



亨利加集團有限公司

HUNLICAR GROUP LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock code 股份代號 : 3638)

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT
環境、社會及管治報告

2025



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Hunlicar Group Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) hereby presents this Environmental, Social and Governance (“**ESG**”) report (the “**ESG Report**”) for the year ended 31 March 2025 (the “**Year**”), in order to comply with the requirements set forth in Appendix C2 to the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited. This ESG Report provides an overview of the Group’s policies implementation and performance with respect to sustainable development and social responsibilities areas.

REPORTING SCOPE

The reporting scope of the ESG Report includes the Company and its principal subsidiaries. Unless otherwise specified, the environmental key performance indicators (“**KPIs**”) of this ESG Report cover the operations of the Group’s offices in Hong Kong, accountable for almost all of the Group’s revenue, while excluding the operations in the PRC, due to the operations of the PRC subsidiaries are not material. The Group is primarily engaged in (i) computer and electronic products trading business, (ii) food trading business, (iii) financial services business, and (iv) family office services business.

The ESG Report covers the overall performance, policies and practices of the Group’s business and operation regarding its environmental and social responsibilities. It has followed the Reporting Principles as set out in the HKEx ESG Reporting Guide, including Materiality, Quantitative, Balance and Consistency. To align with the best interest of its readers, we conducted a materiality assessment through the help with its stakeholders to select the key ESG issues concerning with its business operation, which are covered in the later parts. It mainly focuses on the aspects that have identified as material and relevant to the Group’s businesses and its key stakeholders.

亨利加集團有限公司(「**本公司**」，連同其附屬公司，統稱為「**本集團**」)謹此呈報其截至二零二五年三月三十一日止年度(「**本年度**」)環境、社會及管治(「**ESG**」)報告(「**ESG 報告**」)，以符合香港聯合交易所有限公司證券上市規則(「**上市規則**」)附錄C2所載之規定。本報告概述本集團在可持續發展和社會責任方面的政策實施及績效。

報告範圍

ESG 報告的報告範圍包括本公司及其主要附屬公司。除另有指明外，本報告的環境關鍵績效指標(「**關鍵績效指標**」)涵蓋本集團在香港的辦事處的營運，佔本集團近乎全部收入，但不包括在中國的營運，此乃由於中國附屬公司的營運並不重大。本集團主要從事(i)電腦及電子產品貿易業務，(ii)食品貿易業務，(iii)金融服務業務，及(iv)家族辦公室服務業務。

ESG 報告涵蓋本集團業務及營運於環境及社會責任方面的整體表現、政策及慣例。其遵循載於香港聯交所ESG報告指引的報告原則，包括重要性、量化、平衡及一致性。為符合其讀者的最佳利益，我們藉助其持份者協助，進行重要性評估，確定與其業務營運有關的關鍵ESG議題，該等議題將於後文論述。其主要關注已識別為對本集團業務及其主要持份者而言屬重大及相關的方面。

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We discussed the social KPIs associated with the performance of the Group in employment, labour standards, supply chain management, development and training, community investment, etc. We referenced the ESG Reporting Guide as set out in Appendix C2 of the Listing Rules and the standards of Greenhouse Gas Protocol, this makes its ESG performance measurable, in regards to the carbon emission, resource usage, waste generation and so on. We computed the environmental KPIs based on its emission and waste produced in its operation process and also the daily activities in the office.

In addition, this report aims to provide the reader a comprehensive and objective view of the ESG management efficacy of the Group, therefore, it is committed to revealing statistics and numbers to the best of its knowledge.

ESG APPROACH AND STRATEGIES

The Group is committed to delivering long-term sustainable value creation for its shareholders. In pursuing this goal, it makes decisions that positively impact the communities in which it operates. It is dedicated to upholding strong environmental standards and ensuring the adoption of environmentally friendly measures.

The Group recognise the significance of its impact on sustainable environmental development. It will continue to promote and ensure the efficient use of resources in its operations to conserve energy and minimise GHG emissions as much as possible. It is committed to protecting the environment and plan to collaborate with its customers to manage waste more effectively. Given the nature of its business, it has established a three-step environmental target. Simultaneously, it closely monitors environmental risks to ensure that these risks remain under control.

我們所討論社會關鍵績效指標，指本集團於僱傭、勞工準則、供應鏈管理、發展及培訓、社區投資等方面的表現。我們參照上市規則附錄C2所載ESG報告指引及溫室氣體議定書的標準，可計量其於碳排放、資源使用、廢棄物產生等方面的ESG表現。我們根據其於營運過程以及辦公室日常活動中產生的排放物及廢棄物計算環境關鍵績效指標。

此外，本報告旨在讓讀者全面客觀地了解本集團的ESG管理成效，因此，其致力於其所盡悉的範圍內披露統計數據及數字。

ESG 方法及策略

本集團致力為股東締造長期可持續價值。在追求此目標的過程中，其作出的決策均為其營運所在的社區帶來正面影響。其致力於恪守嚴格的環保標準，並確保採納環保措施。

本集團認識到其對可持續環境發展的影響極為重要。其將繼續促進並確保在其營運中有效利用資源，以盡可能節約能源及將溫室氣體排放減至最低。其致力於保護環境，並計劃與客戶合作，以更有效地管理廢棄物。鑒於其業務性質，其已制定三步法環境目標。同時，其密切監控環境風險，以確保該等風險仍在受控範圍內。

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Environmental Targets:

- Target 1: Achieve a gradual reduction in GHG Emissions in coming year by year. This is a quantitative target. The Group will implement the relevant target in various departments and branch structures of the organisation, especially in the use of electricity, to ensure the achievement of the target.
- Target 2: Continuously improving the monitoring and management of environmental issues. The ongoing enhancement of environmental monitoring and management involves a dynamic process aimed at bolstering our ability to track, assess, and address various environmental concerns. This involves deploying advanced technologies, refining data collection methods, and strengthening regulatory frameworks. The Group noticed that GHG Emissions of Scope 3 which have gradually received attention from regulatory agencies and industry organisations. GHG Emissions of Scope 3 are the indirect emissions outside of scope 2 emissions that occur in the value chain of the Group. It will closely monitor policy changes and guard against the risks they may pose to the Group. It will continue to pay attention to Scope 3 greenhouse gas (GHG) emissions. At the same time, it will continuously strengthen its focus on and management of more environmental issues, such as the environmental footprint of hardware infrastructure.
- Target 3: As a listed company, it is well aware of the importance of social responsibility. It is deeply aware of its products and services play an important role in promoting environmental development. Base on Target 1 and Target 2, it will take actions and provide solutions contributes to the environmental upgrading of upstream and downstream companies.

環境目標：

- 目標一：今後逐年逐步減少溫室氣體排放。此為一項量化目標。本集團將在組織的各部門和分支機構中落實相關目標，特別是在用電方面，以確保實現目標。
- 目標二：持續完善環境議題的監測管理。持續提升環境監測管理是一個動態過程，旨在增強我們追蹤、評估及解決各類環境問題的能力。當中涉及部署先進技術、優化數據收集方法及加強監管框架。本集團注意到，範圍3溫室氣體排放逐漸受到監管機構和行業組織重視。範圍3溫室氣體排放指本集團價值鏈中產生的範圍2排放以外的間接排放。其將密切關注政策變化，防範政策變化可能給本集團帶來的風險。其將繼續關注範圍3溫室氣體排放。同時，其將持續加強對硬件基礎設施環境足跡等更多環境議題的關注及管理。
- 目標三：作為一家上市公司，其深知社會責任的重要性。其亦深知其產品和服務在促進環境發展方面發揮著重要作用。基於目標一和目標二，其將採取行動並提供解決方案，為上下游公司的環境升級做出貢獻。

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REPORTING PRINCIPLES

Materiality:

Important and relevant information to stakeholders on different ESG aspects is covered in this ESG Report, and relative importance of ESG topics has been determined through materiality assessment and approved by the Board.

Quantitative:

Quantitative information is provided in this ESG Report, and where appropriate, with narrative and comparative data to assist readers in meaningful interpretation of figures and enable them to perform fair assessment of the Group's ESG performance.

Consistency:

Consistent methodologies (as presented in previous reports) are used to prepare and present ESG data provided in this ESG Report, unless otherwise specified.

Balance:

Unbiased information is provided in this ESG Report, without the inappropriate use of selections, omissions or presentation formats that would mislead the readers.

ESG GOVERNANCE

A robust ESG governance structure lays the groundwork for a company to become socially and environmentally responsible. The Board recognises its responsibility and commitment to identifying the ESG risks and opportunities within the Group. It has also played a key role in defining the major ESG strategies and planning the related goals. The Group consistently integrates considerations of environmental, social, and governance factors into its operations, in line with its commitment to creating sustainable value for stakeholders and maintaining its role as a responsible corporate citizen. It is dedicated to making a positive impact on its environment and community while adhering to its philosophy of sustainable development, which is embedded in its core business practices, stakeholder relationships, and environmental performance. The sections in the ESG Report will outline the Group's corresponding management approaches regarding environmental and social aspects.

報告原則

重要性：

本ESG報告涵蓋於各ESG方面對持份者而言重要及相關的資料，而ESG議題的相對重要性已透過重要性評估確定並經董事會批准。

量化：

本ESG報告載列量化資料並(如適當)附帶說明及比較數據，以助讀者理解數據並客觀評估本集團的ESG績效。

一致性：

除另有指明外，本公司採用一致的方法(誠如以往報告所呈列)編製及呈列本ESG報告內載列的ESG數據。

平衡：

本ESG報告公正持平地提供資料，並無以不恰當的選擇、遺漏或呈列格式誤導讀者。

ESG 治理

穩健的ESG治理架構為公司成為對社會及環境負責的企業奠定基礎。董事會確認其於識別本集團ESG風險及機遇方面的責任及承諾，亦在釐定主要ESG策略及規劃相關目標方面發揮關鍵作用。本集團始終將環境、社會及管治因素考量納入其營運，與其為持份者創造可持續價值並維持作為良好企業公民的承諾相一致。其致力為其環境及社區帶來積極影響，同時堅守其可持續發展理念，並將該理念植根於其核心業務常規、持份者關係及環境表現。ESG報告各章節將概述本集團於環境及社會方面的相應管理方法。

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BOARD'S ESG RESPONSIBILITY

The Board acknowledges the overall responsibility for the Group's ESG strategies and reporting, as well as for evaluating and identifying the Group's ESG-related risks. Furthermore, the Board is tasked with developing environmental goals to inspire the Group to achieve its objectives and enhance performance in the future. To ensure continuous improvement, ESG performance is regularly measured, reviewed, and reported to management.

