



# LISI GROUP (HOLDINGS) LIMITED 利時集團(控股)有限公司

(Incorporated in Bermuda with limited liability) (於百慕達註冊成立之有限公司)  
Stock Code 股份代號 : 526

## 2025 Environmental, Social and Governance Report 環境、社會及管治報告

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## ABOUT THIS REPORT

Lisi Group (Holdings) Limited (hereafter the “Company”) together with its subsidiaries (hereafter the “Group”, “we” or “our”) operates businesses including manufacturing and trading of plastic and metallic household products, retailing, wholesaling and investments holding. The Group is committed to establishing sustainability principles in daily operations and building an environmentally friendly community.

Believing that environmental, social, and governance (“ESG”) principles are essential to building long-term, trusted relationships with our stakeholders, we are pleased to present our ninth ESG report (the “Report”). This Report outlines our policies, strategies, and practices in advancing sustainable development. It also serves as a key communication tool, offering stakeholders greater insight into the Group’s ESG progress and performance. The board of directors of the Company (the “Board”) has reviewed and approved the contents of this Report.

### Reporting Scope

The Report covers the ESG management approaches and focuses on the environmental and social performance of the Group from 1 April 2024 to 31 March 2025 (the “Reporting Period”, “FY2025”) with the scope of our core operations in Ningbo and Hong Kong as listed in the table below:

Business Segments	Locations	Companies
Head office	Hong Kong	Lisi Group (Holdings) Limited
Investment holding	Ningbo, the People’s Republic of China (the “PRC”)	Ningbo Lisi Household Products Company Limited
Manufacturing and trading of plastic and metallic household products		Ningbo New JoySun Corp.
Wholesaling		Ningbo New JoySun HVAC Equipment Limited
Retailing		Ningbo New JoySun Supermarket Chain Limited

The reporting boundary is determined based on the materiality of the businesses involved. Specifically, operations that generate significant revenue are selected to ensure a comprehensive presentation of the Group’s impact and sustainability performance.

# ABOUT THIS REPORT

## Reporting Standard

This Report has been prepared in accordance with the “Comply or Explain” provisions of the Appendix C2 ESG Reporting Code to the Rules Governing the Listing of Securities on the Hong Kong Exchanges and Clearing Limited (“HKEx”), effective since 1 January 2025.

Throughout the Report, we adopt the reporting principles of materiality, quantitative, balance and consistency, as described below:

Reporting Principles	Descriptions
Materiality	We made a consensus on the material topics throughout internal discussion and participation of key stakeholders. The outcome is summarised in the section – Materiality Assessment.
Quantitative	To ensure that the competence of our ESG policies and management systems can be evaluated and validated, we presented our ESG performance using environmental and social key performance indicators (“KPIs”) using robust methodologies, with reference to the ESG Reporting Code.
Balance	All environmental and social KPIs were computed and presented with reference to the ESG Reporting Code and robust methodologies were adopted as illustrated in the respective sections of the Report. Data comparisons over years have been made to provide an objective comparison of our ESG performance from time to time.
Consistency	The Report has been prepared on the same methodologies and standards as compared to the previous years.

## Contact and Feedback

The Group welcomes your feedback and suggestion on this ESG Report. Please feel free to provide your comments via email at [info@lisigroup.com.hk](mailto:info@lisigroup.com.hk).

# STAKEHOLDER ENGAGEMENT

Stakeholder engagement plays a vital role in the Group's ESG management. We place strong emphasis on listening to the diverse perspectives and insights of our stakeholders. To enhance our ESG performance and promote sustainable operations, we maintain active and ongoing communication with both internal and external stakeholders through various channels, ensuring a thorough understanding of their expectations, needs, and feedback.

