage employees to engage in physical activities
- Periodic health checks
- Partner with local health professionals to provide health workshops to targeted employees and workers based on their health needs
- Educate in personal hygiene and prevention of seasonal diseases (e.g. dengue fever, measles, flu)
- Insecticide sprayed on production floors to fight infectious diseases
- Implementation of good housekeeping 5S practices with workers and management
- Providing equipment for reducing worker fatigue



Posters are displayed in employee bulletins to illustrate mosquito breeding sites and preventive actions during dengue fever season.

Promoting Protection of the Reproductive Function of Female Workers

Top Form Indonesia collaborated with the local Labor Department to enhance female health awareness by participating in their “Improving the Protection of the Reproductive Function of Female Workers in the Garment Sector Workplace’ program. Our Health and Safety Team attended health training workshops and free vitamin supplements were provided to all female workers aiming to educate and promote the importance of rich nutrient in-take in prevention of anaemia.





SUPPORTING THE HEALTH AND WELLBEING OF OUR COMMUNITY

Top Form's approach to building our communities is based on two focus areas that could leverage our strength to create shared value: Nourishing Our Community and Women Empowerment. Both aim to enhance the well-being of people in need in the community and support equal education opportunities

for children and women through our partnerships with community experts and local authorities. Our contribution involves in-kind donation, volunteerism, and cash sponsorships. Through this holistic approach, Top Form is cultivating the seeds for a more equitable and nourished tomorrow.



Award: 2024 Caring Company award for over 5 years from the Hong Kong Council of Social Service

Community Service: Hong Kong headquarters



BLOOD DONATION CAMPAIGN 2024

Top Form's Blood Donation Campaign is our holistic approach to address multiple aspects of community health and healthcare sustainability by improving local healthcare system resilience and health outcomes for patients in need of transfusions.

In collaboration with local blood banks, we have completed this year's Blood Donation Campaign 2024 with 900 successful donations and nearly 400 first-time donors from our global operations.



TOP FORM GEARING UP LOCAL CHILDREN FOR A FULL SCHOOL YEAR

Many of our factories given back to the society through supporting education, we believe support quality education empowers individuals to escape poverty and provides opportunities for better lives. Top Form Indonesia and China have partnered with local education authorities to identify the needs of local schools and students and launched a Back to School Programme. The Program supported over 360 local students, including those with disabilities. Recognizing the challenges faced by these students in accessing necessary educational resources, our volunteers prepared "Education Kit" which included brand new

school bags, notebooks, and stationery, and sport equipment to promote an active and healthy lifestyle.

This donation aims not only to equip students with the tools they need for academic success but also to foster an inclusive learning environment where every child, regardless of their background or abilities, can thrive. Our partnership with the school and local community highlights our commitment of giving back. We are excited to see the positive impact this initiative will have on the students' educational experiences and their overall development.



CULTIVATING WELLNESS FOR INFANTS AND ELDERLY

We recognized the critical need to address health disparities in our local community, particularly among vulnerable groups such as infants and the elderly. This year, our Indonesia factory has engaged with local healthcare centers and collaborated to develop a comprehensive health initiative that aims to bridge gaps in health care access and promote overall well-being of infants and the elderly that benefited 1,000 people.

In this program, Top Form provided free health screenings by our in-house doctor and nurses, and nutrition education workshops are also provided to both Top Form and local volunteers to help with the distribution of vitamins supplements and milk powders to attendees.



EMPOWERING RESPONSIBLE RIDERS

Private motorcycle is Indonesia's primary mode of transport, and Top Form Indonesia together with Indonesian Big Bike Association held a safety riding campaign for the motorcycle communities, online motorcycle taxis to create a sense of safety and comfort in traffic in the local community. Many of our workers are from the local community, and we believe harnessing a safety culture beyond our factory door will not only benefit the family of our workers, but also the community at large.



ESG INDEX TABLE

HKEX ESG REPORTING GUIDE		REPORTING LOCATION OR REMARKS
A1 Emissions	(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.	
KPI A1.1	The types of emissions and respective emissions data.	Our operations do not emit a significant air emissions of NOX, SOX, N2O, CH4 or other pollutants, so the Group decided not to disclose this information.
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Greenhouse Gas (GHG) Management
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Greenhouse Gas (GHG) Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	The Group will set a waste target in next report year
A2 Use of Resources	Policies on the efficient use of resources, including energy, water and other raw materials.	About This Report
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Greenhouse Gas (GHG) Management
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Total water consumption is 234,174 m ³ Water Intensity is 62.6m ³ /person
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Greenhouse Gas (GHG) Management and FY2024 Highlights
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Management Top Form has decided to focus on prioritizing our environmental target setting in reducing carbon emission.
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	Carton box is the major packaging material for our finished product; in FY2024, we used 1,088 tonnes.

HKEX ESG REPORTING GUIDE		REPORTING LOCATION OR REMARKS
A3 The Environment and Natural Resources	Policies on minimising the issuer's significant impact on the environment and natural resources.	Save Our Planet
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Save Our Planet
A4 Climate Change	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Task Force On Climate Related Financial Disclosures
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the action taken to manage them	Key Climate-Related Risks And Our Mitigation Plans
B1 Employment	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.	Fair and Ethical Employment Practices Equal Opportunity Fair Wage and Compensation
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Workforce Structure
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Workforce Structure
B2 Health & Safety	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.	Health and Safety Management
KPI B2.1	Number and rate of work-related fatalities.	Health and Safety Management
KPI B2.2	Lost days due to work injury.	Health and Safety Management
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety Management
B3 Training and Development	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Learning and Development
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Learning and Development
KPI B3.2	The average training hours completed per employee by gender and employee category.	Learning and Development

HKEX ESG REPORTING GUIDE		REPORTING LOCATION OR REMARKS
B4 Labor Standard	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Prevention of Child Labor Prevention of Force Labor
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Prevention of Child Labor Prevention of Force Labor
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Prevention of Child Labor Prevention of Force Labor
B5 Supply Chain Management	Policies on managing environmental and social risks of the supply chain.	About This Report
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
B6 Product Responsibility	(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.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Protecting Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Protecting Intellectual Property Rights

HKEX ESG REPORTING GUIDE		REPORTING LOCATION OR REMARKS
B7 Anti-corruption	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.	Maintaining An Ethical Business Culture
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.	Maintaining An Ethical Business Culture
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Maintaining An Ethical Business Culture
KPI B7.3	Description of anti-corruption training provided to directors and staff	Maintaining An Ethical Business Culture
B8 Community Investment	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.	Supporting The Health And Wellbeing Of Our Community
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Supporting The Health And Wellbeing Of Our Community
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Supporting The Health And Wellbeing Of Our Community

The linkage tables that show the GRI Standards and disclosures related to requirements in HKEX's ESG Reporting Guide are available at <https://www.globalreporting.org/media/ufjfcmyq/gri-standardslinkage-hkex-2020.pdf>.