The Board is collectively responsible for the overall development and review of ESG matters. Whenever ESG issues arise, they will be presented to the Board for further discussion. We will also consider seeking professional advice from third parties whenever necessary.

To achieve the Company's sustainable development, the Board will maintain ongoing communication with stakeholders and effectively balance their expectations and needs, as it strives to maximise the long-term benefits for all stakeholders.

STAKEHOLDERS' ENGAGEMENT

The Group understands that stakeholder engagement is a critical element for its success. It conducts a materiality assessment to identify and comprehend the main concerns and interests of its stakeholders. It engages with stakeholders from all sectors on a regular basis, continually gathering their suggestions and feedback, and fully understanding their views on the Group's performance, as well as their expectations and demands. This is achieved through various channels, including general meetings, annual reports, announcements, and our company website.

董事會的 ESG 責任

董事會承擔制定本集團的ESG策略及報告以及評估及識別本集團的ESG相關風險的整體責任。此外，董事會亦負責制定環境目標，以激勵本集團實現其目標並提升未來表現。為確保持續改進，ESG表現會定期進行衡量、審閱，並向管理層報告。

董事會集體負責ESG事宜的整體發展及檢討。每當ESG議題出現時，將呈報董事會作進一步討論。我們亦將考慮於有需要時尋求第三方專業意見。

為實現本公司的可持續發展，董事會將與持份者保持持續溝通及有效平衡其期望與需求，努力實現所有持份者的長期利益最大化。

持份者的參與

本集團明白持份者的參與是其取得成功的關鍵因素。其進行重要性評估，以識別及了解其持份者的主要關注事項及利益。其定期與各界持份者進行溝通，持續收集彼等的意見和反饋，並深入了解他們對本集團表現的看法以及其期望和要求。此乃透過不同渠道實現，包括股東大會、年度報告、公佈及本公司網站。

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The following table illustrates the issues of concern of the Group's major stakeholders and the ways it communicates with stakeholders:

下表闡釋本集團的主要持份者關注的問題以及其與持份者進行溝通的方式：

Stakeholder 持份者	Expectation 期望	Engagement channel 參與渠道	Measure 措施
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> Robust operational compliance 穩健的經營合規 Good returns on investment 良好的投資回報 Disclosure of information in a fair, transparent and timely manner 公平、透明且及時披露資料 	<ul style="list-style-type: none"> Annual general meeting and other shareholder meetings 股東週年大會及其他股東大會 Interim reports, annual report, announcements 中期報告、年度報告、公佈 Company's website 公司網站 Meeting with investor 與投資者會面 	<p>Issued notices of the general meeting and proposed resolutions in accordance with regulations. The company disclosed information by publishing announcements, circulars, interim reports, and the annual report during the year.</p> <p>按法規發佈股東大會通告及提呈決議案。本公司於本年度通過發佈公佈、通函、中期報告及年度報告等方式披露資料。</p> <p>It conducted various investor activities to enhance recognition among investors, ensuring that company contact details are available on its website and in reports. All communication channels have been made effective and accessible.</p> <p>其開展各種投資者活動，以提高投資者的認可，並確保於其網站及報告中提供公司聯繫方式。所有溝通渠道均暢通有效。</p>

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Stakeholder 持份者	Expectation 期望	Engagement channel 參與渠道	Measure 措施
Government, Public and Communities 政府、公眾及社區	<ul style="list-style-type: none"> To comply with the laws 遵守法律 Ensure safety, environmental protection and social responsibility 保障安全、保護環保及確保履行社會責任 	<ul style="list-style-type: none"> On-site inspections and checks 現場監督及檢查 Discussion through work reports preparation and submission for approval 通過編製工作報告並提交審批以進行討論 	<p>Operated and managed in accordance with laws and regulations while strengthening safety management. The Group accepted government supervision, inspections, and evaluations, and actively undertook its social responsibilities.</p> <p>依法律及法規經營、管理，同時加強安全管理。本集團接受政府監督、檢查及評估，並積極承擔社會責任。</p>
Employees 僱員	<ul style="list-style-type: none"> Safeguard the rights and interests of employees 維護僱員的權益 Salary and welfare 薪酬及福利 Working environment 工作環境 Career development opportunities 職業發展機會 Health and safety 健康及安全 Training and briefing sessions 培訓及簡報會 	<ul style="list-style-type: none"> Policies and procedures 政策及程序 Channels for employees to express their opinions 僱員表達意見的渠道 Performance assessment 表現評核 Team activities 團體活動 	<p>Provided a healthy and safe working environment by establishing policies and procedures in line with local labour laws. The Group developed communication channels with management and created a fair promotion mechanism. Additionally, it cared for employees by assisting those in need and organising various employee activities.</p> <p>根據當地勞動法制定政策及程序，提供健康及安全的工作環境。本集團與管理層建立溝通渠道，建立公平的晉升機制。此外，其關愛、幫助有需要的僱員，並組織各種僱員活動。</p>

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Stakeholder 持份者	Expectation 期望	Engagement channel 參與渠道	Measure 措施
Customers 客戶	<ul style="list-style-type: none"> Assurance on quality and quantity of product 產品質量及數量保證 Stable relationship 穩定關係 Group's reputation and brand image 集團聲譽及品牌形象 Market demand 市場需求 	<ul style="list-style-type: none"> Site visit 實地考察 Email and customer service 電郵及客戶服務 Regular meetings 定期會議 	Organised marketing activities and site visit. 組織市場推廣活動及實地考察。
Suppliers/Partners 供應商／合作夥伴	<ul style="list-style-type: none"> Long-term partnership 長期合作關係 Honest cooperation 真誠合作 Fair and open policy 公平及公開的政策 Information resources sharing 信息資源共享 Timely payment 及時付款 	<ul style="list-style-type: none"> Strategic cooperation 戰略合作 Regular meetings and visits 定期會議及到訪 Tendering process 投標程序 	Invited tenders to select the best suppliers and contractors, ensuring contracts were performed according to agreements. The Group enhanced daily communication and established long-term cooperation with quality suppliers and contractors. 招標選擇最佳供應商及承包商，確保按協議履行合約。本集團加強日常溝通，並與優質供應商及承包商建立長期合作關係。

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Stakeholder 持份者	Expectation 期望	Engagement channel 參與渠道	Measure 措施
Peer/Industry Associations 同業／行業協會	<ul style="list-style-type: none"> • Experience sharing • 經驗分享 • Corporations • 企業 • Fair competition • 公平競爭 	<ul style="list-style-type: none"> • Industry conference • 行業會議 • Site visit • 實地考察 • Website • 網站 	<p>Committed to fair play, the Group cooperated with peers to achieve win-win outcomes. It shared experiences and attended industry seminars and meetings to promote sustainable development within the sector.</p> <p>堅持公平競爭，本集團與同業合作實現共贏。其分享經驗，並參加行業研討會及會議以促進行業可持續發展。</p>

Stakeholders' valuable opinions on the Group's policies and approaches to sustainable development are a vital driving force for continuous improvement. The Group welcomes feedback from stakeholders regarding our ESG approach and performance. For any suggestions or comments, please send them to the Group's office at 22/F, Sun Hung Kai Centre, 30 Harbour Road, Wan Chai, Hong Kong.

各持份者對本集團的可持續發展政策及方針提出寶貴的意見，推動本集團持續進步。本集團歡迎持份者就我們的ESG的舉措及表現提供意見。如有任何建議或意見，請寄送至本集團辦公室，地址為香港灣仔港灣道30號新鴻基中心22樓。

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MATERIALITY ASSESSMENT

A materiality assessment was conducted in line with the expectations and feedback from key stakeholders. Based on this assessment, the management of the Group prioritises employees' rights and obligations, as well as product responsibility, as critical aspects of long-term sustainability. Effective internal control systems for these areas are strengthened to enhance operational efficiency and generate environmental and social benefits for our stakeholders. The Group carried out a materiality assessment during the year, which helped in prioritising sustainability issues and highlighting the most relevant aspects to align with stakeholders' expectations. The results of the materiality assessment are illustrated in the following materiality matrix:

重要性評估

重要性評估根據關鍵持份者的期望及反饋進行。根據此評估，本集團管理層將僱員的權利及義務以及產品責任視為長期可持續發展的關鍵方面。我們已加強該等領域的有效內部監控系統，以提高營運效率及為我們的持份者帶來環境及社會效益。本集團已於年內進行重要性評估，此舉有助於優先考慮可持續發展議題，並突出最相關的範疇，以與持份者預期保持一致。重要性評估的結果以下列重要性矩陣闡述：