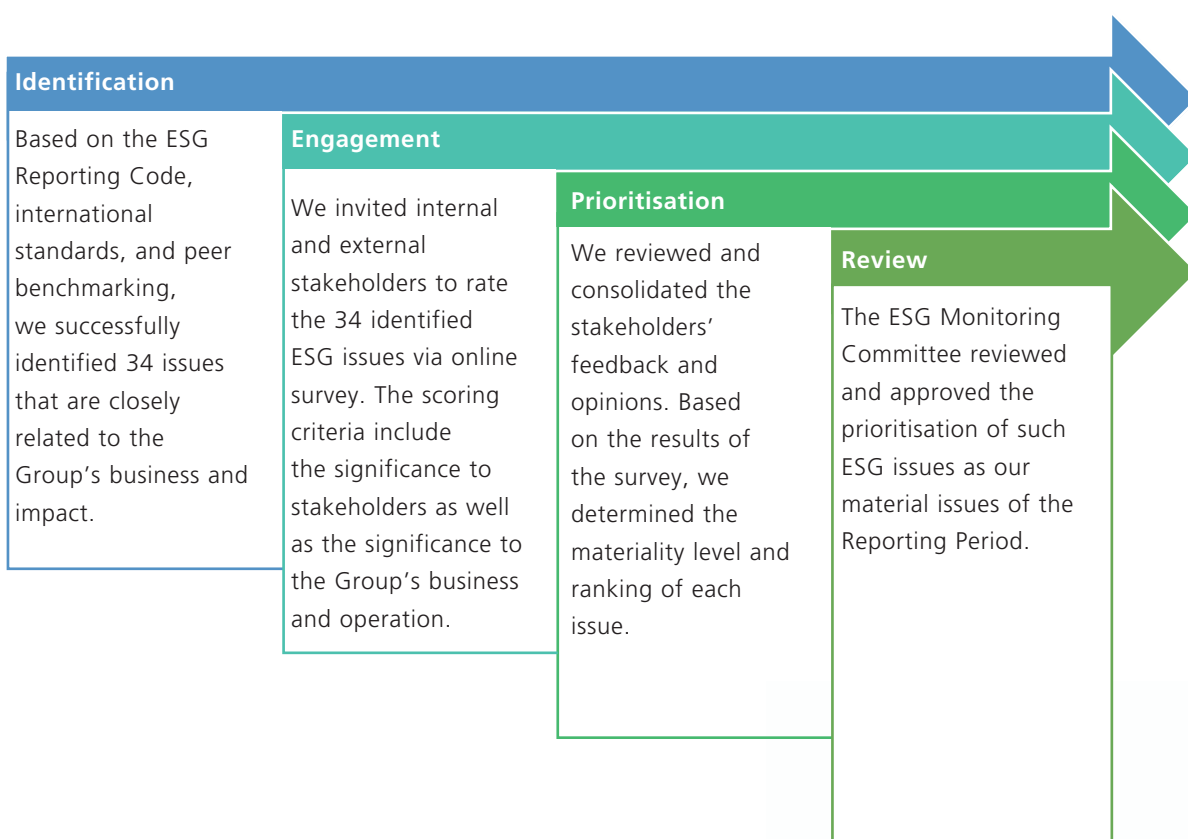
During the Reporting Period, we identified key stakeholder groups and engaged with them through multiple communication platforms. The table below outlines the engagement channels used and the key issues of concern for each group.

