



YEEBO (INTERNATIONAL HOLDINGS) LIMITED

(Incorporated in Bermuda with limited liability)

STOCK CODE: 259

Environmental, Social and
Governance Report

2024/25

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

For the Financial Year 2024/25

This Environmental, Social and Governance (“ESG”) Report (“ESG Report”) is issued by Yeebo (International Holdings) Limited (“Yeebo”, together with its subsidiaries collectively referred to as the “Group” or “We”) 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 of Hong Kong Limited*. This ESG report covers the Group’s ESG policies, initiatives and performance from 1 April 2024 to 31 March 2025 (“FY2024/25”, “this Financial Year” or “the Reporting Period”) relating to our Liquid Crystal Displays (“LCDs”), Liquid Crystal Display Modules (“LCMs”), Thin Film Transistor module (“TFTs”) and Capacitive Touch Panel module (“CTPs”) business (collectively the “Display Business”).

REPORTING BOUNDARY

The scope of this ESG Report covers its Display Business in Jiangmen, Guangdong Province and Hong Kong Special Administrative Region (“Hong Kong”), which the Group considers to have material ESG implications.

REPORTING PRINCIPLES

The reporting principles of materiality, quantitative, balance, and consistency have been strictly applied in determining and compiling the content of the ESG Report in order to maintain high-quality disclosure.

Materiality	Sufficiently important and pertinent information as determined by the Group’s stakeholders is covered in this ESG Report. In prioritising the identified ESG issues, materiality assessment is conducted which is disclosed in the section of Materiality Analysis of this ESG Report.
Quantitative	To facilitate objective evaluation of our ESG performance and management effectiveness, quantitative information is provided, with comparative data, standards, methodologies, assumptions and calculation tools disclosed where appropriate.
Balance	Information is disclosed as objectively as possible to provide stakeholders with an unbiased picture of our overall ESG performance.
Consistency	We ensure consistency of the reporting standards, data collection and calculation methods adopted and provide figures of previous year to allow meaningful comparison.

ESG GOVERNANCE

With a goal to identify sustainability priorities and create sustainable value for the Group and its stakeholders, we have formulated a governance framework to sharpen our focus on ESG initiatives. Our corporate social responsibility structure is divided into two main components, the board (the “Board”) of directors (the “Directors”) of Yeebo and the ESG working group.

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The Board facilitates the establishment of our ESG objectives, priorities and strategies and monitors the progress made against ESG targets, with consideration to the ESG risks and opportunities we come across and foresee in the horizon. Disclosures in this ESG report have been approved by the Board. The Board oversees the Group's overall ESG direction and delegates certain execution and control authorities to the ESG working group as appropriate.

The ESG working group comprises management personnel from multiple departments and business units. It is obligated to turn strategies and plans into actionable tasks, as well as monitor and manage ESG-related risks and opportunities. Furthermore, the working group is also accountable for the collection and analysis of internal ESG data, review of feedback from internal and external stakeholders, communication to the Board for key ESG matters, as well as preparation of this ESG report.

In order to drive our ESG commitment and continually enhance our sustainability performance, we have established the following targets. We will consistently monitor the progress of our achievement of the environmental targets set, through the implementation of environmental practices and steps described in the "Environmental" section below.

Environmental Aspects Targets

Air emissions treatment	• Closely monitor our air emissions intensity and ensure its alignment with business growth • Ensure our air emissions discharged are in compliance with relevant laws and regulations • Ensure accurate measurement of our air emissions
Wastes	• Closely monitor our hazardous and non-hazardous waste intensities and ensure alignment with business growth • Recycle over 50% of non-hazardous waste generated by 2027
Energy consumption	• Closely monitor our energy consumption intensity and ensure its consumption is in line with business growth • Implement energy saving projects • Explore the use of renewable energy sources by 2027
Water consumption	• Closely monitor our water consumption intensity and ensure its consumption is in line with business growth • Continuously enhance our reclaimed water treatment facilities to achieve water saving

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STAKEHOLDER ENGAGEMENT

We maintain ongoing communication with our key stakeholders including investors, customers, employees, suppliers, local community, and regulatory bodies to understand their concerns and interests towards our operations and sustainability performances. Feedback collected through the stakeholder engagement exercises has provided valuable insights to our strategic development, and also has contributed to the preparation of this ESG Report. The Group also adopts various e-channels for communication with various stakeholders. Other communication channels with stakeholders include annual general meetings, financial reports, announcements, supplier audits, customer feedback, employee surveys, etc.

MATERIALITY ASSESSMENT

A materiality assessment is conducted during the Reporting Period to reassess the existing ESG topics and identify potential aspects that would have a significant environmental and social impact on our business and the stakeholders' interests. Material ESG issues of the Group covered in this ESG Report are as follows:

Aspects	Material ESG Issues
A. Environmental	
A1. Emissions	• Air Emissions Treatment • Sewage Treatment • Hazardous and Non-hazardous Waste Management • Carbon Emissions
A2. Use of Resources	• Energy • Water Consumption • Packaging Materials
A3. The Environment and Natural Resources	• Environmental Management
A4. Climate Change	• Climate-related risks Management
B. Social	
B1. Employment	• Employment, Compensation and Promotion Policies
B2. Health and Safety	• Occupational Health and Safety
B3. Development and Training	• Employee Development and Training
B4. Labour Standards	• Prevention of Child and Forced Labour
B5. Supply Chain Management	• Supply Chain Quality and Environmental Management
B6. Product Responsibility	• Products and Services Quality
B7. Anti-corruption	• Corporate Principles of Honesty and Integrity
B8. Community Investment	• Community Involvement

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COMPLIANCE WITH LAWS AND REGULATIONS

Compliance with applicable laws, rules and regulations with regard to environmental and social aspects is of paramount importance and we understand the risk of non-compliance that can be detrimental to the Group. The Group has implemented various systems and allocated staff resources to ensure ongoing legal compliance. The Group's operations are mainly carried out by the subsidiaries of the Group in the People's Republic of China (the "PRC", for the purpose of this Report, excluding Hong Kong, Macau Special Administrative Region, and Taiwan), while shares of Yeebo itself is listed on The Stock Exchange of Hong Kong Limited. Accordingly, the Group's establishment and operations shall comply with all laws and regulations applicable in the relevant jurisdictions where it has operations, namely the PRC and Hong Kong.