Materiality Matrix 重要性矩陣		Importance to the Group 對本集團的重要性		
		Low 低	Medium 中	High 高
Importance to Stakeholder 對持份者的重要性	High 高		<ul style="list-style-type: none"> Community Investment 社區投資 	<ul style="list-style-type: none"> Product Responsibility Supply Chain Management 產品責任 供應鏈管理
	Medium 中	<ul style="list-style-type: none"> Environment and Natural Resources Climate Changes 	<ul style="list-style-type: none"> Data Privacy Air Emissions Greenhouse Gas Emissions Use of Resources Employment and Labour Practice 	<ul style="list-style-type: none"> Occupational Health and Safety Staff Development & Training Anti-corruption Regulatory Compliance
	Low 低	<ul style="list-style-type: none"> 環境及天然資源 氣候變化 	<ul style="list-style-type: none"> 數據私隱 廢氣排放 溫室氣體排放 資源使用 僱傭與勞工實踐 	<ul style="list-style-type: none"> 職業健康及安全 員工發展與培訓 反腐敗 監管合規
			<ul style="list-style-type: none"> Waste Management Intellectual Property Labour Standards Harmonious Workplace 	
			<ul style="list-style-type: none"> 廢棄物管理 知識產權 勞工標準 和諧的工作場所 	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ENVIRONMENT

The Group primarily engages in trading and financial services in Hong Kong. It does not significantly impact the environment or generate any material levels of greenhouse gas ("GHG") or substantial hazardous and non-hazardous waste. It has provided a guidance on environmental protection practices related to air and GHG emissions, resource use, waste discharges, and the generation of hazardous and non-hazardous waste to its employees. It is committed to sustainable development and complies with relevant laws and regulations on environmental protection. It encourage its employees to focus on and enhance their awareness of environmental protection. It strives to safeguard the environment through the implementation of control activities and monitoring measures in its business operations and workplace. It is dedicated to promoting a green environment by adopting environmentally friendly business practices, educating its employees to raise their awareness of environmental protection, and ensuring compliance with applicable environmental laws and regulations.

To mitigate the environmental impacts arising from the Group's operations, it has established the objectives to minimise adverse environmental impacts and ensure that emissions and waste are managed responsibly. During the year, the Group primarily consumed petrol, electricity, water, and paper.

環境

本集團主要在香港從事貿易及金融服務。其對環境並無任何重大影響，且不產生任何重大水平的溫室氣體（「GHG」）或重大有害廢棄物及無害廢棄物。其已向僱員提供有關廢氣及GHG排放、資源使用、廢棄物排放及產生有害廢棄物及無害廢棄物的環境保護措施的指引。其致力於可持續發展，並遵守環境保護的相關法律及法規。其鼓勵僱員注重環境保護，及提高環保的意識。其竭力透過在其業務營運及工作場所實施控制活動和監控措施保護環境。其致力透過採納環保商業慣例、教導僱員提升其環保意識及確保遵守適用環境法律及法規推廣綠色環境。

為減輕本集團營運對環境產生的影響，其已制定目標盡量減少負面環境影響及確保負責任地管理排放物及廢物。於本年度，本集團主要消耗汽油、電力、水及紙張。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group is committed to complying with all relevant environmental laws and regulations applicable to our business operations. It also pays close attention to regional and international updates on climate-related issues. Since the Group's business does not involve industrial production activities, it does not significantly impact climate-related issues, the environment, or natural resources. Its operations do not contribute to air, water, or land pollution, which are regulated under Hong Kong laws and regulations.

During the Year, the Group did not identify any material non-compliance with related environmental laws and regulations. It has not violated any environmental laws or regulations, nor has any compliant, penalty, or sanctions been imposed upon it for the violation of any environmental laws or regulations.

Emissions

The Group was principally engaged in (i) computer and electronic products trading business, (ii) food trading business, (iii) financial services business, and (iv) family office services business. Its operations are not expected to have a significant environmental impact from its activities and will not generate hazardous pollutants. The main sources of air emissions and greenhouse gas emissions stem from petrol consumed by vehicles, the electricity used in the cold storages, warehouses, and offices, and business air travel by employees. It periodically records and monitors fuel consumption, educate employees to turn off engines in idling vehicles, and conduct regular vehicle inspections and maintenance to enhance efficiency.

本集團致力遵守適用於我們業務營運的所有相關環境法律及法規。其亦密切關注地區及國際對氣候相關議題的最新動態。由於本集團的業務並不涉及工業生產活動，其並未對氣候相關議題、環境或自然資源構成重大影響。其營運並無造成受香港法例及法規規管的空氣、水或土地污染。

於本年度內，本集團並無發現任何嚴重不遵守相關環境法律及法規的情況。其並未有違反任何與環境相關的法律或法規，亦未有因違反環境相關的法律或法規而收到投訴、罰款或制裁。

排放

本集團主要從事(i)電腦及電子產品貿易業務，(ii)食品貿易業務，(iii)金融服務業務，及(iv)家族辦公室服務業務。其營運活動預期不會造成重大環境影響，且不會產生有害污染物。主要廢氣排放及溫室氣體排放來源均來自汽車耗用的汽油、冷庫、倉庫及辦公室耗用的電力及僱員商務航空差旅。其定期記錄及監控消耗的燃料，教導僱員停車熄匙，並定期檢查及維護汽車以提高能效。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group aims to minimise hazardous emissions and has developed measures and encourages its employees to:

1. Use public transport instead of driving whenever possible to reduce vehicle exhaust emissions;
2. Opt for telephone or video conferencing instead of business trips whenever feasible to lower carbon emissions;
3. Choose eco-friendly modes of transport with low pollution levels, such as railways, trams, and LPG minibuses; and
4. Utilise environmentally friendly cleaning agents to minimise water pollution.

I. Air emissions

Due to the nature of its business, the Group anticipates that the relevant air emissions generated will not be significant. The primary sources of exhaust gas emissions arise from petrol consumed by vehicles, specifically in private cars used for business meetings and travel. It periodically records and monitors fuel consumption, educate employees to turn off engines in idling vehicles, and conduct regular vehicle inspections and maintenance to improve vehicle efficiency.

For the year ended 31 March 2025, the air emissions of nitrogen oxides (NO_x), sulphur oxides (SO_x) and particulate matter (PM) was 1,542.3 g, 19.6 g and 113.6 g (2024: 1,590.4 g, 312.3 g and 117.1 g) respectively, representing a decrease of 48.1 g, 292.7 g and 3.5 g respectively. In coming year, the Group will continue to commit to reduce the level of air emissions.

本集團旨在將有害排放物降至最低，並已制訂措施並鼓勵僱員：

1. 盡量使用大眾交通工具，以取代私家車，減低汽車尾氣排放；
2. 盡量選擇電話或視像會議，以取代出差，減低碳排放；
3. 選乘低污染的環保交通工具，如鐵路、電車、石油汽小巴；及
4. 使用環保清潔劑，以盡量減少水質污染。

I. 廢氣排放

基於業務性質使然，本集團預期所產生的相關廢氣排放並不重大。本集團主要的廢氣排放物來源為汽車耗用的汽油，尤其是商務會議及差旅使用的私家車。其定期記錄及監控消耗的燃料，教導僱員停車熄匙，並定期檢查及維護汽車以提升汽車能效。

截至二零二五年三月三十一日止年度，廢氣排放物之氮氧化物(NO_x)、硫氧化物(SO_x)及顆粒物(PM)分別為1,542.3克、19.6克及113.6克(二零二四年：1,590.4克、312.3克及117.1克)，分別減少48.1克、292.7克及3.5克。來年，本集團將繼續致力減少廢氣排放水平。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

II. Greenhouse gas emissions

The major sources of the Group's GHG emissions were (i) direct GHG emissions generated from petrol consumed by vehicles (Scope 1), (ii) indirect GHG emissions from consumption of purchased electricity (Scope 2) and (iii) other indirect GHG emission from paper use and business air travel by the employees (Scope 3). For the year ended 31 March 2025, the summary of GHG emission from the Group's operation are as follows:

Type of GHG emissions	GHG 排放類別	Equivalent Carbon dioxide (CO ₂) emission 二氧化碳(CO ₂) 當量排放		
		2025	2024	Variation: increase (+) or decrease (-)
		二零二五年	二零二四年	變動： 增加(+)或減少(-)
Scope 1 — Direct emissions (tonnes)	範圍1 — 直接排放(噸)	3.5	50.1	-46.6
Scope 2 — Indirect emissions (tonnes)	範圍2 — 間接排放(噸)	123.0	215.7	-92.7
Scope 3 — Other indirect emissions (tonnes)	範圍3 — 其他間接排放(噸)	6.0	13.7	-7.7
Total GHG emissions (tonnes)	GHG 總排放(噸)	132.5	279.5	-147.0
Total GHG emission intensity (tonnes/employee)	GHG 總排放密度(噸／僱員)	1.8	5.1	-3.3

The Group aims to reduce its emission intensity level in the coming year. In order to achieve this emission target, it will continue to implement the emission reduction measures as mentioned in the section headed "Emissions".

II. 溫室氣體排放

本集團 GHG 排放的主要來源為(i)汽車耗用汽油產生的直接 GHG 排放(範圍1)，(ii)購買電力耗用的間接 GHG 排放(範圍2)及(iii)僱員用紙及商務航空差旅產生的其他間接 GHG 排放(範圍3)。截至二零二五年三月三十一日止年度，本集團營運排放的 GHG 概述如下：

本集團旨在來年減少排放密度水平。為達致該排放目標，其將繼續實施「排放」一節所述的減排措施。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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III. Waste management

During the Year, the hazardous waste produced primarily consists of cleaning chemicals from the Group's life technology business. The non-hazardous waste produced primarily consists of paper and solid waste from our offices. During the Year, the Group took necessary steps to monitor and manage the environmental impact of its operations. It aims to reduce energy consumption and carbon emissions, seeking less harmful methods to protect the environment. Its internal guidelines comply with all relevant laws and regulations applicable to its operations across different jurisdictions.