Stakeholder Groups	Concerned Issues	Communication Channels
<b>Investors and Shareholders</b>	<ul style="list-style-type: none"> <li>• Economic performance</li> <li>• ESG performance</li> <li>• Compliant operation</li> </ul>	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Company's announcements</li> <li>• Annual general meeting</li> <li>• Annual and interim reports</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Safe and environmentally friendly products</li> <li>• Customer privacy and data confidentiality</li> <li>• Quality service</li> </ul>	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Customer direct communication</li> <li>• Customer feedback and complaints</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Remuneration and benefits</li> <li>• Safe and healthy working environment</li> <li>• Training and development</li> <li>• Work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>• Training and orientation</li> <li>• Email and opinion box</li> <li>• Regular meetings</li> <li>• Employee performance evaluation</li> <li>• Employee activities</li> </ul>
<b>Suppliers and Business Partners</b>	<ul style="list-style-type: none"> <li>• Responsible sourcing</li> <li>• Integrity and mutual benefit</li> <li>• Fair trade</li> </ul>	<ul style="list-style-type: none"> <li>• Selection assessment</li> <li>• Procurement process</li> <li>• Performance assessment</li> <li>• Regular communication with business partners (e.g. emails, meetings, on-site visits etc.)</li> </ul>
<b>Government Authorities and Regulators</b>	<ul style="list-style-type: none"> <li>• Lawful operation</li> <li>• Pay taxes according to the law</li> <li>• Work safety</li> <li>• Environmental protection</li> </ul>	<ul style="list-style-type: none"> <li>• Documented information submission</li> <li>• Compliance inspections and checks</li> <li>• Forums, conferences and workshops</li> </ul>
<b>Non-governmental Organisations</b>	<ul style="list-style-type: none"> <li>• Environmental protection</li> <li>• Labour rights</li> </ul>	<ul style="list-style-type: none"> <li>• Email</li> <li>• Phones</li> <li>• Charity donations</li> </ul>
<b>Communities</b>	<ul style="list-style-type: none"> <li>• Charity donation</li> <li>• Community building and development</li> </ul>	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Community activities</li> </ul>
<b>Media</b>	<ul style="list-style-type: none"> <li>• Environmental protection</li> <li>• Labour rights</li> <li>• Business integrity</li> </ul>	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Company's announcements</li> </ul>

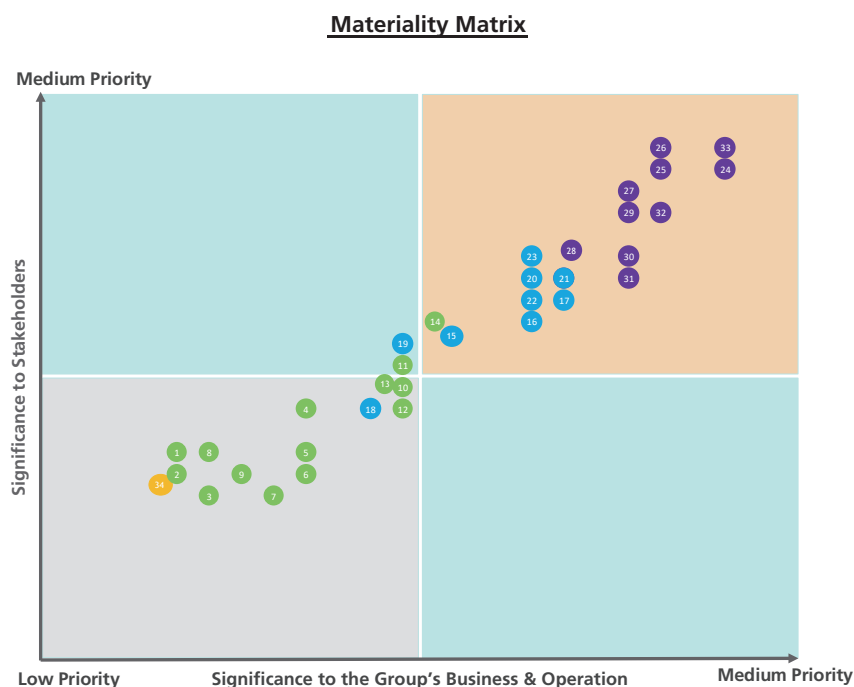
## MATERIALITY ASSESSMENT

We have conducted a materiality assessment through an online survey in order to identify the priority of material issues to the Group. In the survey, 34 ESG-related issues were listed, including environmental protection, operational practices, community involvement and human resources. Different stakeholder groups were invited to rate the relative importance of the ESG issues to the Group's development as well as to the stakeholders.

By engaging with internal and external stakeholders, consulting third-party sources, and considering relevant global frameworks, trends, and regulatory developments to prioritise the topics based on their significance of impact. These topics were prioritised and shown in the materiality matrix below. The topics which fell in the upper right corner of the matrix were determined as the topics that mattered the most to the Group's business operations and our stakeholders as far as they were concerned.



