2024/25
Environmental, Social and Governance Report

edvance

Edvance International Holdings Limited
安領國際控股有限公司

(Incorporated in the Cayman Islands with limited liability)
Stock code: 1410

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THE REPORT

Edvance International Holdings Limited (the "Company", together with its subsidiaries, the "Group") is pleased to present its Environmental, Social and Governance Report (the "Report"). The Report outlines the Group's environmental, social and governance ("ESG") measures and management approach, and summarizes relevant performances with the aims of facilitating understanding and promoting improvement in pursuing sustainable development for its stakeholders and business. The Report covers the financial year ended 31 March 2025 ("FY2025"), from 1 April 2024 to 31 March 2025 (the "Reporting Period"). It is prepared both in Chinese and English versions, and has been uploaded to the website of the Hong Kong Exchanges and Clearing Limited (the "HKEx") (www.hkexnews.hk) and the Group's website (https://www.edvanceintl.com).

Reporting Scope and Boundary

Consistent with the prior reporting cycle, the scope of this ESG Report is confined to the Group's principal activities in Hong Kong, which include cybersecurity products and services, and digital assets financial services and investment business, while operations in Macau, Mainland China, Singapore, and Mongolia are not included. The Group intends to periodically reevaluate the scope of the report based on the materiality principle and aims to improve its data collection, which will in turn, enhance the accuracy and comprehensiveness of the information disclosed.

This Report is centered on the Group's primary operations in the cybersecurity products and services sector, and the financial services and investment sector in Hong Kong. Given the sector's nature, the Group's activities have a minimal impact on environmental aspects such as wastewater, packaging materials, and hazardous and non-hazardous waste. As such, related disclosures are not included in the Report. The Group is committed to continually refining its internal data collection process to enhance the accuracy and comprehensiveness of the reported sustainability performance.

Reporting Principles

This report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the "ESG Guide") set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange by the HKEx, in which the Group has complied with the disclosure requirements of the "mandatory disclosure requirements" and "comply or explain" provisions. During its preparation, the Group has adhered to the four reporting principles of materiality, consistency, balance and quantitative.

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Reporting Principles	The Group's Application
Materiality	The Group conducted a questionnaire survey during FY2025 to engage and communicate with different stakeholders in the materiality assessment. Based on the results, the Group identified material issues to structure the Report and make key disclosures.
Consistency	To allow meaningful comparison of its ESG performance, where feasible, consistent methodologies has been adopted in measurement and calculation of key performance indicators ("KPIs") for disclosure.
Balance	The Report discloses both achievements and challenges faced by the Group in an objective and unbiased manner, to present a fair overview of its ESG performance.
Quantitative	Quantitative data of KPIs are disclosed where feasible with appropriate comparison with previous years. Standards, methodologies and/or assumptions derived for the calculation are also stated in the Report.

Feedback

The Group believes feedback from different stakeholders is valuable in improving its ESG performance and governance. Any questions or suggestions regarding this ESG Report or other ESG matters are welcomed, please share your view with the Group via info@edvanceintl.com.

SUSTAINABILITY GOVERNANCE

In its commitment to responsible corporate citizenship, the Group has taken proactive steps to integrate sustainable practices into its business operations and to uphold the interests of its diverse stakeholders. Acknowledging the pivotal role of robust Environmental, Social, and Governance (ESG) practices in driving long-term growth, the Group has made significant strides in bolstering its ESG initiatives. A key milestone in this journey, marked in the Reporting Period, is the establishment of a dedicated sustainability governance framework. This new structure is tailored to provide effective management and oversight of ESG matters, underscoring the Group's dedication to ESG excellence.

The Group's Board of Directors ("the Board") holds the supreme accountability for overseeing the Group's ESG framework. This includes the development and supervision of the Group's ESG risk management strategies, policies, and objectives. With support from the ESG working committee ("ESG Committee"), the Board also engages in the regular examination and discussion of significant ESG matters, and collaborates with the audit committee of the Company ("Audit Committee") to identify, analyse, and manage ESG-related risks.

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Structure of ESG Committee

Under the guidance of the Board, the ESG Committee has been established, comprising leaders from various departments including the Company Secretary Department, Human Resources Department, Procurement Department, Operation Department, Legal Department, and Cybersecurity Department. The ESG Committee oversees the Group's ESG initiatives, including the collection and analysis of ESG-related data, assessment of material ESG issues, and the implementation of strategies across operational units. The Board, with the support of the ESG Committee, conducts an annual review of ESG-related risks; based on these findings, the Group formulates and refines ESG policies and response measures, integrating them into daily operations to enhance sustainability performance and risk resilience.

Board of Directors

- Oversees overall ESG approaches related to the establishment and monitoring of the Group's ESG risk management, strategies, policies, and targets
- Conducts regular discussion and review on material ESG issues
- Undertakes ESG-related risk identification, analysis, and management with the Audit Committee

ESG Working Committee

- Monitors the Group's ESG performance, collect ESG performance data and identifies the relevancy and materiality of the ESG issues
- Reports material ESG issues to the Board regularly in support of the Board's sustainability risk identification, strategies and policies determination and other relevant decision-making process
- Reviews the implementations of ESG policies and measures at the execution level and report regularly
- Sets KPIs for individual departments to facilitate the implementations

Execution Departments

- Implement ESG policies and measures and collect relevant data for analysing the impacts of the implementations
- Recommend adjustments and improvement plans to their department heads if necessary

Going forward, the Group is committed to the ongoing enhancement of its ESG governance. This is with the aim of weaving sustainable development into the fabric of its business operations and achieving commendable results in its ESG endeavors.

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Compliance Management

Operational compliance is a key pillar for the Group's sustainable growth over the long term. The Group acknowledges the potential negative effects that any legal or regulatory infractions could have on its business continuity and brand image. Penalties, legal disputes, and other related consequences are some of the adverse effects of such infractions. As a result, the Group has a strong commitment to adhere to all relevant laws and regulations. To this end, the Group's compliance frameworks and procedures are subject to regular audits and supervisions by the Board. Furthermore, the Board and the Audit Committee are actively involved in the continual assessment of the Group's risk management and internal control systems. This is to ensure the robustness of its compliance management. For the period under review, the Group did not record any incidents of non-compliance with laws and regulations that are applicable to all ESG dimensions within the Group. There was also no legal case of corrupt practices concluded against the Group or its employees during this Reporting Period.