The volume of hazardous wastes generated by the Group is shown as below:

Hazardous waste category 有害廢棄物類別	Unit 單位	2025 二零二五年	2024 ¹ 二零二四年 ¹
Cleaning chemicals 清潔化學劑	Tonnes 噸	1.8	N/A 不適用
Intensity 密度	Tonnes/employee 噸／僱員	0.02	N/A 不適用

To ensure environmental sustainability, the Group promotes the principle of "Less Use and Less Waste" to advocate for waste reduction, while employing the concepts of "Reduce, Reuse, and Recycle" to enhance the utilisation of energy and resources, achieving economic efficiency. During the Year, the Group dedicated significant efforts to waste management by minimising solid waste sent to landfills through reduction, reuse, and recycling initiatives. A key measure involves promoting the importance of waste reduction among employees through training and education. Going paperless remains a central message for the Group, encouraging employees to use electronic copies for filing and recycled paper for printing to minimise waste. Our initiatives to reduce paper usage include the implementation of a paperless e-Payroll system. Furthermore, to bolster support for waste recycling, it has established a collection area for wastepaper recycling. It aims to guide employees in developing recycling habits not only at work but also in their daily lives, thereby influencing their surroundings through their actions.

III. 廢棄物管理

於本年度，產生的有害廢棄物主要包括來自本集團生命科技業務的清潔化學劑。所產生的無害廢棄物主要為我們辦公室的紙張及固體廢棄物。於本年度，本集團採取必要措施監控及管理其營運對環境的影響。其力求減少能源消耗及碳排放，尋求對環境傷害更小的方式來保護環境。其內部指引遵循適用於其不同司法權區業務的所有相關法律及法規。

本集團產生的有害廢棄物數量如下所示：

為確保環境的可持續性，本集團推廣「少用、少浪費」的原則以倡導減廢，並奉行「減少使用、物盡其用及循環再用」的理念以提高能源及資源的利用率及實現經濟效益。於本年度，本集團致力於廢棄物管理，通過減少產生、再利用及回收廢棄物舉措，盡量減少送往堆填區的固體廢棄物。一項重要措施是通過培訓及教育向僱員推廣減少廢棄物的重要性。無紙化始終是本集團的核心理念，鼓勵僱員使用電子副本進行備存，並使用回收紙進行打印以減少浪費。我們減少紙張使用的舉措包括實施無紙化電子工資系統。此外，為加強支援廢棄物回收，其設立廢紙回收收集區。其期望引導僱員不僅在工作時培養回收習慣，更延伸至日常生活，以自身行動影響周邊環境。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The volume of non-hazardous wastes generated by the Group is shown as below:

本集團產生的無害廢棄物數量如下所示：

Non-hazardous waste category 無害廢棄物類別	Unit 單位	2025 二零二五年	2024 ¹ 二零二四年 ¹
Paper 紙張	Tonnes 噸	0.4	N/A 不適用
Food waste 食物廢棄物	Tonnes 噸	3.5	N/A 不適用
Total 總計	Tonnes 噸	3.9	N/A 不適用
Intensity 密度	Tonnes/employee 噸／僱員	0.05	N/A 不適用

Note:

¹ In FY2024, the quantities of hazardous and non-hazardous waste generated was minimal, and thus, the comprehensive records for waste were not available in FY2024. However, waste data tracking has been implemented in FY2025 to enhance monitoring and reporting accuracy.

附註：

¹ 於二零二四財年，所產生的有害及無害廢棄物數量極少，故二零二四財年並無有關廢棄物的全面記錄。然而，本集團已於二零二五財年實施廢棄物數據追蹤，以提高監察及報告的準確性。

The Group aims to maintain minimal and immaterial levels of non-hazardous and hazardous waste in the coming year. To achieve this target, it will continue to implement the waste management measures previously mentioned. It will closely monitor regulatory changes and update its disclosures accordingly in the future.

本集團旨在來年保持極少量且不重大的無害及有害廢棄物水平。為達致該目標，其將繼續實施前述廢棄物管理措施。其將密切監控監管變動及於未來相應更新披露。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Use of Resources

The resources utilised by the Group for its operations primarily include electricity, petrol, water, and paper consumption. To uphold its commitment to sustainable development, the Group educates its employees on energy and resource conservation as well as environmental protection. The Group's employees have minimised resource usage through various green practices.

I. Electricity consumption

The resources utilised by the Group for its operations primarily include electricity consumption, petrol consumption, water consumption, and paper consumption. To uphold its commitment to sustainable development, the Group educates its employees about energy and resource conservation, as well as environmental protection. The Group's employees have minimised resource usage through various green practices. In light of the historic challenges posed by global warming, the Group strives to save energy and resources to create a low-carbon environment and operate sustainably across all business sectors. The following culture have been created to minimise electricity consumption:

1. Use energy-efficient lighting and electrical appliances in the office.
2. Staff are encouraged to dress in smart casual attire, with indoor temperatures maintained at around 25°C during the summer.
3. Turn off some lights and air conditioning during lunch hours and outside of office hours.
4. Enable the "Standby" or "Sleep" mode on printers and computers.

資源使用

本集團在營運時使用的資源主要包括電力、汽油、水及紙張消耗。為維持其對可持續發展的承諾，本集團教導僱員注意節約能源及資源以及保護環境。本集團僱員已透過多種環保措施將資源使用降至最低。

I. 電量消耗

本集團營運所用的資源主要包括電力消耗、汽油消耗、用水消耗及紙張消耗。為維持其對可持續發展的承諾，本集團教導僱員注意節約能源及資源以及保護環境。本集團僱員已透過多種環保措施將資源使用降至最低。面對全球暖化帶來的歷史性挑戰，本集團致力於節約能源及資源，以創造低碳環境，並在所有業務領域實現可持續營運。本集團已創建以下文化，務求盡量減少用電量：

1. 於辦公室使用節能照明及電器。
2. 員工應在夏季穿著休閒服裝，而室內溫度維持在攝氏25度左右。
3. 於午餐時間及非辦公時間關上部分燈及空調。
4. 啟用打印機及電腦的「待機」或「睡眠」模式。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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For the year ended 31 March 2025, the electricity consumption by offices of the Group and cold stores of food trading business is as follows:

截至二零二五年三月三十一日止年度，本集團辦公室及食品貿易業務冷藏庫的用電量如下：

Use of resources 資源使用	Electricity consumption 電量消耗		
	2025 二零二五年	2024 二零二四年	Variation: increase (+) or decrease (-) 變動： 增加(+)或減少(-)
Direct consumption (kWh) 直接消耗(千瓦時)	296,958	326,764	-29,806
Intensity (kWh/employee) 密度(千瓦時／僱員)	3,959	5,941	-1,982

II. Petrol consumption

The Group's vehicles consume petrol for daily operations, including private cars for business meetings and local travel, as well as trucks for product delivery. It regularly tracks and monitors fuel consumption, educates employees on turning off engines while vehicles are idling, and conducts routine inspections and maintenance to enhance efficiency.

II. 汽油消耗量

本集團的車輛日常營運消耗汽油，包括用於商務會議及本地出行的私家車，以及用於付運產品的貨車。其定期跟蹤及監控燃料消耗，教導僱員停車熄匙，並進行日常檢查及維護以提升能效。

For the year ended 31 March 2025, the petrol consumption by vehicles of the Group is as follows:

截至二零二五年三月三十一日止年度，本集團汽車的汽油消耗量如下：

Use of resources 資源使用	Petrol consumption 汽油消耗量		
	2025 二零二五年	2024 二零二四年	Variation: increase (+) or decrease (-) 變動： 增加(+)或減少(-)
Direct consumption (Litres) 直接消耗(公升)	1,332.0	21,241.8	-19,909.8
Intensity (Litres/employee) 密度(公升／僱員)	17.8	386.2	-368.4

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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III. Water consumption

Water consumption includes usage from the Group's offices and the food processing factory acquired during the Year. The Group regularly reminds its employees to conserve water resources by publishing notices and reminders. To reduce water consumption, employees are encouraged to control tap flow and promptly report any dripping taps or water leaks to the relevant department. As the Group focuses solely on office operations, there are no issues in sourcing water suitable for its needs.

For the year ended 31 March 2025, the Group followed the practice of last year to measure the data for water usage for comparison. The water consumption of the Group is as follows:

III. 用水量

用水量包括本集團辦公室及本年度收購的食品加工廠的用水。本集團透過發佈通告及提示定期提醒僱員節約水資源。為減少用水，其鼓勵僱員控制水龍頭流量，並及時向相關部門報告水龍頭滴水或漏水情況。由於本集團僅集中於辦公室營運，故在求取適當水源以滿足需求方面並無任何問題。

截至二零二五年三月三十一日止年度，本集團沿用去年的做法量度用水數據，以作比較。本集團的用水量如下：

Use of resources	資源使用	Water consumption		
		2025	2024	Variation: increase (+) or decrease (-)
		二零二五年	二零二四年	變動：增加(+)或減少(-)
Direct consumption (Cubic meter)	直接消耗(立方米)	3,648.8	2,144	+1,504.8
Intensity (Cubic meter/employee)	密度(立方米／僱員)	48.7	39.0	+9.7

IV. Use of paper

The Group prioritises the use of environmentally friendly and sustainable products for its office supplies and encourages recycling in its operations. Its current business does not involve the production of packaging materials for finished products. While the existing businesses are not expected to significantly utilise packaging materials, it has created the culture to reduce paper usage. Employees are encouraged to handle informal documents electronically and to use double-sided printing for any documents that are not formal or confidential. Reusing single-sided paper and recycling double-sided used paper are also required.

IV. 紙張使用

本集團優先使用環保及可持續的產品作為辦公室用品，並鼓勵在營運中循環再用。其現有業務並不涉及產生用於製成品的包裝材料。雖然現有業務預期不會大量使用包裝材料，但其已創建文化減少用紙。我們鼓勵僱員以電子方式處理非正式文件，而正式及保密文件以外的任何文件均使用雙面打印，亦須重複使用單面紙及回收雙面用紙。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

For the year ended 31 March 2025, the Group consumed 399 kg (2024: 565 kg) of printing paper, representing a decrease of 166 kg of printing paper. The paper consumption intensity was 5.3 kg per employee (2024: 10.3 kg), representing a decrease of 5 kg per employee.