# MATERIALITY ASSESSMENT



Environment	Social	
	Employment	Operation
1. Air emission	15. Labour rights	24. Customer satisfaction
2. Greenhouse gas emission	16. Labour/management relations	25. Product and service quality and complaints handling
3. Decarbonisation	17. Employee retention	26. Customer health and safety
4. Conservation of ecosystem	18. Diversity and equal opportunity	27. Marketing and product and service labelling compliance
5. Nature-related risk and opportunity management	19. Non-discrimination	28. Intellectual property
6. Circular economy	20. Occupational health and safety ("OHS")	29. Customer privacy and data protection
7. Environmental data management	21. Employee training	30. Responsible supply chain management
8. Climate change mitigation	22. Employee development	31. Fair operating practices on supplier
9. Climate risk management	23. Prevention of child labour and forced labour	32. Business ethics
10. Energy efficiency		33. Socio-economic compliance
11. Water and effluents		
12. Use of materials		
13. Waste management		
14. Environmental compliance		
		<b>Community</b>
		34. Community involvement

The assessment result shows that the stakeholders have highlighted socio-economic compliance, customer satisfaction, customer health and safety, product and service quality and complaints handling, and business ethics as the areas to prioritise. This allows us to prioritise our effort in improving various aspects of our ESG policies and forward-looking strategy.



# ESG GOVERNANCE

The Group's long-term goal is to champion the concept of green enterprise, with a firm commitment to environmental compliance as a core responsibility. In the short term, we aim to continuously reduce energy consumption, prevent pollution, and adhere to all relevant laws and regulations. In the medium term, our focus shifts to promoting waste sorting and reduction, while enhancing workplace safety and environmental management in pursuit of becoming a fully green enterprise.

## Sustainability Policy

The Group is committed to creating a quality life by delivering exceptional services grounded in integrity, environmental responsibility, and stakeholder trust. Our Sustainability Policy integrates ESG considerations into decision-making to drive long-term value and business resilience. We uphold strict compliance with national and local regulations, ensure product safety and quality, promote responsible sourcing, and foster ethical supply chains. We actively engage with communities, support employee well-being, and maintain a safe, inclusive, and healthy workplace. Through transparent communication and continuous improvement, we aim to build a sustainable future for all stakeholders.

## ESG Governance Structure

Our ESG governance structure adopts a top-down management approach, clarifying the division of responsibilities at three levels of governance, management to execution, and integrating ESG work into daily operations.





## ESG GOVERNANCE

At the highest level, the Board is ultimately responsible for overseeing all ESG matters of the Group. The responsibilities include:

- Oversee the Group's ESG matters
- Assess and identify ESG-related risks and opportunities for the Group
- Regularly evaluate the Group's performance against ESG-related goals and indicators
- Approve the Group's ESG disclosure reports

Under the Board, an ESG Monitoring Committee has been tasked with the following functions:

- Regularly review the effectiveness of internal controls related to ESG matters

An ESG Working Group is formed, consisting of core members of the Administrative Department, Safety Committee, Environmental Protection, Human Resources, Internal Control and Procurement. The Working Group is responsible for:

- Execute the Group's ESG policies
- Set up ESG targets and plans
- Collect and analyse the Group's ESG data to track the Group's performance in various ESG aspects
- Monitor the implementation of ESG policies and improvement plans in each department

### ESG Training

The Group provides ESG-related training tailored to the specific needs of each department, focusing on occupational health, safety, and environmental laws and regulations. These training sessions are conducted on an ad-hoc basis and are open to a wide range of participants, including Board members, department heads, ESG Working Group members, and all employees.

### ESG Risk Management

Effective management of ESG risks is essential to ensuring our long-term sustainability and success. To support this goal, we have implemented a comprehensive "Risk and Opportunity Response Control Procedure," which enables us to swiftly identify, assess, and respond to potential ESG-related risks and opportunities.