ENVIRONMENTAL

A1 Emissions

The Group takes corporate social responsibilities to heart, and environmental sustainability is our utmost concern. The Group integrates sustainability measures into its operations, implementing fit and proper procedures in product design, process management, energy and resources management, as well as supply chain management, to minimize the negative impact of the Group's operations on the environment. We have not only upgraded our environmental protection facilities in the factory to enhance our ability in handling and managing sewage, air emissions and solid wastes, but have also established operating policies and regular maintenance procedures for industrial wastewater and waste gas treatment facilities to ensure that they are functioning properly. In addition, we have established emergency response plans, as well as guidelines for shutdowns and overhauls, along with specific management requirements. To adhere to the concept of environmental protection, any non-regulated emission discharges are strictly forbidden.

The Group is not aware of any material non-compliance with the applicable laws and regulations relating to environmental protection in FY2024/25, including but not limited to the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), the Law on the Prevention and Control of Atmospheric Pollution of the PRC (《中華人民共和國大氣污染防治法》), the Law on the Prevention and Control of Water Pollution of the PRC (《中華人民共和國水污染防治法》), the Law on the Prevention and Control of Environmental Pollution by Solid Wastes of the PRC (《中華人民共和國固體廢棄物污染環境防治法》), Implementation Rules of the Development and Reform Commission of Guangdong Province on the Management of Carbon Emission Quotas (《廣東省發展改革委關於碳排放配額管理的實施細則》), and Trial Measures for the Management of Carbon Emissions in Guangdong Province (《廣東省碳排放管理試行辦法》), that have a significant impact on the Group.

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Air Emissions Treatment

We have established specific pipelines and three sets of air emission treatment devices in our factory for the collection and treatment of acid-base gases and volatile organic compounds (“VOC”) gases discharged during the production process. We have engaged professionals to manage and monitor the treatment process to ensure that the ultimate air emissions comply with the environmental standards set forth in the Law on the Prevention and Control of Atmospheric Pollution of the PRC (《中華人民共和國大氣污染防治法》).

Furthermore, in order to reduce and manage acid-base gases and VOC gas emissions and achieve our emissions goal, we have comprehensively investigated and initiated practices to reduce the use of chemicals in our plants during the Reporting Period. Examples include using environmentally friendly cleansing agents instead of volatile organic solvent-based cleansing products and equipment, as well as conducting regular reviews on air emissions at monthly management meetings. We believe that reducing use of chemicals and regular monitoring of air emissions are important in reducing acid-base air emissions.

Sewage Treatment

We have established integrated sewage treatment facilities in our factory. Industrial sewage is collected through the specific pipelines and it will go through biochemical and sedimentation and filtration to meet the sewage discharge standard for the Level I Standard (Period 2) in the Discharge Limits of Water Pollutants DB44/26-2001 (《水污染排放限值》DB44/26-2001 一級標準(第二時段)) set forth by the Guangdong Province. On the other hand, domestic sewage is temporarily stored in the septic tank. Once the sewage reaches a particular sewage standard for the Level III Standard in the Integrated Wastewater Discharge Standard (《污水綜合排放標準》三級標準), it is discharged into the municipal sewerage network through specific pipelines. Furthermore, we have conducted regular sewage inspections according to the requirements of the Ministry of Ecology and Environment of the PRC. In order to reduce sewage, we have set up water reclamation systems to enable the sewage generated from the production line to be reclaimed and reused in the production process.

The Group’s emissions in FY2024/25 and its comparative data for the year ended 31 March 2024 (“FY2023/24”) are as follows:

Item	Unit	Total amount in FY2024/25	Intensity in FY2024/25	Total amount in FY2023/24	Intensity in FY2023/24
Acid-base gases	ten thousand m ³	13,874	0.09	13,321	0.10
			ten thousand m ³ /m ²		ten thousand m ³ /m ²
			finished goods		finished goods
Sewage	tonne	121,047	0.82 tonne/m ²	104,747	0.79 tonne/m ²
			finished goods		finished goods

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During this Financial Year, the Group's wastewater discharge increased by 15.6% compared to the previous year. This increase can be attributed to the growing demand for cleaning water due to our recent investments and developments in color touch panel products and the changes of the product mix.

Hazardous and Non-hazardous Waste Management

Regarding hazardous waste management, we have formulated relevant management procedures for waste separation, collection and storage. Different kinds of hazardous wastes are collected from the user departments, which are then handed over to qualified organizations for handling and recycling. Sludge generated from the sewage treatment process represents our major hazardous waste. We have been closely monitoring the treatment of hazardous waste to ensure that all possible hazardous waste discharged meet the environmental standards as required by relevant laws and regulations.

As for non-hazardous waste, we adhere to the principles of recycling and reusing in order to minimize pollution to the environment. We have set up waste separation bins at our operating centres and public areas in offices to facilitate the recycling process. After collection, the household garbage is handed over to qualified recyclers and relevant government departments for further processing. Apart from the measures mentioned above, we have reduced paper consumption in our daily operation by using electronic platform instead of paper, as well as printing on both sides in case paper-based work is necessary. In addition, we have established a temporary solid waste storage plant in our factory, which is managed by dedicated personnel. Such storage plant is well-equipped to prevent leakage and avoid secondary pollution.