The Group aims to reduce electricity, petrol, water, and paper consumption in the coming year. It will continue to adopt measures to achieve this target.

截至二零二五年三月三十一日止年度，本集團消耗399千克（二零二四年：565千克）印刷紙，即減少166千克印刷紙。紙張使用密度為每名僱員5.3千克（二零二四年：10.3千克），降幅為每名僱員5千克。

本集團旨在來年減少電力、汽油、水及紙張的消耗。為達致該目標，其將繼續採取措施。

Environment and Natural Resources

Although its core business has a limited impact on the environment and natural resources, the Group recognises its responsibility to minimise the negative environmental effects of its operations as part of its commitment to corporate social responsibility. This approach aims to achieve sustainable development and generate long-term value for its stakeholders and the community. It is dedicated to becoming an environmentally friendly corporation that prioritises the conservation of natural resources. To incorporate environmental sustainability into its operations, it strives to minimise its environmental impact and progress towards a low-carbon future.

Regulatory Compliance

For the year ended 31 March 2025, the Group did not encounter any material non-compliance issues regarding applicable laws and regulations related to environmental protection, including air quality, GHG emissions, discharges into water and land, and the generation of hazardous and non-hazardous waste. Its management continuously oversees the implementation of relevant policies and measures. Additionally, its management will adjust and reform these policies as needed to ensure the achievement of better results.

Climate Change

Climate change is a significant challenge for the world, with rising temperatures and extreme weather threatening society and its business operations. The Group regularly reviews the impact of climate change on its business activities and is committed to adopting various environmentally friendly measures to reduce greenhouse gas emissions and alleviate the pressures from global climate change. Additionally, it will assess and manage climate-related operational risks to enhance its ability to adapt to these changes.

環境及天然資源

儘管本集團的核心業務對環境及自然資源的影響有限，但作為對企業社會責任的承諾的一部分，其明白有責任盡力減少營運的負面環境影響。此方針旨在實現可持續發展，並為其持份者及社區創造長期價值。其致力成為一間環保企業，並重視保護天然資源。為將環境可持續性納入其營運，其致力將環境影響減至最低，並邁向低碳未來。

監管合規

截至二零二五年三月三十一日止年度，本集團在空氣質量、GHG排放、排放入水及土地以及產生有害及無害廢棄物等環境保護適用法律及法規方面，並無遇到任何重大不合規問題。其管理層持續監督相關政策及措施的實施。此外，其管理層將根據需要調整及改革該等政策，以確保取得更好的業績。

氣候變化

氣候變化是全球面臨的重大挑戰，氣溫上升及極端天氣正威脅著社會及其業務營運。本集團定期審視氣候變化對其業務活動的影響，並致力採取各種環保措施，務求減少溫室氣體排放及緩解全球氣候變化帶來的壓力。此外，其將評估及管理與氣候相關的營運風險，以提高其對氣候變化的適應能力。

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Since the major business operations of the Group are conducted on office premises, climate change does not have a direct significant impact on the business. However, the Group may experience productivity losses due to extreme weather conditions, such as super typhoons and heavy rainstorms. These events can threaten employee safety and potentially damage its office, disrupting normal operations. To minimise these risks, it adopts flexible working arrangements, allowing employees to work from home during adverse weather conditions when applicable.

由於本集團的主要業務營運於辦公室處所進行，故氣候變化對業務並無直接重大影響。然而，本集團可能因超強颱風及暴雨等極端天氣狀況而面臨生產力損失。這些事件可能威脅僱員安全，並可能對其辦公室造成損壞，擾亂正常營運。為降低此類風險，其採取靈活的工作安排，讓僱員可在惡劣天氣情況下在家工作（如適用）。

SOCIAL

社會

Employment and Labour Practices

僱傭與勞工實踐

The Group values talent as a key asset for driving success and sustaining growth. It strives to provide a safe and competitive platform for career development and advancement.

本集團視人才為推動成功及維持增長的關鍵資產。其力求提供一個安全及具競爭力的職業發展及進步平台。

The Group strictly complies with laws and regulations related to compensation, recruitment, promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination, and other benefits as outlined in the Labour Law and Labour Contract Law of the People's Republic of China, as well as the Employment Ordinance, Employees' Compensation Ordinance, and Minimum Wage Ordinance of Hong Kong. Additionally, it regularly reviews and updates its employment practices and internal guidelines to ensure compliance with the latest regulatory requirements.

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、香港的《僱傭條例》、《僱員補償條例》及《最低工資條例》等相關法律及法規中有關薪酬、招聘、晉升、工作時數、假期、平等機會、多元化、反歧視以及其他福利的有關規定。此外，其定期檢討及更新僱傭慣例及內部指引，以確保符合最新的法規要求。

The Group strictly prohibits the recruitment of child labour or forced labour, adhering to the Law on the Protection of Minors, the Law on the Protection of Rights and Interests of Women, and the Implementing Regulations of the Employment Contract Law of the PRC as well as the Employment of Children Regulations of Hong Kong. During recruitment, we examine identification documents to ensure candidates meet the required qualifications.

本集團嚴禁聘用童工或強制勞工，並遵守《中華人民共和國未成年人保護法》、《中華人民共和國婦女權益保障法》、《中華人民共和國勞動合同法實施條例》及香港的《僱用兒童規例》。在招聘過程中，我們會檢查身份證明文件，以確保求職者符合所需資格。

To protect employee rights, the Group signs contracts with all employees that outline wages, benefits, working hours, holidays, and responsibilities, ensuring a mutual understanding of operating posts and job conditions.

為保障僱員權益，本集團與所有僱員簽訂合約，當中訂明工資、福利、工作時數、假期及職責，以確保勞資雙方對工作崗位及條件有一致的了解。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Additionally, the Group contributes to the mandatory provident fund, employees' compensation insurance, social insurances, and housing fund in a timely manner. It sets working hours and rest periods in accordance with employment laws and contracts. Beyond statutory holidays, employees are also entitled to maternity leave.

During the Year, the Group is not aware of any non-compliance with the laws or regulations relating to employment and labour practices that have a significant impact on the Group.

To attract a high-calibre workforce, the Group offers competitive and fair remuneration and benefits based on individual performance, professional qualifications, and experience. To motivate and reward existing management and employees, the Group conducts regular salary reviews to ensure that employees are acknowledged for their efforts and contributions. Furthermore, any termination of employment contracts must be based on reasonable and lawful grounds, as it strictly prohibits any forms of unfair or unreasonable dismissal.

As an equal opportunity employer, the Group is committed to creating a fair, respectful, and diverse working environment by promoting anti-discrimination and equal opportunities in all human resources and employment decisions. For example, training and promotion opportunities, dismissals, and retirement policies are determined without regard to gender, race, age, disability, family status, marital status, pregnancy status, sexual orientation, religious beliefs, nationality, social and ethnic origin, or any other non-job-related factors across all business units. The Group's equal opportunities policy enforces a zero-tolerance stance towards workplace discrimination, harassment, or victimisation. In cases of discrimination incidents, employees may report to the Group's human resources department. Disciplinary actions will be enforced against any employee found in non-compliance or breach of legislation related to equal opportunities policies.

此外，本集團及時繳納強制性公積金、職工補償保險、社會保險及住房公積金。其根據僱傭法例及合約設定工作時間及休息時間。除法定假期外，僱員亦可享有產假。

本年度內，本集團並無發現任何違反有關僱傭及勞工常規法律或法規，且對本集團有重大影響的行為。

為吸引高素質的人才，本集團根據個人的表現、專業資格及經驗，提供具競爭力及公平的報酬及福利待遇。為激勵及獎勵現有管理層及僱員，本集團定期進行薪酬檢討，確保其僱員的努力及貢獻得到認可。此外，任何僱傭合約的終止均須基於合理合法的理理由，其嚴格禁止任何不公平或不合理的解僱。

作為平等機會僱主，本集團致力於通過在所有人力資源及就業決策中促進反歧視及平等機會，創造一個公平、尊重及多元化的工作環境。例如，我們不論性別、種族、年齡、殘疾、家庭狀況、婚姻狀況、懷孕狀況、性取向、宗教信仰、國籍、社會及種族出身或任何其他非工作相關因素，釐定於所有業務單位的僱員的培訓及晉升機會、解僱及退休政策。本集團的平等機會政策絕不容忍有任何工作場所歧視、騷擾或傷害。倘發生任何歧視事件，僱員可向本集團人力資源部報告。任何僱員倘被發現有任何不遵守或違反與平等機會政策有關法律的行為，將會受到紀律處分。

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環境、社會及管治報告

The number of employees and turnover rate of the Group as of 31 March 2024 and 31 March 2025 are as follows.

本集團於二零二四年三月三十一日及二零二五年三月三十一日的僱員人數及流失率如下。

(Number of employees) (僱員人數)		2025 二零二五年	2024 二零二四年
Total number of employees	僱員總數	75	55
By gender	按性別劃分		
Male	男性	34	31
Female	女性	41	24
By employment type	按僱傭類別劃分		
Full-time	全職	75	55
Part-time	兼職	0	0
By age group	按年齡組別劃分		
Aged 21–30	21 至 30 歲	10	2
Aged 31–40	31 至 40 歲	30	18
Aged 41–50	41 至 50 歲	18	13
Aged 51 above	51 歲以上	17	22
By region	按地區劃分		
Hong Kong	香港	3	54
Mainland China	中國內地	72	1
(Number of employees) (僱員人數)		2025 二零二五年	2024 二零二四年
Employee turnover rate²	僱員流失率²	26%	28%
By gender	按性別劃分		
Male	男性	7	7
Female	女性	10	7
By age group	按年齡組別劃分		
Aged 21–30	21 至 30 歲	1	2
Aged 31–40	31 至 40 歲	5	4
Aged 41–50	41 至 50 歲	5	6
Aged 51 above	51 歲以上	6	2
By region	按地區劃分		
Hong Kong	香港	17	14
Mainland China	中國內地	0	0

Note:

² Employees who did not pass the probation are not included.