The Group strictly adheres to the relevant laws and regulations, including but not limited to the followings:

Environmental aspect

- Air Pollution Control Ordinance (Cap. 311)
- Motor Vehicle Idling (Fixed Penalty) Ordinance (Cap. 611)
- Waste Disposal Ordinance (Cap. 354)

Social aspect

Employment and labour standards	• Employment Ordinance (Cap. 57) • Sex Discrimination Ordinance (Cap. 480) • Disability Discrimination Ordinance (Cap. 487) • Family Status Discrimination Ordinance (Cap. 527) • Race Discrimination Ordinance (Cap. 602) • Minimum Wage Ordinance (Cap. 608) • Employees' Compensation Ordinance (Cap. 282)
Occupational health and safety	• Occupational Safety and Health Ordinance (Cap. 509)
Product responsibility	• Copyright Ordinance (Cap. 528) • Prevention of Copyright Piracy Ordinance (Cap. 544) • Personal Data (Privacy) Ordinance (Cap. 486)
Anti-corruption	• Prevention of Bribery Ordinance (Cap. 201)

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STAKEHOLDER ENGAGEMENT

Acknowledging the critical role of active dialogue with its stakeholders in enhancing its ESG strategy and risk mitigation, the Group places a strong emphasis on regular and diverse forms of stakeholder communications. This proactive approach facilitates a deep understanding of stakeholder expectations, needs, and potential issues. Such insights are instrumental in shaping informed business decisions and strategic directions that not only address stakeholder concerns but also bolster the Group's commitment to sustainable growth.

Stakeholder Communication

During FY2025, the Group has maintained the following channels to interact and communicate with its key stakeholder groups:

Key stakeholder groups	Communication and responses
Shareholders/Investors	– Maintaining periodical corporate communication through announcements and circulars, annual general meetings, Company's website, financial reports, etc. to understand their concerns – Disclosing transparent and updated information to address concerns over issues including profitability, stability, sustainability and governance, etc.
Employees	– Sustaining two-way communication through internal communication system involving email, regular meeting, suggestion collection box, annual performance appraisals, employee training and activities, etc. – Ensuring the protection of employees' rights and interests with sound employment system, fair opportunities, safe and healthy working environment
Customers	– Utilising means such as customer support service, meetings and visits, customer satisfaction survey, etc., to understand customers' needs and useful opinions on the design and quality of products and services – Maintaining reliable and quality of products and services, and respond customers' feedback, to attain customer satisfaction and integrity
Suppliers and business partners	– Conducting regular communication through meetings and visits, supplier assessments, contracts and agreements, etc., to exchange feedback on its performance and management – Retaining fair and open procurement and complying with business ethics for long-term cooperation
Authorities and communities	– Shouldering corporate responsibility through operation under legal compliance, community involvement and donations, etc. – Disclosing information through press release and Company's website, and open to public enquiry and supervision

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Materiality Assessment

Given the differential significance of various ESG-related matters to the Group's stakeholders and its business growth, it's imperative to effectively amalgamate and equilibrate these matters. In this light, the Group enlisted the services of an independent advisory body to conduct a stakeholder survey and garner insights on ESG matters. The survey findings were then leveraged for a materiality analysis to pinpoint key environmental and social issues, thereby steering the Group's ESG strategy and reporting.

Identification

- With reference to reporting standards, market trends, industry benchmarks and development plans of the Group, etc., the Group has reviewed and revised its list of ESG issues during the Reporting Period.
- The Group has identified a total of 16 ESG issues related to its businesses, covering four major areas of "Environment", "Employment and Labour Practices", "Operating Practices" and "Community".

Prioritization

- External and internal stakeholders were invited to participate in an online questionnaire and rate the importance of each issue to stakeholders and the Group's business.
- A priority list of ESG issues was formed after consolidating and analysing the results, in which seven issues were determined as "very important" issues.

Validation

- The materiality assessment results were submitted to senior management and the Board for review and confirmation.

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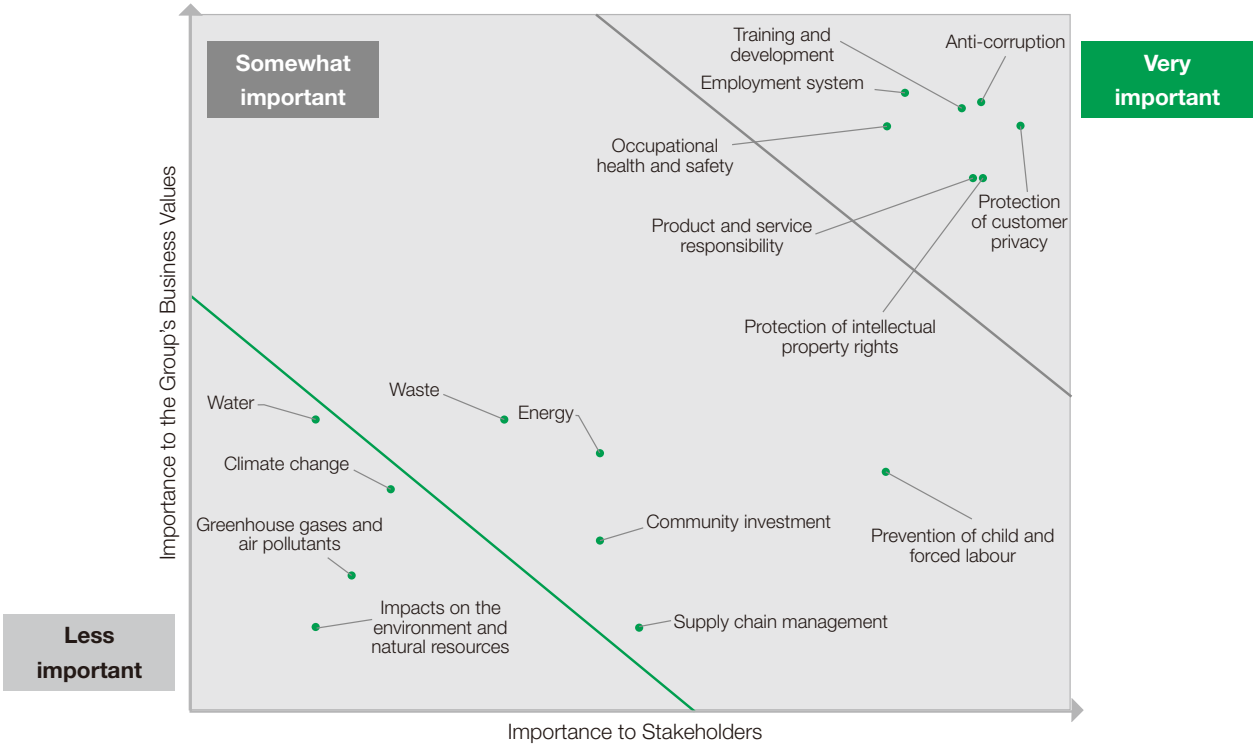
Materiality Matrix and Material Issues