The Group's waste generated and recycled in FY2024/25 and its comparative data are as follows:

Item	Item category	Unit	Amount generated in	Amount recycled in	Recycled rate in	Amount generated in	Amount recycled in	Recycled rate in
			FY2024/25	FY2024/25	FY2024/25	FY2023/24	FY2023/24	FY2023/24
Industrial sludge	Hazardous waste	tonne	22.76	0.00	0.0%	21.68	0.00	0.0%
Household garbage	Non-hazardous waste	tonne	120.50	27.10	22.5%	119.92	26.50	22.1%
Waste glass	Non-hazardous waste	tonne	274.89	274.89	100.0%	247.11	247.11	100.0%
Used paper	Non-hazardous waste	tonne	103.00	103.00	100.0%	101.21	101.21	100.0%
Others	Non-hazardous waste	tonne	46.75	46.75	100.0%	46.80	46.80	100.0%

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The Group's hazardous and non-hazardous wastes generated in FY2024/25 and its comparative data are as follows:

Item category	Unit	Amount generated in FY2024/25	Amount generated in FY2023/24
Hazardous waste	tonne	22.76	21.68
Hazardous waste intensity	tonne/m ² finished goods	0.00015	0.00016
Non-hazardous waste	tonne	545.14	515.04
Non-hazardous waste intensity	tonne/m ² finished goods	0.0037	0.0039

During this Financial Year, due to the increase in production volume, the Group's hazardous waste and non-hazardous waste generation increased by 5% and 6%, respectively as compared to the previous year. On the other hand, hazardous waste intensity and non-hazardous waste intensity decreased by 6% and 5% respectively. This can be attributed to the Group's success in hazardous and non-hazardous waste management.

Greenhouse Gas Emissions

We are fully aware of our responsibility to reduce greenhouse gas emissions in the course of our operations and are committed to controlling the risks and impacts of our emissions. In FY2024/25, our carbon emissions are mainly caused by the consumption of electricity, natural gas, petrol and diesel. Please refer to section "A2 Use of Resources" for details of the related resources consumption and respective energy conservation and carbon reduction measures.

The Group's greenhouse gas emissions in FY2024/25 and its comparative data are as follows:

Item	Unit	Total amount in FY2024/25	Total amount in FY2023/24
Total greenhouse gas emissions*	tonnes of CO ₂ e	16,601.13	17,756.18
Scope 1: Direct greenhouse gas emissions		374.58	526.05
Scope 2: Energy indirect greenhouse gas emissions		16,123.18	17,141.31
Scope 3: Other indirect emissions		103.37	88.82
Greenhouse gas emission intensity	tonnes of CO ₂ e/m ² finished goods	0.11	0.13

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During this Financial Year, the Group's greenhouse gas emissions intensity decreased by 15.4% compared to the previous year. This reduction can be attributed to our proactive implementation of energy-conservation and emission reduction projects within our factories, coupled with the decrease of 5.9% of the carbon dioxide emission factor from 0.5703kgCO₂/kWh of the previous year to 0.5366kgCO₂/kWh of this Financial Year as a result of the increase in the proportion of new energy generation at the national level.

(*) Scope 1 greenhouse gas emissions include direct emissions by combustion of fuels in vehicles controlled by the Group. Scope 2 energy indirect emissions include those associated with the consumption of purchased electricity. Scope 3 other indirect emissions include those associated with electricity used for water treatment.

Note:

- These carbon emissions are calculated with reference to Greenhouse Gas Protocol published by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI), the Greenhouse gas reporting – Conversion factors 2023 published by the Department for Business, Energy & Industrial Strategy of the United Kingdom Government, 2022 Baseline Emission Factors for Regional Power Grids in China (《2022中國區域電網基準線排放因子》) published by the PRC's National Development and Reform Commission, CLP Holdings Limited's 2021 Sustainability Report, and Appendix 2: Reporting Guidance on Environmental KPIs published by the Hong Kong Exchanges and Clearing Limited.

A2 Use of Resources

The Group adheres to the 4Rs (i.e. Reduce, Reuse, Recycle and Replace) as the core principle to enhance efficiency and effectiveness in the use of resources, with an aim to gradually replace energy sources and materials that do not align with the Group's green policies. Meanwhile, the Group has established various policies and procedures to facilitate the conservation of electricity, energy and water consumption, and promote environmentally-friendly procurement to minimize our use of resources.

Energy

The Group's energy consumption in FY2024/25 and its comparative data are as follows:

Type of energy	Amount in FY2024/25	Intensity in FY2024/25	Amount in FY2023/24	Intensity in FY2023/24
Electricity ^{##}	30,118,190 kWh	203 kWh/m ² finished goods	30,134,919 kWh	228 kWh/m ² finished goods
Natural gas [#]	164,096 m ³	1.11 m ³ /m ² finished goods	177,786 m ³	1.35 m ³ /m ² finished goods
Diesel [*]	55,341 L	0.37 L/m ² finished goods	61,418 L	0.47 L/m ² finished goods
Petrol [^]	17,172 L	0.12 L/m ² finished goods	12,103 L	0.09 L/m ² finished goods

The overall reduction in energy consumption is attributable to the vigorous promotion of energy conservation and emission reduction measures.