附註：

² 未能通過試用期的僱員不包括在內。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

OCCUPATIONAL HEALTH AND SAFETY

The Group places great importance on securing the health and safety of employees and maintaining a safe and comfortable workplace. It regularly reviews and monitors potential occupational health and safety risks within the office and warehouses to ensure a safer working environment for staff.

The Group strives to create a safe, healthy, and comfortable working environment for employees. Although its business does not involve high-risk work, it strictly adheres to relevant laws and regulations, including the Law of the People's Republic of China on Work Safety and the Law on the Prevention and Control of Occupational Diseases, as well as the Occupational Safety and Health Ordinance of Hong Kong, to provide the most comprehensive protection for employees.

The Group has implemented the followed measures:

- carefully check the office area before leaving, turning off unnecessary power, closing doors and windows, and eliminating hazards;
- report any unsafe equipment immediately to the relevant departments and make necessary adjustments;
- ensure that workplaces have good ventilation;
- avoid overcrowding in the workplace;
- place warning signs in hazardous areas to advise others to keep their distance;
- maintain basic first aid equipment in the office;
- report any incidents immediately to the relevant personnel and manage them appropriately; and
- propose adjustment plans to prevent similar incidents in the future.

職業健康及安全

本集團高度重視保障僱員的健康及安全，並維持安全舒適的工作場所。其定期檢討及監察辦公室及倉庫內潛在的職業健康及安全風險，以確保為員工提供更安全的工作環境。

本集團致力為僱員營造一個安全、健康和舒適的工作環境。儘管其業務並不涉及高風險的工作，其將嚴格遵守《中華人民共和國工作安全法》、《中華人民共和國職業病防治法》和香港的《職業安全及健康條例》等相關法律及法規，致力為每位僱員提供最全面的保障。

本集團已實施以下措施：

- 離開前仔細檢查辦公區域、關閉不必要的電源、關好門窗及消除安全隱患；
- 立即向相關部門匯報任何不安全的設備並作必要修正；
- 確保工作場所通風良好；
- 避免工作場所過於擁擠；
- 在危險區域設置警告標誌，警告他人不要靠近；
- 在辦公室放置基本急救設備；
- 立即向相關人員報告任何事故並妥善處理；及
- 提議修正方案，以防止日後發生同類事件。

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During the Year, the Group is not aware of any non-compliance with the relevant laws and regulation on occupational health and safety that have a significant impact on the Group. The number of lost days due to work related injury during the Year was zero days. The Group has no work-related fatalities case during the past three years (include the Current Year).

During the year, the Group is not aware of any non-compliance with relevant laws and regulations on occupational health and safety that had a significant impact on the Group. The number of lost days due to work-related injuries during the year was zero. The Group has had no work-related fatalities in the past three years (including the current year).

DEVELOPMENT AND TRAINING

The Group strives to enhance the skills of each employee in various areas by offering staff training. To support employees in embracing the “keep moving” spirit, the Group encourages individual learning and self-improvement at all levels by providing training sessions. These training programmes help employees acquire professional knowledge and improve efficiency in the Group’s business operations, ultimately increasing their job satisfaction and morale. It consistently provides on-the-job education and training to enhance employees’ knowledge and expertise.

The Group encourages employees to engage in on-the-job training and continuing education to create opportunities for career development. It provides orientation training for all new employees to enhance their understanding of the Group’s culture, practices, and safety requirements. It offers diverse on-the-job training covering topics such as management skills, professional skills, technical knowledge, and updates on corporate culture, ensuring employees can meet the evolving demands of the Group and the market. By offering continuous training, employees derive satisfaction and enjoyment from their roles, which boosts motivation. Through a range of training on various topics, staff understanding of the Group’s business, management structure, and corporate culture is gradually enhanced. Employees are encouraged to fully develop their potential and strengths.

本年度內，本集團並不知悉有任何不遵守有關職業健康及安全相關法律及法規，且對本集團有重大影響的行為。於本年度因工受傷損失日數為零日。本集團於過去三年（包括本年度）內並無任何因工死亡的個案。

本年度內，本集團並不知悉有任何不遵守有關職業健康及安全相關法律及法規，且對本集團有重大影響的行為。於本年度因工受傷損失日數為零日。本集團於過去三年（包括本年度）內並無任何因工死亡的個案。

發展及培訓

本集團努力通過提供員工培訓，在各方面提升各僱員的技能。為支持僱員秉持「持續發展」的精神，本集團通過提供培訓課程，鼓勵各級僱員的個人學習及自我完善。這些培訓課程有助於僱員獲取專業知識，提高本集團業務營運的效率，最終提升其工作滿意度及士氣。其持續為僱員提供在職教育及培訓，以提高僱員的知識水平及專業知識。

本集團鼓勵僱員參與在職培訓及持續進修，為職業發展創造機會。其為全體新僱員提供入職培訓，以便其更了解本集團的文化、慣例及安全規定。其提供多元化的在職培訓，包括管理技能、專業技能、技術知識、最新企業文化等主題，確保僱員可應付本集團內及市場上不斷變化的需求。僱員接受持續培訓後，在履行職責時獲得滿足感及樂趣，提高其工作動力。通過系列培訓課題的開展，逐步提升員工對本集團業務、管理架構及企業文化的理解，並鼓勵僱員發揮潛能並一展所長。

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The Group provided internal training to all directors and senior management of the Group which covered the major changes of the Listing Rules, regulations and technical updates. During the Year, the total number of hours of training received by all directors and senior management were 365.5 hours. The average training hours completed per director and senior management were approximately 73.1 hours.

The total number of hours of training received by all middle management of the Group for the year were 249.5 hours. The average training hours completed per middle management were approximately 22.7 hours.

The total number of hours of training received by the Group's employees (other than directors, senior management and middle management) for the year were 301.5 hours. The average training hours completed per employee were approximately 5.1 hours.

During the Year, total number of hours of training received by male employees and female employees were 617.5 hours and 299.0 hours respectively. The average training hours completed per male employee and female employee were approximately 18.2 hours and 7.3 hours respectively.

The percentage of male employees and female employees received training for the year were approximately 32.4% and 31.7% respectively. The percentage of directors and senior management, middle management and the Group's employees (other than directors, senior management and middle management) received training for the year, were approximately 100%, 63.6% and 20.3% respectively.

本集團向本集團全體董事及高級管理人員提供內部培訓，內容涵蓋上市規則、法規及技術更新的主要變動。於本年度，全體董事及高級管理人員接受的培訓總時數為365.5小時。每名董事及高級管理人員完成的平均培訓時數約為73.1小時。

本年度內，本集團所有中層管理人員接受的培訓總時數為249.5小時。每名中層管理人員完成的平均培訓時數約為22.7小時。

本集團僱員（董事、高級管理人員及中層管理人員除外）於本年度接受的培訓總時數為301.5小時。每名僱員完成的平均培訓時數約為5.1小時。

本年度內，男性僱員及女性僱員接受的培訓總時數分別為617.5小時及299.0小時。每名男性僱員及女性僱員完成的平均培訓時數分別約為18.2小時及7.3小時。

本年度內，接受培訓的男性僱員及女性僱員的百分比分別約為32.4%及31.7%。本年度內，接受培訓的董事及高級管理人員、中層管理人員及本集團僱員（董事、高級管理人員及中層管理人員除外）的百分比分別約為100%、63.6%及20.3%。

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LABOUR STANDARDS

The Group strictly adheres to the Employment Ordinance and other laws and regulations to prohibit any child and forced labour. To combat illegal employment, the human resources department of the Group is responsible for recruitment, requiring job applicants to provide valid identity documents prior to the confirmation of employment, ensuring they are lawfully employable. It prohibits any forced work under threat or duress. Employees are encouraged to report any suspected cases of child or forced labour to management. If a case is reported, an investigation will be conducted, and appropriate actions will be taken to prevent future occurrences.

The human resources department is also tasked with monitoring and ensuring compliance with the latest relevant laws and regulations regarding the prevention of child labour and forced labour. During the Year, no violations of these laws and regulations were noted.

HARMONIOUS WORKPLACE

The Group believes that employees play a vital role in the success of our business. Therefore, it is committed to promoting workplace diversity, safeguarding employees' rights, and fostering a friendly corporate culture. Aiming to motivate employees to embody its core values and enhance their sense of belonging, the Group strictly implements employment practices, internal equality, and non-discrimination principles.

To ensure its ability to attract and retain talent, the Group regularly reviews its remuneration and welfare policies, including an attractive bonus system and medical insurance.

勞工標準

本集團嚴格遵守僱傭條例等法律及法規，禁止任何童工及強迫勞動。為打擊非法就業，本集團負責招聘工作的人力資源部門要求求職者在確認僱用前提供有效的身份證件，以確保其合法受僱。其禁止任何以威脅或強迫進行的工作。其鼓勵僱員向管理層報告任何疑似童工或強制勞工的個案。倘報告任何個案，本集團將進行調查及採取適當行動以防止未來發生同類事件。

人力資源部亦負責監督及確保遵守有關防止童工及強迫勞動的最新相關法律法規。本年度內，並無發現任何違反該等法律及法規的情況。

和諧的工作場所

本集團相信僱員為我們業務成功發揮重要作用。因此，其致力於促進工作場所多元化、保障僱員權益及營造友好的企業文化。為激勵僱員彰顯其核心價值觀並增強其歸屬感，本集團嚴格執行僱傭常規、內部平等及不歧視原則。

為確保能夠吸引及挽留人才，本集團定期檢討薪酬福利政策，包括有吸引力的花紅制度及醫療保險。

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OPERATING PRACTICES

Supply Chain Management

The Group aims to maintain long-term, stable, and strategic cooperative relationships with suppliers to foster a co-development partnership. It expects all suppliers to uphold corporate social responsibility values, recognising that supply chain management is a crucial aspect of corporate responsibility.