## ESG GOVERNANCE

In line with our proactive approach, we engaged an external consultant this year to conduct a thorough ESG risk assessment and analysis of our operations. By carefully evaluating the likelihood and potential impact of various ESG risks, we have identified the following material ESG risks that warrant our focused attention:

Risks	Impacts	Our Responses
<b>Changing Consumer Needs Risk</b>	As environmental awareness and focus on sustainable development are on the rise in the market, consumers might change their consumption preferences and shift towards favouring companies that demonstrate better environmental and social responsibilities.	We have continuously collected customer feedback via an electronic customer satisfaction survey. We will conduct regular market research to keep up with consumer needs and expectations and ensure timely planning to meet the growing ESG requirements.
<b>Climate Physical Risks (Acute and Chronic)</b>	The Company acknowledges that climate change poses both acute risks such as extreme weather events (floods, storms, heatwaves), and chronic risks, including long-term shifts in temperature and precipitation patterns. These risks can disrupt operations, damage infrastructure, and affect supply chains and workforce safety.	To address these challenges, the Company has implemented a Climate Change Policy that guides our efforts in building climate resilience. We conduct regular assessments to identify and evaluate climate-related risks and have established procedures for preparedness and response to extreme weather events. We also integrate low-carbon solutions into our operations and promote environmental education to reduce our carbon footprint.
<b>Infectious Disease Risk</b>	Infectious diseases pose a significant risk to employee health, workplace safety, and business continuity. Outbreaks can lead to absenteeism, operational disruptions, and increased health-related costs.	The Company prioritises the health and safety of our employees and strictly complies with relevant laws and regulations. We maintain a safe and hygienic working environment and implement preventive measures such as health monitoring, sanitation protocols, and emergency response plans.

## SUSTAINABLE BUSINESS

The Group's vision is to "Create Better Living", by delivering exceptional customer service and fulfilling customer needs. Trust is the cornerstone of our sustainable business whether with our customers, employees, suppliers, or business partners. We are committed to the highest standards of integrity and ethical conduct, striving to provide high-quality services and environmentally responsible products.

### Strengthening Quality Management

The Group is committed to ensuring the highest quality in our products and services. According to our inspection report, the quality control process for occupational hazard detection at Ningbo Lisi Household Products Company Limited follows a structured approach across three key stages. In the preparation phase, the client's legitimacy is verified, on-site investigations are conducted by certified professionals, and a technical service contract is signed. A detailed sampling and testing plan is then developed based on the collected data. During the on-site and laboratory phase, certified personnel use calibrated equipment to collect and analyse samples in accordance with national standards. All procedures are thoroughly documented and verified. In the final stage, a comprehensive report is compiled, reviewed, signed, and officially issued. This report includes detailed analysis, conclusions, and practical recommendations. All records are archived to ensure traceability and future reference.

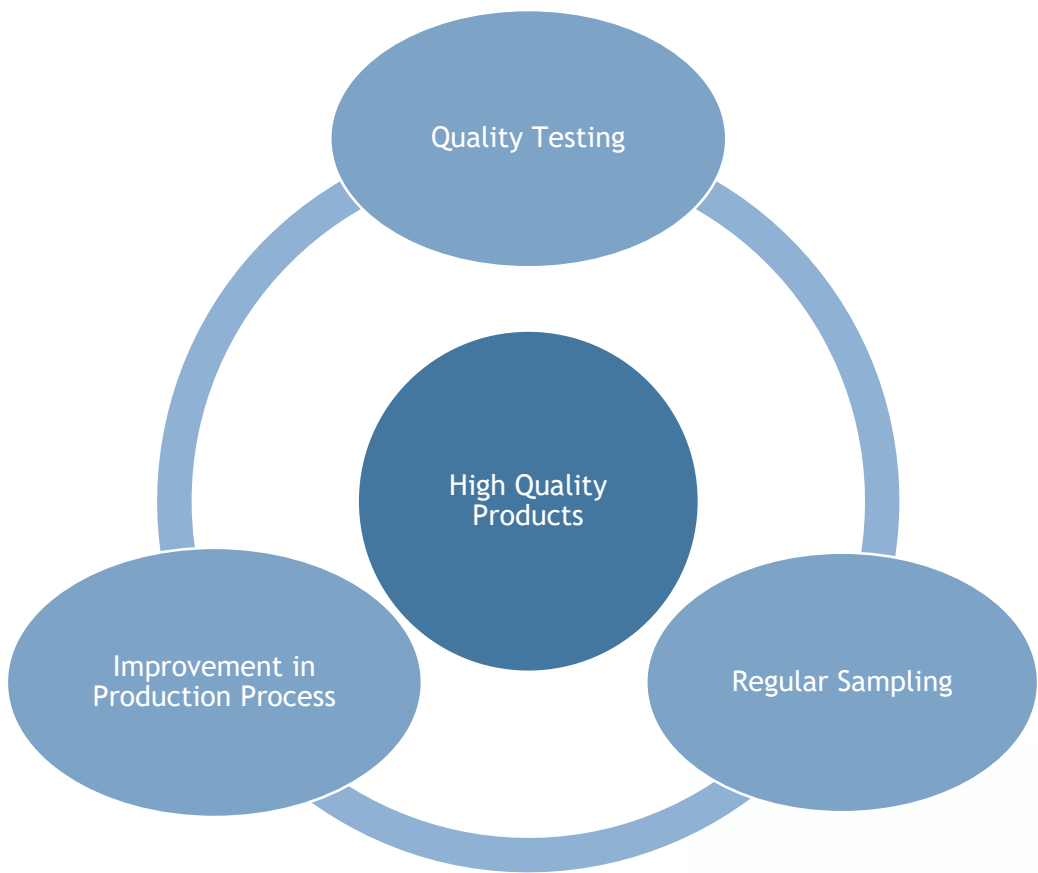
Being one of the leading household products suppliers in Asia, the Group is committed to strengthening quality management and ensuring the health and safety of our customers. We strictly comply with the Product Quality Law of the PRC, the Copyright Law of the PRC, the Patent Law of the PRC, the Trademark Law of the PRC, the Law on Protection of the Rights and Interests of Consumers of the PRC, and other relevant national laws and regulations.