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- (##) The decrease of 11.0% in electricity consumption intensity is attributable to our investments in new energy-efficient equipment, the rational allocation of production, the implementation of an energy management system in newly built factories, and the installation of photovoltaic power generation.
- (#) The decrease of 17.8% in natural gas consumption intensity is mainly due to our strong efforts in promoting energy conservation and consumption reduction.
- (*) The decrease of 21.3% in diesel consumption intensity is mainly due to the optimization of production and logistics arrangements in our factories. We have also made significant efforts to promote the use of clean energy, such as implementing electric forklifts and reducing the startup time of diesel generators.
- (^) The increase of 33.3% in gasoline consumption intensity was mainly due to the increase in business visits during this Financial Year.

To reduce energy consumption and achieve our energy goals, we continue to implement energy management practices in our factories. We are actively investing in fixed assets with energy conservation and consumption reduction initiatives to save electricity and reduce carbon emissions. During the Reporting Period, new energy conservation and consumption reduction projects were launched, resulting in a reduction of approximately 1,203,951 kWh in electricity consumption and a decrease of around 687 tons in carbon emissions.

To further promote green practices, in addition to the natural gas pipelines installed in the previous year, diesel fuel will be replaced by the cleaner and more energy-efficient natural gas. Other energy-conservation policies and measures have also been promoted. For example, in October 2024, we installed a decentralized photovoltaic power generation system with a capacity of 203 kW in our factory area, which has been successfully put into operation. It has generated a total of 91,384 kWh of electricity, resulting in a reduction of approximately 52 tons of carbon emissions. We plan to continue investing in new energy-conservation equipment in the next financial year to reduce the energy consumption intensity in product manufacturing and achieve our energy-conservation and efficiency goals. The Group also regularly monitors electricity consumption for the whole factory and reviews the effectiveness of its energy conservation policies and measures. Looking forward, the Group will continue to keep abreast of new technologies and new projects in energy saving, and will leverage on the newly established energy management system in our factories in order to produce in an economical, green, and sustainable way.

Water Consumption

Water is utilised for production process and daily needs of our employees. To achieve our water consumption goals, reduce water consumption and improve water efficiency, in FY2024/25, we reclaimed wastewater and used it for tasks such as the edging process in our production workshop and cleaning of the floors of various workshops, resulting in the use of 79,227 cubic meters of reclaimed water. Meanwhile, we reassessed the water consumption benchmarks for each production line and undertook structural modifications to certain water-using equipment to facilitate water recycling. Furthermore, we conducted regular inspections and maintenance on concealed water pipes to prevent leakage. We investigated any unusual water usage patterns in a timely manner to eliminate water waste. Our water supply is sourced from the local government, ensuring a reliable and uninterrupted water source.

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In FY2024/25, our water consumption and its comparative data are as follows:

Item	Unit	Total amount in FY2024/25	Total amount in FY2023/24
Water consumption	m ³	273,589	235,076
Water consumption intensity	m ³ /m ² finished goods	1.84	1.78

Due to changes in the product mix and an increase in production area, the Group has experienced an increase in water consumption and water consumption intensity. The water consumption intensity has risen by 3.4%, while the production area has grown by 12.5%. This change is primarily attributed to the increased demand for cleaning water from the production processes of color touch panel products and high-precision products.

Packaging Materials

Our technical department and purchasing department select packaging methods and packaging materials that align with our green principles so as to minimize the environmental impacts. For example, plastic used are recyclable and no harmful substances should be produced after their incineration.

In FY2024/25, the major packaging materials consumption and its comparative data of the Group are as follows:

Item	Unit	Total amount in FY2024/25	Intensity in FY2024/25	Total amount in FY2023/24	Intensity in FY2023/24
Cartons	kg	180,000	1.21 kg/m ² finished goods	145,000	1.10 kg/m ² finished goods
Plastics	kg	240,000	1.62 kg/m ² finished goods	198,000	1.50 kg/m ² finished goods

The Group has experienced a 24% increase in carton consumption and a 21% increase in plastic consumption. This is mainly due to the 12.5% increase in production area and the changes in product mix which requires higher packaging material consumption.

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A3 The Environment and Natural Resources

The Group recognises the importance of conserving the environment and natural resources. We strive to attain a balance between environmental protection and business development, always bearing in mind the potential environmental implications of our operating activities. The Group abides by the nation's environmental regulations and international standards in order to support the nation's sustainability development efforts.

We have established environmental protection facilities and data reporting systems. Our emission data is properly recorded and reviewed. We have also regularly maintained our pollution controlling facilities, including monitoring their operations and conditions. Such information on environmental protection, the operations and monitoring results of the pollution-controlling facilities as well as the management data of environmental protection are regularly reported to the environmental department of the local government. A designated person has been assigned to handle any unusual conditions noted during daily operations and take any necessary actions on a timely basis.

Besides, we have engaged third-party professionals to regularly monitor our environmental performance and collaborated with the government to introduce third-party oversight mechanisms on fire safety and environmental regulations in order to prevent excessive emission discharges. The Group has also obtained the ISO14001 Environmental Management System Certification for its factory and has passed the annual audit conducted by certification company.

A4 Climate Change

Organizations around the globe have been facing growing risks associated with climate change. The severe weather events and the changing environmental conditions can create direct and indirect implications to the Group. For example, extreme climates such as heavy rain, thunderstorms, typhoons and floods may pose threats to employee safety and cause damage to infrastructure, resulting in interruption of business operations. We have developed emergency plans and established an "Emergency Response Team" which members have received proper training. We have stocked up adequate supplies for emergency use and established an extreme weather safety emergency management system to ensure effective responses to the impact of extreme weather conditions. We have also included climate change risk in the Group's risk management process.

Moreover, as a result of the global net-zero emission targets and trends, the changing regulatory requirements may pose transitional risks to the Group. Latest laws and regulations have been closely monitored and tracked by the Group to ensure all departments affected are well aware of the updates.