The Group has established a rigorous supplier selection system. In selecting suppliers, various factors are considered, including product quality and functionality, price, reliability, and anticipated market acceptance.

In light of increasing social concern regarding environmental issues, the Group has integrated environmental and social considerations into the supplier selection process. It expects suppliers to adhere to environmental, social, health and safety, and governance standards in their operations.

To identify environmental and social risks along the supply chain, the Group conducts evaluations based on internal standards and processes, which include site inspections and document reviews. It offers guidance and advice for improvement to suppliers that do not meet the required standards.

To shorten the transportation time and minimise associated pollution from transportation, the Group prioritises suppliers which are in the same region. During the current Year, 49% (2024: 67.8%) of its suppliers were based in Hong Kong.

The Group has established procedures to ensure that suppliers can compete in a transparent and fair manner. It does not differentiate or discriminate against any suppliers and does not tolerate any forms of corruption or bribery. Employees and other individuals with interests in the suppliers are also prohibited from participating in relevant procurement activities.

The Group enforces strict quality control at every operational stage: procurement, production, and warehousing. It assesses the quality and stability of products to select high-quality suppliers and ensures product excellence. In terms of warehouse management, inventory is organised according to principles that facilitate convenient storage and oversight, minimising errors.

經營做法

供應鏈管理

本集團旨在與供應商維持長期穩定的策略合作關係，以形成共同發展夥伴關係。其期望所有供應商均能恪守企業社會責任價值觀，並認識到供應鏈管理是企業責任的重要一環。

本集團設有嚴謹的供應商挑選制度。挑選供應商時，我們會考慮多種因素，包括產品質素及性能、價格、可靠性及預期市場反應。

由於社會日益關注環境議題，本集團於挑選供應商的過程中已納入環境及社會考量因素。其期望供應商在其營運中遵守環境、社會、健康及安全以及管治標準。

為識別整個供應鏈中的環境及社會風險，本集團根據內部標準及程序（包括現場審查及文件審核）開展評估。其會為未達到必要標準的供應商提供改進指導及意見。

為縮短運輸時間及盡量減低運輸相關污染，本集團優先選用位於同一地區的供應商。於本年度，其49%（二零二四年：67.8%）的供應商位於香港。

本集團已制訂程序，以確保供應商能夠以透明及公平的方式競爭。其不會區分或歧視任何供應商，亦不容忍任何形式的貪污或賄賂行為。其亦禁止與供應商有利益關係的僱員及其他人士參與相關採購活動。

本集團在採購、生產及倉儲等每個營運階段均實施嚴格的質量控制。其評估產品質量及穩定性，以選擇優質的供應商及確保產品質量卓越。在倉庫管理方面，庫存按照便利存儲及監督的原則進行管理，以最大限度減少出錯。

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During the Year, the number of suppliers by geographical region is as follows:

於本年度按地理區域的供應商數目如下：

Geographical region 地理區域		Number of suppliers 供應商數目	
		2025 二零二五年	2024 二零二四年
Hong Kong	香港	17	40
PRC	中國	8	9
Norway	挪威	7	7
Japan	日本	2	2
Others	其他	1	1

The Group adopts the following quality assurance control and recall procedures policies on the products:

本集團就產品採取以下品質保證監控及回收程序政策：

- A series of inspections is conducted upon the receipt of products in the warehouse, focusing on aspects such as appearance, packaging, specifications, and brand logos, conducted on a sampling basis; and
- If any defects are identified in products after sale, the relevant item will be recalled from customers and returned to the supplier for replacement.

- 收到產品後在倉庫進行一連串的抽樣檢查，重點是檢查產品外觀、包裝、規格及品牌標誌等方面；及
- 如售後發現產品有任何缺陷，我們會向客戶回收相關產品並退回供應商進行更換。

In relation to the food trading business, the Group employs stringent procedures to source products through its global network of suppliers. It ensures that all products are safe for consumption, as food safety is essential for protecting the health and wellbeing of individuals and the sustainability of the food industry.

食品貿易業務方面，本集團採用嚴格程序透過全球供應商網絡採購產品。其確保所有產品均可安全食用，因為食品安全對保障個人健康及福祉以及食品行業的可持續發展至關重要。

The Group adopts the following practices to ensure safe and good quality products are deliver to the customers:

本集團採納以下做法，以確保向客戶交付安全優質的產品：

- ensure timely deliveries of products to best conditions
- full traceability for all products
- competencies and an understanding of risk within food safety
- compliance with requirements for food safety in accordance with all relevant food safety regulations

- 確保在最佳條件下及時交付產品
- 所有產品的完全可追溯性
- 具備能力並瞭解食品安全方面的風險
- 符合所有相關食品安全法規的食品安全要求

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In terms of warehouse management, the Group has adequate and suitable facilities to ensure that products are maintained in good condition and quality. The Group strictly complies with all applicable laws and regulations and obtains all licences related to product responsibility.

During the Year, the Group was not aware of any non-compliance with laws or regulations concerning product responsibility issues. Additionally, no sold products were recalled for safety and health reasons.

The Group places great importance on maintaining customer relationships and values customer feedback. It maintains close communication with customers to better understand their expectations and insights. Throughout the Year, It did not receive any complaints from customers. Should any complaints arise, it will carefully consider and investigate to identify the issues.

DATA PRIVACY

Protecting the security and privacy of stakeholders' personal data is a priority for the Group. The Group ensures compliance with the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) and other statutory requirements to uphold a high standard of security and confidentiality in personal data protection. The following data protection principles are adopted to ensure proper security and use of data:

- Only collecting personal data that are relevant and necessary for its business operations;
- Not sharing personal data with any entity outside the Group without consent, unless required by law or previously notified; and
- Maintaining appropriate data collection, storage, and processing practices, along with security measures to protect against unauthorised access to personal information.

During the Year, no complaints regarding breaches of customer data and privacy were received, and no reported incident of non-compliance with laws and regulations relating to product responsibility.

在倉庫管理方面，本集團擁有充足及合適的設施，以確保產品保持良好狀況及品質。本集團嚴格遵循所有適用法律及法規，並取得所有有關產品責任的許可證。

於本年度，本集團並不知悉有任何不遵守有關產品責任事宜的法律或法規的情況。此外，本集團並無因安全及健康理由而回收任何已售產品。

本集團高度重視維持客戶關係及客戶的反饋意見。其與客戶保持密切溝通，以更好地了解他們的期望和見解。於本年度，其並無收到任何客戶投訴。如有任何投訴，其會仔細研究，並進行調查識別問題。

數據私隱

保障持份者個人資料的安全及私隱是本集團的重心事項。本集團確保遵守個人資料(私隱)條例(香港法例第486章)及其他法定規定，以堅持高水平的個人資料保護安全及保密標準。為確保數據的妥善安全及使用，我們採用以下數據保護原則：

- 僅收集與其業務營運相關且必須的個人資料；
- 在沒有獲得同意的情況下不與本集團以外的任何實體分享個人資料，除非法律規定或已事前通知；及
- 維持適當的數據收集、儲存及處理慣例，並採取安全措施，以防止未經授權取得個人資料。

本年度內，並未接獲有關違反客戶資料及私隱的投訴，亦無接獲違反有關產品責任的法律法規的事件。

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INTELLECTUAL PROPERTY

The Group respects intellectual property rights, including but not limited to trademarks, patents, copyrights, and designs in the development of marketing and communication materials. It requires its employees to comply with regulatory requirements when collecting, holding, processing, disclosing, and using personal information, as well as protecting confidential information obtained during business operations. Consent is required before using any trademarks.

The Group ensures adherence to Hong Kong Intellectual Property Law and implements the following measures:

- Ensuring that the Company's trademarks, commercial and technical secrets, software, and other intellectual property rights are not infringed upon.
- Regularly monitoring intellectual property rights in the market.
- Using copyright-protected application software to avoid legal disputes arising from security vulnerabilities and software copyrights.

ANTI-CORRUPTION

To maintain a fair, ethical, and efficient business and working environment, the Group strictly adheres to laws and regulations relating to anti-corruption, such as the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) and the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong), as well as addressing bribery regardless of the location of the Group's operations. It has developed and rigorously enforced anti-corruption policies, under which we will not tolerate any form of corruption. All employees are expected to perform their duties with integrity and self-discipline, and they should refrain from engaging in any activities related to bribery, extortion, fraud, or money laundering that may exploit their positions to the detriment of the Group's interests during business operations.

The Group has established relevant whistle-blowing procedures to create a private communication channel for reporting suspicious fraudulent activities directly to its management. Additionally, when collaborating with external parties, it implements appropriate internal control processes and tendering procedures to mitigate any potential corruption risks.

知識產權

本集團尊重知識產權，包括但不限於商標、專利、版權及編製推廣及宣傳材料時所用設計。其要求僱員在收集、持有、處理、披露及使用個人資料時遵守監管要求，並保護在業務營運過程中獲得的機密資料。使用任何商標前須徵求同意。

本集團確保遵守香港知識產權法並實施以下措施：

- 確保本公司的商標、商業及技術秘密、軟件及其他知識產權不受侵犯。
- 定期監察市場上的知識產權。
- 使用受版權保護的應用軟件，以避免因安全漏洞及軟件版權引致法律糾紛。

反腐敗

為維護公平、合乎道德及高效的業務及工作環境，本集團嚴格遵守有關反腐敗的法律及法規，如防止賄賂條例（香港法例第201章）及打擊洗錢及恐怖分子資金籌集條例（香港法例第615章），並處理賄賂問題，而不論本集團在何處經營業務。其制定並嚴格執行反腐敗政策，據此，我們不會容忍任何形式的貪污。所有僱員均應以誠信及自律履行職責，不得在業務營運過程中，利用自身職務之便從事任何有損本集團利益的賄賂、勒索、詐騙或洗錢活動。

本集團已設立相關舉報程序，以建立一個私人溝通渠道，支持直接向其管理層匯報疑似欺詐活動。此外，在與外部各方合作時，其實施適當的內部監控程序及招標程序，以減輕任何潛在的貪污風險。

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During the Year, there was no legal case regarding corrupt practices brought against the Group or its employees. There were no suspected enquiries or reported cases involving fraud against the Group. It was also not aware of any material non-compliance with related laws and regulations of bribery, extortion, fraud and money laundering. It will continue to review and improve the internal control and corporate governance to maintain high standard of ethics and integrity in all business operations.