During FY2025, a survey was conducted by the Group, which saw the participation of Board members and employees. The survey, encompassing the four key areas of Environmental Protection, Employment and Labour Practices, Operation Practices, and Community, asked stakeholders to rate the importance of 16 ESG-related issues to both the individual and the Group's business. From this exercise, 7 issues emerged as the most material.



The following table listed the materiality assessment results in descending order of materiality:

Very important issues	Less important issues	
1. Anti-corruption	8. Prevention of child and forced labour	15. Greenhouse gases and air pollutants
2. Protection of customer privacy	9. Waste	16. Impacts on the environment and natural resources
3. Training and development	10. Energy	
4. Employment system	11. Community investment	
5. Occupational health and safety	12. Supply chain management	
6. Product and service responsibility	13. Water	
7. Protection of intellectual property rights	14. Climate change	

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OPERATING PRACTICES

At the core of the Group's values lies a steadfast commitment to integrity. This is manifested in its transparent, reliable, and ethical conduct towards all parties it interacts with, including but not limited to customers, suppliers, contractors, representatives, co-workers, shareholders, and the communities involved in its operation. The Group not only strives to uphold the highest standards of corporate behavior, but also proactively works to ensure accountability and pursue excellence in its product responsibility, anti-corruption, and supply chain management practices.

Product Responsibility

The Group upholds the conviction that the cornerstone of its reputation and the continued trust of its customers lies in its commitment to deliver products and services of consistently high quality.

The Group has implemented the End User License Agreement and product playbooks for customers and business partners to guide the efficient purchase, access, and use of products and services. These resources offer detailed and clear information. Furthermore, the Group's Internal Control Policy has established standardized procedures for procurement, product delivery, and returns to enhance quality control and management. If the customers have any inquiries or concerns over product quality, the Group's customer service system serves as the supporting mechanism for quality assurance. The Group will follow up till the case is fully handled to ensure customer satisfaction.

Data Privacy and Information Security Policy

Protecting data privacy and information security is a top concern for the Group, which it addresses by implementing robust security systems and measures. The Group's "Internal Control Policy" includes a "Computer Control Procedure" that is designed to control physical and digital access, ensuring the security of data.

The Group has established the "IT Security Policy" to govern the use and security of its computer systems, networks, and information resources. This policy sets forth clear guidelines to protect information from unauthorized access, disclosure, loss, corruption, and interference. Disciplinary actions, including potential termination of employment, may be initiated against employees who breach this policy.

In line with the policy, the Group has instituted a range of safeguards to maintain data secrecy and mitigate potential threats. This involves the routine duplication of essential data and system settings, which are then sequestered and subjected to regular evaluations to ensure their protection. Moreover, the Group performs systematic security inspections to uphold the integrity, confidentiality, and accessibility of its information and resources.

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Any confidential and proprietary information is not to be shared with third parties without permission. The Employee Handbook's Code of Conduct governs how employees should handle any sensitive or proprietary information. Furthermore, employees who are privy to or in charge of such information are consistently advised to exercise the highest degree of vigilance and protection to avert any potential for exploitation or unauthorized use. On a different note, the End User License Agreement stipulates the terms and conditions related to personal data and privacy. It assures customers that the Group will use, process, and transfer personal data in a manner that is both lawful and appropriate, thereby preventing any potential for loss, misuse, unauthorized access, disclosure, alteration, or destruction of customer data.

During the Reporting Period, there were no incidents related to data privacy and information security within the Group.

Intellectual Property ("IP") Rights

Given the Group's registration of numerous trademarks in Hong Kong and its business branding under the names "Edvance" and "Green Radar", the Group acknowledges the significance of honoring, adhering to, and upholding IP rights.

The Group takes proactive measures to mitigate IP-related risks. This includes the formulation of comprehensive ownership and IP rights clauses in the End User License Agreement, which are designed to affirm and protect these rights. Furthermore, the Group mandates all staff members, as per the Employee Handbook, to uphold the IP rights of both the Group and external parties. This involves adhering to the licensing terms of utilized software and refraining from the creation, installation, or use of unauthorised copyright materials.

The policy specifies that employees who breach IP rights could face disciplinary measures, and legal consequences. Should any illicit or unauthorized use of copyright works be detected, the Group will promptly initiate remedial actions and notify the appropriate authorities. There were no incidents of IP rights violations reported to the Group during the Reporting Period.

Customer Services

At the heart of the Group's strategy is the drive to differentiate itself and add unique value for its customers through innovative product offerings and high-caliber service solutions. This commitment is a testament to the Group's understanding that customer satisfaction is a key enabler of its business continuity and growth. In this vein, the Group is dedicated to understanding and fulfilling customer needs and expectations by providing tailored, superior-quality products and services.

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A Customer Relationship Management System (CRM) has been implemented by the Group, enabling the provision of prompt and effective customer services via a customer support hotline and email. Furthermore, the Group has established a uniform framework for service delivery, as outlined in the Scope of Work for 24x7 Local Support Services by Edvance (Hong Kong). Upon receipt of a customer call, the support case will be logged and delegated to an engineer for follow-up. Subsequent steps include communication and impact assessment for timely troubleshooting. The process also accounts for varying response times based on the case's severity level. Should a case be critical, it may be escalated to the Edvance Technical Support Manager and Third Line Support (i.e., product vendor support) for a detailed examination to devise a comprehensive resolution or workaround. The case remains open until the customer verifies the issue's resolution. To maintain high service standards and ensure consistent handling of customer complaints and investigations, the Group also conducts regular staff training sessions.