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SOCIAL

B1 Employment

The Group always prioritizes the “people-oriented” approach as the core principle of sustainable development. We are committed to creating a diverse, inclusive, and equal working environment that ensures the rights and interests of employees are in sync with the corporate development. We firmly believe that only by adhering to a corporate culture that values both “cultivation of talents” and “team spirit” can we achieve long-term and stable profit growth and create value for all stakeholders.

We strictly adhere to the principles of fairness and justice and implement non-discriminatory policies in recruitment, training, performance evaluation, compensation and benefits, and promotion, ensuring that employees and job seekers are treated fairly without discrimination based on gender, physical condition, race, age, or other factors. The Group regularly reviews its human resources policies to ensure compliance with international ESG standards. We actively promote diversity and inclusivity initiatives to create a work atmosphere that respects differences and fosters unity and mutual support.

To attract, motivate, and retain talents, the Group offers industry-leading compensation levels and has established a comprehensive social insurance and supplementary welfare schemes, including:

- Life Assurance: Employee dormitories equipped with air conditioning and Wi-Fi, and free staff canteen (which uses natural gas and installed with air conditioners and televisions to provide a comfortable dining environment);
- Long-term Incentives: Restricted share award scheme and share option scheme to enable the employees to share the achievements of the Group; and
- Health and Well-being: Paid annual leave, International Women’s Day holiday, family-friendly policies (such as family accommodation), and medical leave support to promote work-life balance.

We have designed various promotion channels for employees, including:

- Vertical Promotion: Clear career development paths;
- Two-way Promotion: Two ways for technical and managerial roles, with equal importance given to professional skills and leadership abilities; and
- Inter-department Transfer: Support for inter-departmental horizontal mobility to expand career exposures and opportunities.

In addition, through mechanisms such as innovation awards, rationalization proposals awards and patent awards, we encourage employees to engage in the continuous improvement of, and promote sustainable development in, the Group’s technology and management practices.

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Employee Care and Culture Building

The Group regularly organizes cultural and recreational activities such as singing competitions, outdoor team-building exercises, and other group activities. We have also established employee communication platforms such as WeChat official accounts, WeChat groups, and a president's mailbox, and conduct satisfaction surveys to ensure open and transparent communication. We value the psychological well-being of our employees and team cohesiveness. Through social events and caring programs, we enhance employees' sense of belonging and happiness within the organization.

Compliance and Ethical Employment

In FY2024/25, the Group strictly complied with the Labour Law of the PRC (《中華人民共和國勞動法》), the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》), the Social Insurance Law of the PRC (《中華人民共和國社會保險法》), the Employment Ordinance in Hong Kong and other applicable laws and regulations, and no significant employment violations occurred. In the future, we will continue to optimize our ESG management system to ensure that human rights and labour standards align with international best practices. We aim to create shared value for employees, the Company, and society as a whole.

The Group is committed to continuously improving its ESG performance in human resources management. We strive to integrate employee well-being with corporate responsibility and make contributions towards achieving sustainable development goals.

As of the end of the Reporting Period, the Group had a total of 1,562 employees in Hong Kong and PRC. Our employee profile is as follows:

Number of Employees	Number
By Gender	
Male	728
Female	834
By Age	
30 or below	466
31-49	849
50 or above	247
By Employment Type	
Staff Level	1,115
Middle Management	439
Senior Management	8
By Geographical Region	
Hong Kong	26
PRC	1,536

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Employee Turnover Rate	Percentage
By Gender	
Male	44.13%
Female	32.63%
By Age	
30 or below	57.67%
31-49	26.17%
50 or above	14.83%
By Geographical Region	
Hong Kong	13.33%
PRC	38.83%

Notes:

1. Employee Turnover Rate by category = number of employees in the category leaving employment during the Reporting Period/(number of employees in the category as at the end of the Reporting Period + number of employees in the category leaving employment during the Reporting Period). The calculation method is in accordance with Appendix 3: Reporting Guidance on Social KPIs published by Hong Kong Exchanges and Clearing Limited.
2. The high turnover rate for males and those aged 30 or below is due to the recruitment of short-term staff such as interns. In response to the national “stable employment” policy and youth talent development programs, we have actively expanded internship opportunities and increased the number of flexible workers (contingent workforce) to provide short-term practical experiences and employment opportunities for fresh graduates and job seekers. These positions themselves have characteristics of high mobility (due to the completion of internships or labour worker projects) which has resulted in a temporary increase in the turnover rate within the statistical calculation. In the future, the Group will provide more opportunities for the conversion of interns to full-time employees and further enhance the career development paths for labour workers to improve talent retention.

B2 Health and Safety

The Group considers employees as its most valuable asset and the core driving force for sustainable development. We adhere to the principle of “Safety First, Prevention-oriented, and Comprehensive Management”. We have established a standardized occupational health and safety management system, committed to creating a safe and healthy working environment for all employees. We strive to achieve the long-term goal of “Zero accidents, Zero injuries”.

Occupational Health and Safety Management System

We have established a systematic occupational health and safety management framework, which includes:

- Risk control system: Regular monitoring of workplace hazards, covering major occupational health risks such as noise, dust, and chemicals;

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- Three-tier training mechanism: Providing new employee orientation training, departmental safety training, and specialized job training. The annual training coverage rate reaches 100%;
- Emergency management system: Regular drills and lessons on chemical handling, occupational health, fire evacuation, and confined space operations to ensure all employees are equipped with the necessary skills and knowledge; and
- Health surveillance program: Providing annual occupational health examinations for employees in key positions and establishing individual health records.