During the Year, training materials were distributed to the Board and employees to refresh their knowledge of the Group's Standards on business ethics, as well as the latest anti-corruption resources issued by the Independent Commission Against Corruption.

COMMUNITY INVESTMENT

The Group emphasises the importance of social responsibility awareness among its employees and encourages their participation in social and charitable activities.

The Group adheres to a people-oriented management principle, undertaking a variety of initiatives to fulfil its social responsibilities, actively pursuing social contribution efforts, and striving to create a sustainable and harmonious society.

The Group encourages our employees to dedicate their time and skills to support local communities and urges its business partners to implement and enhance corporate social responsibility policies. It aims to develop long-term relationships with stakeholders and to make a positive impact on community development.

In the coming years, the Group will review its policies regarding community investment and explore the feasibility of such activities.

本年度內，概無針對本集團或僱員有關貪污行為的法律案件。概無針對本集團涉及詐騙的可疑查詢或舉報案件。其亦無發現任何嚴重不遵守相關賄賂、勒索、詐騙及洗錢法律及法規的情況。其會持續審視及改善內部監控及企業管治，以於所有業務營運中維持高水平的道德及誠信。

本年度內，董事會及僱員均獲派發有關本集團商業道德標準以及由廉政公署發佈的最新反腐敗資源的培訓資料，幫助彼等溫故知新。

社區投資

本集團向僱員強調社會責任意識的重要性並鼓勵其參與社會活動及慈善活動。

本集團秉持以人為本的管理原則，採取多種舉措履行其社會責任，積極推動社會奉獻工作，並努力建設可持續發展的和諧社會。

本集團鼓勵僱員貢獻時間及技能以支援當地社區，並敦促其業務合作夥伴實行及加強企業社會責任政策。其旨在與持份者發展長期關係，並為社區發展帶來正面影響。

未來數年，本集團將審閱有關社區投資的政策，並探索社區投資活動的可行性。

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ESG REPORTING GUIDE CONTENT INDEX

ESG 報告指引內容索引

Aspects, General disclosures and KPI 層面、一般披露及關鍵績效指標	Description 描述	2025 ESG Report 二零二五年 ESG 報告
A. Environmental A. 環境		
Aspect A1: Emissions 層面 A1：排放		
General Disclosure 一般披露	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. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物之產生等之：	Environment — Emissions, p.13 環境 — 排放，第 13 頁
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Environment — Emissions, p.14 環境 — 排放，第 14 頁
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢物總量（以噸計算）及（如適用）密度。	Environment — Emissions, p.15 環境 — 排放，第 15 頁

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Aspects, General disclosures and KPI 層面、一般披露及 關鍵績效指標	Description 描述	2025 ESG Report 二零二五年 ESG 報告
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢物總量(以噸計算)及(如適用)密度。	Environment — Emissions, p.16 環境 — 排放，第16頁
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Environment — Emissions, p.15 環境 — 排放，第15頁
KPI A1.6 關鍵績效指標 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. 描述處理有害及無害廢物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Environment — Emissions, p.15–16 環境 — 排放，第15–16頁
Aspect A2: Use of Resources 層面 A2：資源使用		
General Disclosures 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environment — Use of Resources, p.17 環境 — 資源使用，第17頁
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity. 按類型劃分的直接及／或間接能源總耗量(以千個千瓦時計算)及密度。	Environment — Use of Resources, p.18 環境 — 資源使用，第18頁
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity. 總耗水量及密度。	Environment — Use of Resources, p.19 環境 — 資源使用，第19頁

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Aspects, General disclosures and KPI 層面、一般披露及關鍵績效指標	Description 描述	2025 ESG Report 二零二五年 ESG 報告
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Environment — Use of Resources, p.17 環境 — 資源使用，第 17 頁
KPI A2.4 關鍵績效指標 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. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Environment — Use of Resources, p.19 環境 — 資源使用，第 19 頁
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Environment — Use of Resources, p.19 環境 — 資源使用，第 19 頁

Aspect A3: The Environment and Natural Resources

層面 A3：環境及天然資源

General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment — Environment and Natural Resources, p.20 環境 — 環境及天然資源，第 20 頁
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environment — Environment and Natural Resources, p.20 環境 — 環境及天然資源，第 20 頁

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Description

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描述

二零二五年 ESG 報告

The Relevant Climate-related Disclosures, i.e. KPI A1.2 and Aspect A4 were repealed on 1 January 2025 by the Stock Exchange. However, the Manager considers that such disclosures are applicable to Hunlicar Group for the Reporting Period.

相關氣候相關披露，即關鍵績效指標 A1.2 及層面 A4，已由聯交所於二零二五年一月一日廢除。然而，管理人認為該等披露於報告期間適用於亨利加集團。

KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Environment — Emissions, p.14
關鍵績效指標 A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度。	環境 — 排放，第 14 頁

Aspect A4: Climate Change 層面 A4：氣候變化

General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Environment — Climate Change, p.20
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	環境 — 氣候變化，第 20 頁
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.	Environment — Climate Change, p.21
關鍵績效指標 A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	環境 — 氣候變化，第 21 頁

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B. Social B. 社會		
Employment and Labour Practices 僱傭與勞工實踐		
Aspect B1: Employment 層面 B1：僱傭		
General Disclosure 一般披露	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. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：	Social — Employment and Labour Practices, p.21 社會 — 僱傭與勞工實踐，第 21 頁
	(a) 政策；及	
	(b) 遵守對發行人有重大影響之相關法律及規例的資料。	
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Social — Employment and Labour Practices, p.23 社會 — 僱傭與勞工實踐，第 23 頁
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Social — Employment and Labour Practices, p.23 社會 — 僱傭與勞工實踐，第 23 頁

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Aspect B2: Health and Safety 層面 B2：健康與安全		
General Disclosure 一般披露	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. 有關提供安全工作環境及保障僱員避免職業性危害的：	Social — Occupational Health and Safety, p.24 社會 — 職業健康及安全，第 24 頁
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括報告年度）每年因工亡故的人數及比率。	Social — Occupational Health and Safety, p.25 社會 — 職業健康及安全，第 25 頁
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Social — Occupational Health and Safety, p.25 社會 — 職業健康及安全，第 25 頁
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Social — Occupational Health and Safety, p.24 社會 — 職業健康及安全，第 24 頁

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Aspect B3: Development and Training 層面 B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Social — Development and Training, p.25 社會 — 發展及培訓，第 25 頁
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理人員、中級管理人員）劃分的受訓僱員百分比。	Social — Development and Training, p.26 社會 — 發展及培訓，第 26 頁
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Social — Development and Training, p.26 社會 — 發展及培訓，第 26 頁

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Aspect B4: Labour Standards 層面 B4：勞工準則		
General Disclosure 一般披露	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. 有關防止童工及強制勞工的：	Social — Labour Standards, p.27 社會 — 勞工準則， 第 27 頁
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Social — Labour Standards, p.27 社會 — 勞工準則， 第 27 頁
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Social — Labour Standards, p.27 社會 — 勞工準則， 第 27 頁

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Operating Practices 經營做法		
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Social — Supply Chain Management, p.28 社會 — 供應鏈管理，第 28 頁
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Social — Supply Chain Management, p.29 社會 — 供應鏈管理，第 29 頁
KPI B5.2 關鍵績效指標 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. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Social — Supply Chain Management, p.29 社會 — 供應鏈管理，第 29 頁
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Social — Supply Chain Management, p.28 社會 — 供應鏈管理，第 28 頁
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Social — Supply Chain Management, p.28 社會 — 供應鏈管理，第 28 頁

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Aspect B6: Product Responsibility 層面 B6：產品責任		
General Disclosure 一般披露	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. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：	Social — Supply Chain Management, p.30 社會 — 供應鏈管理，第 30 頁
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Social — Supply Chain Management, p.30 社會 — 供應鏈管理，第 30 頁
KPI B6.2 關鍵績效指標 B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Social — Supply Chain Management, p.30 社會 — 供應鏈管理，第 30 頁
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Social — Intellectual Property, p.31 社會 — 知識產權，第 31 頁
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Social — Supply Chain Management, p.29 社會 — 供應鏈管理，第 29 頁

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KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Social — Data Privacy, p.30 社會 — 數據私隱，第 30 頁
Aspect B7: Anti-Corruption 層面 B7：反腐敗		
General Disclosure 一般披露	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. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響之相關法律及規例的資料。	Social — Anti-Corruption, p.31 社會 — 反腐敗，第 31 頁
KPI B7.1 關鍵績效指標 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. 於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Social — Anti-Corruption, p.32 社會 — 反腐敗，第 32 頁
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Social — Anti-Corruption, p.31 社會 — 反腐敗，第 31 頁
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Social — Anti-Corruption, p.32 社會 — 反腐敗，第 32 頁

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Aspect B8: Community Investment 層面 B8：社區投資		
General Disclosure 一般披露	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. 有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Social — Community Investment, p.32 社會 — 社區投資，第 32 頁
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution. 專注貢獻範疇。	Social — Community Investment, p.32 社會 — 社區投資，第 32 頁
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Social — Community Investment, p.32 社會 — 社區投資，第 32 頁