During the Reporting Period, no material case of customer complaint was found.

Anti-corruption

The Group is dedicated to conducting its business with a high degree of transparency and trustworthiness in its interactions with customers, suppliers, employees, and other stakeholders. It has a zero-tolerance policy for any acts of corruption, bribery, extortion, fraud, and money laundering in its business activities.

In its commitment to uphold professionalism and integrity, the Group has established specific measures and standards to prevent and control corruption and bribery risks. These are detailed in the Internal Control Policy and the Employee Handbook. Furthermore, the Employee Handbook's Code of Conduct provides comprehensive guidelines to ensure ethical behavior among employees. These guidelines cover various aspects of the Group's business operations, including the proper procedures for accepting advantages, managing conflicts of interest, and handling entertainment. The aim of these measures is to guarantee rigorous adherence to the Group's ethical standards.

The Group's Whistleblowing Policy facilitates the reporting of any suspected dishonest or unlawful activities. Reports can be submitted on an anonymous basis or under the reporter's name, via email or verbally to the supervisor of the reporter, Human Resources Department, or the Chairman. The Group is committed to swiftly initiating a comprehensive and impartial investigation and implementing necessary measures in response to any report. The Group also guarantees the confidentiality of the whistleblower's identity and the information provided to prevent any form of retaliation or discrimination. Should any employee be found in violation of the policy, the Group may impose disciplinary actions, including immediate dismissal, and in case of severe violations, the Group will escalate the matter to the relevant local authorities.

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Throughout FY2025, the Group has proactively reinforced the anti-corruption principles outlined in the Staff Handbook by emphasizing them during team gatherings. This ongoing educational effort underscores the Group's commitment to nurturing a work environment that upholds the highest ethical, moral, and legal business standards. The Group remains dedicated to identifying and implementing effective strategies to bolster internal anti-corruption awareness and ensure compliance.

During FY2025, there was no legal case of corrupt practices concluded against the Group or its employees.

Supply Chain Management

Guided by the principles of integrity, equity, and reciprocal respect, the Group seeks to cultivate enduring partnerships with its suppliers, with a shared vision for joint and continuous growth.

At the heart of its supply chain management, the Group prioritises mutual benefit and transparency in its dealings with suppliers. This is reflected in its procurement processes, which are characterised by a focus on the quality of products and services, and the independent review and approval of procurement decisions. Suppliers are expected to adhere to all relevant laws and regulations, as well as the Group's product and service standards, and its environmental and social performance criteria. The Group has a zero-tolerance policy for any form of fraud, bribery, or business ethics violations within its supply chain, underscoring its commitment to compliance and impartiality.

In its pursuit of robust management and the mitigation of potential risks, including those related to the environment and society, the Group has implemented a system of ongoing supplier performance assessments. Suppliers who do not meet the expected standards are mandated to take corrective action. Should a supplier continually fail to meet the Group's expectations, the business relationship with that supplier may be discontinued. Furthermore, the Group is committed to improving its supplier selection policies and the procurement of environmentally friendly products and services.

In FY2025, the Group has engaged a total of 26 suppliers, including suppliers from the US, Asia and Ireland, for providing services and products. It has applied uniform engagement, management and monitoring practices to all suppliers of the same category to ensure fairness in its supply chain.

Number of suppliers		**2024/25**	2023/24
By geographical region	Mainland China	**5**	5
	Hong Kong	**1**	2
	Singapore	**3**	3
	US	**14**	11
	Ireland	**2**	3
	Israel	**1**	1
Total		**26**	25

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EMPLOYMENT AND LABOUR PRACTICES

The Group's ability to thrive and progress in the long run is significantly bolstered by a skilled and capable workforce, which it views as a key asset. The Group is committed to fostering a culture of inclusivity that values diversity, new perspectives, and respect for each person's unique contributions. It aims to provide equal opportunities for all employees to excel. Through effective management of employment and labor practices, the Group seeks to achieve mutual growth with its employees in a sustainable manner.

As of 31 March 2025, the Group had a total of 115 employees, all of whom are employees in Hong Kong. We had no additional workforce this year, and all the employees were full-time workers. The employee profile of the Group is detailed below:

		2024/25		2023/24	
Employee category		**Total number of employees**	**Percentage of total employee**	Total number of employees	Percentage of total employee
Gender	Male	**73**	**63.48%**	75	63.03%
	Female	**42**	**36.52%**	44	36.97%
Employment type	Full-time	**115**	**100.00%**	119	100.00%
	Part-time	**0**	**0.00%**	0	0.00%
Employment category	General employees	**56**	**48.70%**	71	59.66%
	Middle management	**28**	**24.35%**	25	21.01%
	Board and senior management	**31**	**26.95%**	23	19.33%
Age group	29 years old or under	**34**	**29.57%**	39	32.77%
	30–39 years old	**46**	**40.00%**	42	35.29%
	40–49 years old	**23**	**20.00%**	25	21.01%
	50 years old or above	**12**	**10.43%**	13	10.92%
Total		**115**		119	

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Safeguarding Employees' Rights and Interests

In the management of human resources, the Group sustains the values of dignity and mutual respect, which drives its business development and sustainability. It endeavors to ensure its employment system can safeguard the rights and interests of employees, and has established internal management policies in the Internal Control Policy and Employee Handbook. Achieving compliant and effective management allows the Group to uphold the principles of voluntariness, equality and unanimity throughout the employment process.

Before commencement of employment, all new employees will receive the latest copy of the Employee Handbook, in which a confirmation letter is required to be signed so as to assure explicit acknowledgement and commitment to all rules and obligations stated. In facilitating thorough understanding, orientation will also be conducted to introduce Company policies, Code of Conduct, as well as rules and regulations after onboarding.