We continuously invest resources to improve the working environment, including:

- Automation upgrade: Implementing production automation transformation to reduce the labour intensity of employees;
- Living area management: Installing smart access control systems in the dormitory and providing 24-hour security to ensure residential safety;
- Health assurance: Equipping the workplace with first aid kits and regularly replenishing commonly used medications; and
- Drinking water safety: Establishing a regular water quality testing system to ensure that the drinking water meets the GB5749-2022 standard.

We promote the construction of a “Healthy Enterprise” and pay attention to the physical and mental health of employees, including:

- Sports activities: Regularly organizing sports events such as basketball and badminton competitions, and establishing employee fitness centers;
- Communication mechanisms: Establishing monthly management forums and multi-channel communication platforms such as a president’s mailbox; and
- Caring culture: Implementing caring supervision, where managers at all levels regularly meet and communicate with their subordinates.

In FY2024/25, we fully complied with the following laws and regulations:

The Prevention and Control of Occupational Diseases Law of the PRC (《中華人民共和國職業病防治法》), the Production Safety Law of the PRC (《中華人民共和國安全生產法》), the Occupational Safety and Health Ordinance, and the Employee’s Compensation Ordinance in Hong Kong. There were no significant health and safety accidents during this Financial Year.

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In May 2025, we obtained the ISO45001 occupational health and safety management system certification. In the future, we will continue to improve the management system based on ISO 45001 standards and strengthen the occupational health and safety protection management level of all our employees.

Over the last three years, including the Reporting Period, there were no work-related fatalities recorded for our employees. During the Reporting Period, there were 228 days of work lost due to occupational injuries, as compared with 108 days of the previous year. The main reason for this increase was the temporary inadequacy of the workplace slip prevention measures. In response to this situation, the Group has comprehensively strengthened the safety management system. This includes installing anti-slip facilities in areas prone to slips and falls, as well as providing enhanced training for employees on slip prevention measures and protective measures.

B3 Development and Training

The Group considers employee development as a core element of its sustainable development strategy and is dedicated to building a comprehensive talent development system. Through systematic training, diverse development channels, and inclusive growth mechanisms, we support employees in realizing their professional value and personal growth. This cultivation of high-quality talent contributes to the long-term development of the Group.

Systematic Training System

- Orientation Training: It covers 100% of new employees and includes compliance training (personnel policies, Health, Safety and Environment Management System), basic quality management, and integration into the corporate culture. The training adopts a blended learning approach, combining online and offline methods;
- Career Development: We provide job qualification training, covering 85% of key positions. All employees are required to undergo assessments upon completion of their probationary period;
- Leadership Development: Through the “Yeebo Academy” program, we ensure that 100% of newly appointed managers receive leadership training; and
- Cross-department Training and Exchange Activities: We have different career development plans based on employees’ job nature, personal goals, abilities, and development needs. Through job rotations, employees can have exposure to different departments, expanding their development space and perspectives.

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Youth Talent Program

- University-enterprise Cooperation: In this Financial Year, we have established collaborations with two universities for university-enterprise cooperation in industry-university-research. We plan to increase the number of collaborating universities by at least one in the next financial year to cultivate more knowledge-based and skilled talents;
- Paid Internships: We have provided 140 internship positions.

The breakdown of the trained employees and average training hours completed per employee by gender and employment type during the Reporting Period are as follows:

Employees Trained	Percentage
By Gender	
Male	50.07%
Female	49.93%
By Employment Type	
Staff Level	77.56%
Middle Management	22.26%
Senior Management	0.18%
Average Training Hours Completed per Employee	Hour(s)
By Gender	
Male	20.94
Female	20.25
By Employment Type	
Staff Level	19.30
Middle Management	23.94
Senior Management	18.06

Note:

1. Percentage of employees trained by category = number of employees in the specified category who took part in training/number of employees who took part in training. Average training hours completed per employee by category = total number of training hours for employees in the specified category/number of employees in the specified category. The calculation method is in accordance with Appendix 3: Reporting Guidance on Social KPIs published by Hong Kong Exchanges and Clearing Limited.

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B4 Labour Standards

The Group strictly adheres to international labour standards and relevant national laws and regulations, upholding responsible employment principles. In accordance with basic employment requirements, all regular employees must be at least 18 years old. We implement an open recruitment system, selecting candidates based on merit. All employees are required to sign formal labour contracts, and social insurance contributions are made for them in accordance with the laws.

Regarding the management of interns, we collaborate with reputable educational institutions to carry out university-enterprise internship programs. We strictly control the working conditions for interns aged 16 to 18, prohibiting them from working night shifts and overtime, as well as on high-intensity and high-risk tasks. Each intern is assigned a dedicated mentor for guidance.

The Group has established a whistle-blowing mechanism and a help hotline for staff members to report any suspected cases of misconduct. Any reported cases will be investigated and dealt with seriously. In FY2024/25, the Group fully complied with relevant laws and regulations in the PRC, such as the Labour Law of the PRC (《中華人民共和國勞動法》), and the Provisions on Prohibition of Child Labour (《禁止使用童工規定》), and no violations of child labour or forced labour have been found.

B5 Supply Chain Management

The Group maintains a strict monitoring mechanism over supply chain management. The Group only enters into contracts and purchases from suppliers whose names appear on our “Qualified Supplier List”. All suppliers in the “Qualified Supplier List” must have passed the supplier evaluation assessment. For new suppliers, business qualification documents and certificates are collected to ensure their legality. On-site inspections on working environment and sample tests on material quality are conducted before sourcing from new suppliers. The Group continuously monitors the product quality of the suppliers and suspends purchasing from those whose certification qualifications or product qualities fail to meet our requirements.