The following sections highlight the Group's employment practices:

Recruitment and Dismissal

The Group has standardised procedures for recruitment and dismissal of employment. The principle of objectivity is applied throughout the procedures, biased or undue influence to override decision-making shall not be allowed.

Upon request for hiring, the Human Resources Department will identify and evaluate the needs for approval. With that, it will proceed to update and publish advertisements for recruiting candidates. Interviews will then be arranged to assess and determine suitable candidates. There will also be a probationary period to observe and evaluate employees' performance.

If any employee consistently fails to perform the required standard and is unable to make improvement after advice and warning are given, the Group will terminate the employment with the relevant employee. The employment may be terminated due to retirement and resignation. In any case of dismissal, a notice will be delivered to the employee after review and approval, relevant procedures will also be proceeded in accordance with the contract of employment and applicable laws and regulations.

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Promotion and Transfer

The Group devotes effort to providing a pleasant working environment that encourages its employees to prompt career development and realise personal growth. It offers internal promotion opportunities to employees whenever possible. After reviewing individual appraisal records, the Management, Department Heads, or Human Resources Department will recommend suitable candidates for promotion. Interviews will be conducted for further assessment of candidates' abilities. Furthermore, internal transfer of employees to other departments within the Group is possible as a result of manpower planning or application of individual employees.

Remuneration and Welfares

The Group implements performance-orientated management for compensation and welfares, to maintain market competitiveness and express gratitude for employees' efforts. It offers remuneration packages according to the position, and performance of employee and the Group, covering basic salary, allowance and Mandatory Provident Fund ("MPF") contribution. Bonuses, shares or share options, and other benefits may also be awarded to employees under specified conditions.

A comprehensive performance target system is developed to assess employees' working performance in a unified and regulatory way. The Group has assigned strategic and business targets to every position, together with a periodical review of market benchmarks, adjustment will be made on employee remuneration and welfare.

Working Hours and Rest Periods

To maintain a healthy and productive working environment, the Group regulates the working hours and rest periods of its employees, which are clearly stated in the Employee Handbook. Flexible working time is allowed for employees to fulfil their duties in their normal working schedule. Meanwhile, apart from statutory holidays, employees are also entitled to annual leave, sick leave, marriage leave, maternity leave, paternity leave, birthday leave, jury service leave and compassionate leave. A special working schedule may also be arranged with notice.

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Equal Opportunity, Diversity and Anti-discrimination

The Group maintains respect and fair treatment of all employees. Equal opportunity for employment is granted to all individuals, regardless of their race, religion, colour, national origin, age, sex, sexual orientation, or disability. The fair treatment policy applies to all employment phases, including hiring, assigning, promoting, and dismissing employees.

Respect and Fair Treatment

- Providing opportunities for growth and development
- Recognising success
- Selecting employees for training programs
- Determining wages and benefits

Believing diversity is the strength of the Group, it seeks to establish a diverse working environment at all levels to allow employees to develop and contribute their talents, skills and experience in achieving their full potential. It also highly stresses respect for people and cultures within the Group and with whom it works.

To foster open, honest and courteous culture among employees, the Group has established the Anti-Harassment Policy with reference to local ordinances and regulations, and recommendations in the Code of Practices issued by the Equal Opportunities Commission. The policy clearly stated that it does not tolerate any type of discrimination, harassment, vilification and victimisation, including sexual, physical or mental forms. A grievance system is also established for preventing and addressing any unwelcome conduct or hostile environment. It ensures that there will be no reprisal against anyone raising concerns or complaints or taking action on related issues.

Employee Engagement and Well-being

To advocate healthy and harmonious development of the Group, it strives to promote employee engagement and well-being. By establishing an environment of clear, honest, and timely communication, the Group has created channels to understand employees' views and opinions. Not only does it protect their interest and guarantee their rights to know and participate, employee engagement also motivates their enthusiasm and creativity.

The Group places considerable importance in advocating a healthy and harmonious workplace and promote the physical and mental well-being of all employees. On top of continuously improving its employment system, it has also put forward various employee care initiatives to encourage the "happy life and work" of employees. During the Reporting Period, diversified recreational activities were held to enrich employees' spare time, such as Christmas Party, Barbecue Day, FY2025 Kick-off Dinner, Lunar New Year Celebration Party and Osaka Kick-off trip etc., to foster corporate cohesion and work-life balance of employees.

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Development and Training

In light of the industry's rapid evolution, the Group places a high premium on the career and personal growth of its employees. It recognizes that sustaining a high-performing and adept workforce is key to its business vitality, enabling it to effectively navigate future challenges and seize emerging opportunities.

The Employee Handbook outlines the Group's commitment to employee growth through various developmental opportunities. Each employee undergoes an annual performance review, which is instrumental in assessing their competencies and productivity. The outcomes of these reviews are crucial in informing decisions related to salary revisions, the awarding of special bonuses, and promotions.

To enhance the competencies and performance of its workforce, the Group has established a comprehensive employee training framework. This framework is designed to address the diverse needs of various roles within the organisation. It encompasses a range of training initiatives, including the provision of up-to-date information on regulatory changes, the development of technical and management skills, and the improvement of customer service standards. The Group also facilitates practical learning experiences through on-the-job training strategies such as supervisor-led coaching, job rotation, and job shadowing. These strategies are aimed at fostering a culture of continuous learning and improvement, and at ensuring the delivery of high-quality work.

Furthermore, the Group endorses and financially backs its employees' pursuit of external education. This is exemplified by the ESH Training Sponsorship Scheme, a strategic initiative designed to reward employees who seek out ESH certifications. The scheme serves as a catalyst for driving employee-led innovation, thereby enhancing the security solutions we offer to our clients.

During the Reporting Period, the Group has provided training to all 115 employees, with an overall average training hour of 7.93 hours and covered 100% of its total employees. Relevant disclosures are as follows:

		2024/25		2023/24	
Employee category		**Number of employees trained**	**Average training hours per employee**	Number of employees trained	Average training hours per employee
Gender	Male	**73 (100%)**	**7.34 hours**	75 (100%)	7.55 hours
	Female	**42 (100%)**	**8.95 hours**	44 (100%)	8.80 hours
Employment category	General employees	**56 (100%)**	**6.41 hours**	71 (100%)	5.79 hours
	Middle management	**28 (100%)**	**11.14 hours**	25 (100%)	13.92 hours
	Board and senior management	**31 (100%)**	**7.77 hours**	23 (100%)	8.43 hours
Total		**115 (100%)**	**7.93 hours**	119 (100%)	8.01 hours

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Occupational Health and Safety

The Group steadfastly upholds the principle that workplace health and safety are paramount, and not to be sacrificed for operational efficiency or financial gain. It proactively addresses any issues, violations, or incidents related to safety and health with due seriousness.

Health and safety policies are enforced across all work environments, and compliance is mandatory for all staff members. To ensure adherence, the Group conducts routine audits using a Workstation Risk Assessment Checklist. Additionally, the Group maintains health files for all employees to monitor and manage their well-being effectively.

The Group has implemented a thorough occupational health and safety program for its staff. Prior to starting their roles, new hires are distributed with health and safety information, and are required to fill out a related questionnaire within six months. To keep health and safety top of mind, the Group regularly distributes internal Occupational Safety and Health (OSH) leaflets. Emergency first aid supplies and medications are also kept on hand in the workplace. Over the past year, the Group has continued to offer the People Health Caring Program and its Group Medical Plan, providing enhanced medical benefits and affirming its commitment to the health and well-being of its employees.

In FY2025, the Group has no work-related injuries reported and there were no fatalities recorded in the past three years, including the Reporting Year. Moving forward, the Group will continue its commitment to maintaining a safe and healthy working environment for all employees.

	2024/25	2023/24	2022/23
Cases of work-related injuries	**0**	0	0
Lost days due to work-related injuries	**0**	0	0
Cases of work-related fatalities	**0**	0	0

Labour Standards

The Group is committed to upholding human rights and strictly prohibits the use of child labor or forced labor in its operations. In line with this commitment, the Group's recruitment and employment practices are designed to be fair, transparent, and voluntary, adhering to local labor laws and standards. This includes the use of lawful recruitment methods and the verification of applicant's identity documents during the hiring process to confirm their right to work. Any suspicions or incidents of labor rights violations are promptly reported to and addressed with the assistance of relevant legal authorities. Furthermore, the Group ensures that the terms and conditions of employment are clearly defined in the legal contracts for all positions, providing a robust framework for the protection of both employee and employer rights.

As an affirmation of its commitment to human rights, the Group upholds the autonomy of its employees to participate in legally sanctioned groups or bodies. It also aligns its support with the principles of the UN Declaration of Human Rights. In its trade and investment activities, the Group exercises due diligence regarding countries under governments that do not comply with the UN Declaration.

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ENVIRONMENT PROTECTION

The Group is dedicated to its role in environmental stewardship and strives to achieve a harmonious balance between economic growth and environmental health. This commitment is a core aspect of its business strategy. The Group's environmental objectives are to uphold high standards of environmental quality and ensure compliance with all applicable environmental regulations. It actively seeks to mitigate its environmental footprint by implementing effective environmental management practices and adopting a proactive approach to emissions and resource use reduction. Furthermore, the Group is committed to fostering a culture of environmental consciousness among its employees, underscoring its dedication to sustainable business practices.

In its pursuit of environmental excellence, the Group intends to devise a structured strategy for establishing benchmarks in waste minimization, emission mitigation, and the optimization of energy and water consumption. This will involve a reassessment of its internal protocols and data gathering procedures to aid in the definition of objectives and corresponding measures. The Group anticipates providing more information on this initiative once it has concluded its internal deliberations.

Use of Resources

Acknowledging its role in sustainable resource management, the Group actively seeks to enhance its business and environmental sustainability. It is committed to improving its energy and resource efficiency. The Group's continuous initiatives to optimize its resource use, coupled with its efforts to promote environmental awareness among its employees, contribute to its ongoing journey towards reducing its environmental impact.

Energy Consumption

The Group's energy consumption mainly includes purchased electricity used for office operation and gasoline used for transportation by vehicles. To minimise energy usage, the Group has implemented its energy-saving management and enforced the following measures:

- Air-conditioning: maintaining an indoor temperature at an optimal level for comfort;
- Lighting: installing LED lighting systems in offices;
- Electronic appliances: reminding employees to turn off idle computers and monitors and encouraging the use of cloud computing for efficient use of electricity and hardware resources.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
(continued)

The Group will continue to assess and evaluate the efficiency of resource utilisation to enhance its management and practices for energy conservation.

In FY2025, the Group's total energy consumption was 367,884 kWh with an overall intensity of 3,199 kWh per employee. The following table illustrates the energy consumption and intensity of the Group during the Reporting Period:

Energy consumption	**2024/25**	2023/24	**Unit**
Direct energy consumption: Gasoline	**115,831**	141,729	kWh
Indirect energy consumption: Purchased electricity	**252,053**	259,894	kWh
Total energy consumption	**367,884**	401,623	kWh
Total energy intensity	**3,199**	3,375	kWh/employee

Water Consumption

The Group has consumed a relatively low amount of water as its water usage is mainly for basic cleaning and sanitation. As the water supply of the Group is provided by the rental premises, it did not encounter any issue in sourcing water that is fit for purpose. The Group understands water is a precious and limited resource on earth, it concerns efficient water usage. To avoid wasting water resources, it has continuously educated employees on water-saving practices through reminders to promote their awareness.

Water consumption of the Group during the Reporting Period are as follows:

Water consumption	**2024/25**	2023/24	**Unit**
Total water consumption	**123**	88	m^3
Total water intensity	**1.07**	0.74	m^3/employee

Emissions Management

Operating predominantly in the cybersecurity, as well as financial services and investment sectors, the Group's day-to-day activities result in minimal air emissions and waste. The Group's commitment to environmental conservation is evidenced by its strict adherence to relevant environmental regulations and its proactive stance in adopting effective measures to reduce emissions across its office operations.

With the dual objectives of business growth and environmental stewardship, the Group is committed to enhancing its waste, air pollution, and greenhouse gas ("GHG") management practices through ongoing improvements and more robust monitoring strategies.