Qualified suppliers are required to comply with social and environmental related regulations and the Group’s ESG requirements, and complete declarations of adherence to the related regulations and requirements. Suppliers are required to pass the ISO14001 Environmental Management System Certification. We also encourage suppliers to pursue certifications such as QC080000 Hazardous Substance Process Management System, ISO13485 Medical device-Quality management system, as well as comply with the European Union’s environmental regulations (RoHS/REACH Compliance Declaration), and cooperate with third party authentication organizations, such as Société Générale de Surveillance S.A. for environmental protection testing on a regular basis. When developing new materials and products, we also ensure the use of environmentally preferable products and services by our suppliers in accordance with our material use guidelines.

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The number of suppliers in our Qualified Supplier List by geographical regions engaged during the Reporting Period is as follows:

Geographic Regions	Number of Suppliers
Hong Kong	27
PRC	330
Others	10

Suppliers management

The Group implements an open and transparent procurement policy to ensure cooperation with suppliers on the basis of equality, mutual benefit, and win-win outcomes. We have comprehensive agreements with suppliers, including the Supplier Integrity Statement, Supplier Management Agreement, Supplier Quality Agreement, Supplier Integrity Commitment, and Corporate Social Responsibility Notice. These agreements ensure fair, just and transparent cooperative relationships.

We conduct quarterly performance evaluations of suppliers based on key dimensions, including Quality, Project, Delivery, and Service (QPDS). This evaluation involves the participation of different departments including Development Department, Quality Department, Biotechnology Department, and Procurement Department. We categorize suppliers into Preferred, Qualified, Supervised Limited Selection, and Eliminated levels. We continuously promote supplier management and, where deemed necessary, provide assistance and guidance to suppliers.

In terms of supplier communication and training, we regularly hold meetings with suppliers to convey the Group's requirements regarding business ethics, product quality, and environmental protection. We also share and exchange industry trends and market information. We encourage suppliers to actively share new developments in materials and technology and collaborate with our Development Department and other technical departments to explore technological innovations and product improvement solutions. Through close communication and collaboration with suppliers, we are dedicated to establishing robust supply chain relationships and enhancing supply assurance and quality levels.

Accelerating the Circular Economy and Utilizing Resources Efficiently

The Group is committed to reducing or eliminating waste caused by single-use disposable products. For example, we promote the reuse of packaging materials such as reusable cartons, plastic, and pallets. We provide services for recycling, sorting, and selecting these materials, returning them to suppliers for reuse, thus helping upstream suppliers achieve energy conservation and emission reduction. Through procurement meetings, we promote the concept of the circular economy to upstream suppliers and encourage them to engage in circular economy projects.

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Looking Ahead and Advocating for Upstream Suppliers to Reduce Carbon Emissions

The Group will promote upstream suppliers to reduce carbon emissions and encourage them to adopt green energy sources, such as photovoltaic power stations. We will also promote suppliers to undertake energy conservation and carbon emission reduction projects, accelerate the advancement of green transportation, and achieve comprehensive electrification for urban and short-haul transportation.

B6 Product Responsibility

"Ensure excellence in quality and be the most reliable partner of customers" is the core corporate mission in our customer service management. We have maintained the effective operation of IATF16949 and ISO9001 quality systems. In order to adapt to the development of the Group and the needs of customers, by the end of 2022, we obtained QC080000 certification for hazardous substance process management systems, and strived to achieve the green manufacturing goals. In 2023, we obtained ANSI/ESD S20.20 certification of the United States, which is crucial for the development of color touch panel products for both customers and the Group. In the same year, we obtained the AEO Advanced Certified Enterprise Certificate and certification for the ISO13485 medical system.

The Group is customer-oriented and is committed to improving our service quality by regularly collecting customer satisfaction feedback. The Group has also formulated standards for service quality in our Service Procedures, which have been strictly enforced by the Group.

The Group has established an independent quality assurance department and appointed the Chief Quality Officer to be responsible for product quality management. Procedures surrounding quality controls and inspections have been properly formulated to ensure our product quality is in line with national regulatory requirements and industry quality standards. The entire production process, from handling raw materials and semi-finished goods to producing finished goods, is closely supervised by the quality assurance department. Any quality issues found are corrected and followed up in a timely manner. Sub-standard products are prohibited from delivery and are disposed of or destroyed in specific manners to prevent them from entering into the market. We have established a traceability system to effectively track and trace the forward and backward delivery process of raw materials and finished products, thereby strengthening the control of the production process and the management of product quality.

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The Group places significant emphasis on the protection of confidential information of our employees and customers, as well as intellectual property rights. All personal data collected is for specific purposes only. Customer information is only collected after receiving customers' consent, and all personal data is stored in an encrypted data system of the Group. Access to and use of personal data will only be confined to authorized personnel. In addition, we have purchased and installed a network security system which can defend against ransomware attacks and detect malicious intrusion as the first line of security to protect customer data. Furthermore, employees are required to acknowledge and comply with the Employee Handbook with regard to the confidentiality clause restricting employees from divulging or communicating any customer or Group-related information to any person outside the Group. Any unauthorized access, disclosure or use of information, as well as infringement of intellectual property rights will be subject to disciplinary actions, including termination of employment and legal actions.

In terms of advertising and marketing labels, we have conducted detailed verification of product labels, promotional documents, website information, and advertisements before the products are launched or advertisement is released, so as to ensure that the descriptions and information on product advertisements and labels are consistent with the genuine condition of the product and in compliance with legal requirements.

In FY2024/25, the Group did not identify any significant violations of laws and regulations related to product and service quality, data privacy, and intellectual property protection (including but not limited to the Product Quality Law of the PRC (《中華人民共和國產品質量法》), the Law on Protection of Consumer Rights and Interests of the PRC (《中華人民共和國消費者權益保護法》), the General Principles of the Civil Law of the PRC (《中華人民共和國民法通則》), and the Advertising Law of the PRC (《中華人民共和國廣告法》)).

During the Reporting Period, we have not received any complaints from customers that would have a significant impact on the operation of the Group.

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B7 Anti-corruption

Preventing Bribery and Corruption

Integrity is a core value of the Group, and importance is attached to personal and professional code of conduct of all employees and external parties in contractual relationships with the Group. We have established the Anti-Bribery and Anti-Corruption Policy and the Code of Conduct for Employees. These policies require employees to act with integrity and self-discipline, prohibit solicitation and acceptance of bribes. We have established a gift registry system. Any gifts that cannot be refused must be promptly reported and handed over. Business entertainment has to be pre-approved. We have implemented key control measures. Staff members of the Purchasing Department and suppliers are required to complete the Declaration for Professional Ethics of Purchasers and Acknowledgement for Code of Integrity, respectively. We have established a declaration and avoidance mechanism to avoid conflicts of interest and regularly review the effectiveness of our internal management systems. We have also established multiple channels for reporting, protecting the privacy of whistleblowers. This includes publishing contact information for reporting on the official website (for both the Jiangmen factory and the Hong Kong headquarters), as well as setting up Human Resources' mailbox and president's mailbox on WeCom to receive feedback from internal and external individuals regarding business ethics. New employees are required to participate in training courses regarding employees' code of conduct upon joining the Group. During the Reporting Period, business ethics and anti-corruption trainings were provided to all employees, including Executive Directors.

The Group strictly adheres to the following laws and regulations:

- the Criminal Law of the PRC (《中華人民共和國刑法》);
- the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》); and
- the Prevention of Bribery Ordinance in Hong Kong.

During the Reporting Period, the Group and our employees have no concluded legal cases regarding corrupt practices. Additionally, no significant violations related to the prevention of bribery, extortion, fraud and money laundering have been identified.

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B8 Community Investment

The Group supports the idea of “Taking from society, giving back to the society” and continuously contributes to society through systematic community investment programs in the following areas:

Promoting Local Employment and Talent Development

We actively support educational development and engage in university-enterprise cooperation to provide practical opportunities for young students. This includes the establishment of an internship centre for college graduates in Pengjiang District, Jiangmen City, an off-campus internship centre of Jiangmen No.1 Vocational High School (江門市第一職業技術學校), and a teaching and practice centre for Jinan University's MBA program. In FY2024/25, we provided 140 internship positions.

Advancing Inclusion Program for Persons with Disabilities

We are committed to creating an inclusive work environment by establishing positions that are tailored to the abilities of persons with disabilities and by providing accessible work environment modifications. In FY2024/25, we employed 13 persons with disabilities.

Fostering Active Community Engagement

We provide fire safety and other training for employees, and we have trained 3 certified firefighters and 16 first aiders. We have also signed an Emergency Response and Coordination Agreement with neighboring companies. Through cultivating a safety culture among employees and extending the impact to their families, we enhance overall community safety awareness and self-rescue capabilities.

In the future, the Group commits to expanding the scope of university-enterprise cooperation to involve more academic institutions. We will continue to provide positions for persons with disabilities and conduct ongoing safety culture cultivation activities.

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX

Reporting Guide

Requirements	Description	Relevant Section
Overall Approach	The board has overall responsibility for an issuer's ESG strategy and reporting.	ESG Governance
Governance Structure	(a) A disclosure of the board's oversight of ESG issues; (b) The board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); (c) How the board reviews progress made against ESG – related goals and targets with an explanation of how they relate to the issuer's businesses.	ESG Governance
Reporting Principle	(a) Materiality (b) Quantitative (c) Consistency (d) Balance	Reporting Principles
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	Reporting Boundary

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Reporting Guide Requirements	Description	Relevant Section
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.	A1 Emissions
KPI A1.1	The types of emissions and respective emissions data.	Air Emissions Treatment and Sewage Treatment
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 Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Hazardous and Non-hazardous 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).	Hazardous and Non-hazardous Waste Management
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	ESG Governance, Air Emissions Treatment and Sewage Treatment
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.	ESG Governance, Hazardous and Non-hazardous Waste Management

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Reporting Guide

Requirements	Description	Relevant Section
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A2 Use of Resources

General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	A2 Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water Consumption
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	ESG Governance, Energy
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.	ESG Governance, Water Consumption
KPI A2.5	Total packaging material used for finished products (in kg) and, if applicable, with reference to per unit produced.	Packaging Materials

A3 The Environment and Natural Resources

General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	A3 The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	A3 The Environment and Natural Resources

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Reporting Guide Requirements	Description	Relevant Section
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.	A4 Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	A4 Climate Change
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.	B1 Employment
KPI B1.1	Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region.	B1 Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	B1 Employment

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Reporting Guide

Requirements	Description	Relevant Section
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.	B2 Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	B2 Health and Safety
KPI B2.2	Lost days due to work injury.	B2 Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	B2 Health and Safety
B3 Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	B3 Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	B3 Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	B3 Development and Training

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Reporting Guide

Requirements	Description	Relevant Section
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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.	B4 Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	B4 Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	B4 Labour Standards

B5 Supply Chain Management

General Disclosure	Policies on managing environmental and social risks of the supply chain.	B5 Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	B5 Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	B5 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.	B5 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.	B5 Supply Chain Management

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Reporting Guide

Requirements	Description	Relevant Section
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.	B6 Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	B6 Product Responsibility
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	B6 Product Responsibility
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	B6 Product Responsibility
KPI B6.4	Description of quality assurance process and recall procedures.	B6 Product Responsibility
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	B6 Product Responsibility

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Reporting Guide Requirements	Description	Relevant Section
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.	B7 Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Preventing Bribery and Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Preventing Bribery and Corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Preventing Bribery and Corruption
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.	B8 Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	B8 Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	B8 Community Investment