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Waste

As an office-based business, solid waste generated by the Group was mainly domestic waste and used paper, which is considered minimal to environmental pollution. All waste was handed over to qualified recyclers for handling and disposal. To advocate green office, the Group continued to implement its waste reduction guidelines and procedures during FY2025:

- Reducing paper usage by:
  - Using double-sided printing
  - Re-using expired and one-sided documents for printing or as draft paper
  - Adopting a paperless working mode with electronic platforms and communication channels where possible, such as e-form system, e-leave, e-cards for festival greetings, etc.
- Increase awareness by:
  - Sending internal emails to remind employee to follow green printing practices
  - Placing recycling bins at offices to encourage recycling
- Reducing electronic waste by:
  - Recycling spent battery through specialist
  - Re-deploying computer or notebook within the Group where usable and suitable

The Group will continue to improve the waste management and advance its data collection process, in the hope to facilitate the establishment of relevant measures and improving the disclosure of related information for future reports.

Greenhouse Gases ("GHG") and Air Pollutants

Major emission sources of the Group were originated from purchased electricity for daily office operation and fuel consumed by company vehicles. To limit its negative influence on air quality and climate change, the Group has implemented various measures so as to reduce emission and conserve energy. It will explore possible emissions reduction measures consistently in an effort to lessen its environmental burden.

In FY2025, the Group's total GHG emission was 144,878 kgCO_2e of GHG in total. For air pollutants, its emissions of NO_x, SO_x and PM amounted to 10.76 kg, 0.18 kg and 0.79 kg respectively.

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Related emissions of the Group during the Reporting Period are summarised as below:

GHG emissions[1]	2024/25	2023/24	Unit
Direct emissions (Scope 1)[2]	**31,791**	39,035	$kgCO_2e$
Indirect emissions (Scope 2)[3]	**98,301**	104,318	$kgCO_2e$
Other indirect emissions (Scope 3)[4]	**14,786**	453	$kgCO_2e$
Total GHG emissions	**144,878**	143,806	$kgCO_2e$
Total GHG emission intensity	**1,260**	1,208	$kgCO_2e$/ employee

Air pollutants[5]	2024/25	2023/24	Unit
Nitrogen oxides (NO_x)	**10.76**	5.57	kg
Sulphur oxides (SO_x)	**0.18**	0.21	kg
Particulate matter (PM)	**0.79**	0.41	kg

Climate Change

In light of the escalating impacts of climate change, the Group acknowledges the significant and growing risks to its business, as well as the broader societal and environmental implications. The Group recognises the urgent need for proactive measures to enhance its climate resilience and adaptability, ensuring the Group's long-term business viability in a changing climate.

In response to the evolving climate–related policies and regulations both locally and globally, the Group is initiating an internal audit to evaluate the potential risks and benefits of climate change. This proactive step is in anticipation of formulating effective climate response strategies and measures. Concurrently, the Group is actively engaged in reducing its operational carbon footprint through the implementation of energy conservation and emission reduction initiatives, and by promoting environmental consciousness among its staff, thereby contributing to climate change mitigation.

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1 Greenhouse gas emissions were calculated according to "Appendix 2: Reporting Guidance on Environmental KPIs" suggested by the HKEX. The emission factors were adopted from "2024 Sustainability Report" issued by CLP Holdings Limited ("CLP").

2 Scope 1 includes direct emissions from combustion of gasoline from vehicle.

3 Scope 2 includes energy indirect emissions by electricity purchased from power companies.

4 Scope 3 emissions includes other indirect emissions by business traveling by employees via flights, freshwater processing, and sewage processing.

5 Air emissions were calculated according to "Appendix 2: Reporting Guidance on Environmental KPIs" suggested by the HKEX. The emission factors were adopted from HKEX's "Appendix 2: Reporting Guidance on Environmental KPIs".

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Climate change's intensifying effects, including the heightened occurrence of super typhoons, floods, and heat waves, pose potential disruptions to the Group's everyday activities and threaten employee safety. To mitigate the adverse impacts on its operations, employees, and assets, the Group has implemented a set of proactive measures. These measures, detailed in the Employee Handbook, encompass specific work protocols activated in response to typhoon and rainstorm alerts.

The Environment and Natural Resources

While the Group's business activities do not directly pose significant threats to the environment and natural resources, the Group acknowledges its environmental responsibilities. It is dedicated to the continuous enhancement of its environmental performance and the preservation of natural resources. In light of this, the Group routinely evaluates the environmental risks associated with its business activities and revisits its environmental strategies. By implementing necessary preventive measures, the Group aims to address potential risks effectively and ensure its operations align with relevant environmental laws and regulations, thereby promoting sustainable business practices.

COMMUNITY INVESTMENT

The Group's commitment extends beyond its core objectives of profit generation and business expansion. It actively seeks to enrich the communities in which it operates, recognising its role in fostering sustainable development. This is achieved through a variety of means, such as showing supports to community activities. Furthermore, the Group promotes a culture of giving back among its employees, encouraging them to contribute to and participate in a range of community and charitable activities. This dual approach of direct organizational impact and employee engagement is a testament to the Group's dedication to making a meaningful difference in the lives of the underserved and contributing to the overall betterment of society.

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APPENDIX

Key Performance Indicators Summary

Environmental key performance indicators		2024/25	2023/24	2022/23	Unit
Air Pollutants[6]	Nitrogen oxides (NO_x)	**10.76**	5.57	14.74	kg
	Sulphur oxides (SO_x)	**0.18**	0.21	0.23	kg
	Particulate matter (PM)	**0.79**	0.41	1.09	kg
GHG Emissions[7]	Direct emissions (Scope 1)[8]	**31,791**	39,035	42,028	$kgCO_2e$
	Indirect emissions (Scope 2)[9]	**98,301**	104,318	100,818	$kgCO_2e$
	Other indirect emissions (Scope 3)[10]	**14,786**	453	3,844	$kgCO_2e$
	Total GHG emissions	**144,878**	143,806	146,690	$kgCO_2e$
	Total GHG emission intensity	**1,260**	1,208	1,254	$kgCO_2e$/employee
Energy Consumption	Direct energy consumption: Gasoline	**115,831**	141,729	153,131	kWh
	Indirect energy consumption: Purchased electricity	**252,053**	259,894	247,664	kWh
	Total energy consumption	**367,884**	401,623	400,795	kWh
	Total energy intensity	**3,199**	3,375	3,426	kWh/employee
Water Consumption	Total water consumption	**123**	88	157	m^3
	Water intensity (by employee)	**1.07**	0.74	1.347	m^3/employee

6 Air emissions were calculated according to "Appendix 2: Reporting Guidance on Environmental KPIs" suggested by the HKEX. The emission factors were adopted from HKEX's "Appendix 2: Reporting Guidance on Environmental KPIs".

7 Greenhouse gas emissions were calculated according to "Appendix 2: Reporting Guidance on Environmental KPIs" suggested by the HKEX. The emission factors were adopted from "2024 Sustainability Report" issued by CLP Holdings Limited ("CLP").

8 Scope 1 includes direct emissions from combustion of gasoline from vehicle.

9 Scope 2 includes energy indirect emissions by electricity purchased from power companies.

10 Scope 3 includes other indirect emissions by fresh water processing, sewage processing and business travel by employees via flights.

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Social key performance indicators[11]		2024/25	2023/24
Number of employees[12]			
Gender	Male	**73**	75
	Female	**42**	44
Employment type	Full-time	**115**	119
	Part-time	**0**	0
Employment category	General employees	**56**	71
	Middle management	**28**	25
	Board and senior management	**31**	23
Age group	29 years old or under	**34**	39
	30–39 years old	**46**	42
	40–49 years old	**23**	25
	50 years old or above	**12**	13
Total		**115**	119
Employee turnover rate[13]			
Gender	Male	**35.62%**	22.67%
	Female	**21.43%**	15.91%
Employment type	Full-time	**30.43%**	20.17%
	Part-time	**0.00%**	0.00%
Employment category	General employees	**33.93%**	26.76%
	Middle management	**32.14%**	8.00%
	Board and senior management	**22.58%**	13.04%
Age group	29 years old or under	**58.82%**	25.64%
	30–39 years old	**19.57%**	16.67%
	40–49 years old	**21.74%**	20.00%
	50 years old or above	**8.33%**	15.38%
Total		**30.43%**	20.17%

11 All employee-related data in this ESG report only cover the Group's core business in Hong Kong. For details, please refer to the "Reporting Scope and Boundary" section.

12 All employees of the Group are in Hong Kong.

13 All employees of the Group are in Hong Kong.

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Social key performance indicators[14]		2024/25	2023/24
Health and safety			
Work-related injuries	Employees	**0**	0
	Workers	**0**	0
Lost days due to work-related injuries	Employees	**0**	0
	Workers	**0**	0
Work-related fatalities for past 3 consecutive years	Employees	**0**	0
	Workers	**0**	0
Number of employees trained (Percentage of employees trained)			
Gender	Male	**73 (100%)**	75 (100%)
	Female	**42 (100%)**	44 (100%)
Employment category	General employees	**56 (100%)**	71 (100%)
	Middle management	**28 (100%)**	25 (100%)
	Board and senior management	**31 (100%)**	23 (100%)
Total		**115 (100%)**	119 (100%)
Average training hours			
Gender	Male	**7.34 hours**	7.55 hours
	Female	**8.95 hours**	8.80 hours
Employment category	General employees	**6.41 hours**	5.79 hours
	Middle management	**11.14 hours**	13.92 hours
	Board and senior management	**7.77 hours**	8.43 hours
Total		**7.93 hours**	8.01 hours
Number of suppliers			
By geographical region	Mainland China	**5**	5
	Hong Kong	**1**	2
	Singapore	**3**	3
	US	**14**	11
	Ireland	**2**	3
	Israel	**1**	1
Total		**26**	25

[14] All employee-related data in this ESG report only cover the Group's core business in Hong Kong. For details, please refer to the "Reporting Scope and Boundary" section.

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HKEx ESG Reporting Guide Content Index

Aspects	Description	Page/Remark
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.	5, 20–22 Given its business nature, the Group's operations do not have material relevance to wastewater.
A1.1	The types of emissions and respective emissions data.	21–22, 24
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity.	21–22, 24
A1.3	Total hazardous waste produced and intensity.	Given its business nature, the Group's operations do not have material relevance to the topic.
A1.4	Total non-hazardous waste produced and intensity.	Given its business nature, the Group's operations do not have material relevance to the topic.
A1.5	Description of emission target(s) set and steps taken to achieve them.	20–21
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.	21
A2 Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	19–20
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	20, 24
A2.2	Water consumption in total and intensity.	20, 24
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	19
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.	20
A2.5	Total packaging material used for finished products and per unit produced.	Given its business nature, the Group's operations do not have material relevance to the topic.

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Aspects	Description	Page/Remark
A3 The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	23
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	23
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.	22–23
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.	22–23
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.	13–16
B1.1	Total workforce by gender, employment type, age group and geographical region.	13, 25
B1.2	Employee turnover rate by gender, age group and geographical region.	25
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.	5, 18
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	18, 26
B2.2	Lost days due to work injury.	18, 26
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	18

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Aspects	Description	Page/Remark
B3 Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	17
B3.1	The percentage of employees trained by gender and employee category.	17, 26
B3.2	The average training hours completed per employee by gender and employee category.	17, 26
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.	5, 18
B4.1	Description of measures to review employment practices to avoid child and forced labour.	18
B4.2	Description of steps taken to eliminate such practices when discovered.	18
B5 Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	12
B5.1	Number of suppliers by geographical region.	12, 26
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.	12
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	12
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	12

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Aspects	Description	Page/Remark
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.	5, 9–11 Given its business nature, the Group's operations do not have material relevance to health and safety, advertising and labelling.
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Given its business nature, the Group's operations do not have material relevance to the topic.
B6.2	Number of products and service-related complaints received and how they are dealt with.	11
B6.3	Description of practices relating to observing and protecting intellectual property rights.	10
B6.4	Description of quality assurance process and recall procedures.	9
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	9–10
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.	5, 11–12
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.	5, 12
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	11
B7.3	Description of anti-corruption training provided to directors and staff.	12
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.	23
B8.1	Focus areas of contribution.	23
B8.2	Resources contributed to the focus area.	23