During the Reporting Period, we did not receive products- or services-related complaints. There were no sold or shipped products that needed to be recalled for safety and health reasons. The Group was not aware of material non-compliance with relevant laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided.

# SUSTAINABLE BUSINESS

## Raw Materials

Ensuring the quality of raw materials is a critical step in maintaining product excellence. To verify the suitability and reliability of materials supplied to us, we implement thorough testing protocols before production begins. For plastic materials, we conduct thermal testing, dynamic stability assessments, and thermomechanical analysis, which are key evaluations that help determine their performance and compatibility with our household products. Our dedication to quality continues throughout the production process, where a rigorous quality control system is in place. Regular random sampling is performed to identify any potential defects, and any non-conforming items are promptly isolated for further inspection.



# SUSTAINABLE BUSINESS

## Product Manufacturing

At our household product manufacturing facilities, we have successfully implemented a robust quality management system, certified under ISO 9001 and the Integration of Informatisation and Industrialisation Management System. These certifications reflect our commitment to aligning with globally recognised standards, ensuring consistent delivery of high-quality products to our valued customers.

We take pride in offering a diverse range of eco-friendly household products, including food storage solutions and kitchenware, all designed to support everyday living. Recognising the vital importance of product safety and quality, we have implemented a rigorous testing process to ensure every item not only meets but exceeds industry standards. These evaluations cover safety, durability, and performance, reinforcing our commitment to reliability and sustainability. By maintaining such high standards, we instil confidence in our customers, assuring them that our products are not only environmentally responsible but also built to last.



In addition, we are deeply committed to forest conservation and responsible sourcing. Our certification by the Forest Stewardship Council ("FSC") through the Chain of Custody Certification guarantees that our forest-based materials are sourced and managed according to strict environmental and ethical standards. This certification also allows us to proudly display the globally recognised FSC label on our finished products, further demonstrating our dedication to sustainability and transparency.

## Customer Satisfaction

We place great importance on customer feedback and actively encourage input to help us enhance our products and services. To better understand our customers' experiences, we invite them to participate in an electronic satisfaction survey, which provides valuable insights into areas for improvement. In cases where a complaint is received, our dedicated customer service team conducts a thorough investigation to identify the root cause. If the complaint is found to be valid, we take swift action to offer a refund or replacement, always prioritising customer satisfaction.

# SUSTAINABLE BUSINESS

## Data Privacy and Intellectual Property Rights

We are deeply committed to protecting our customers' confidential information and preventing any form of unauthorised disclosure. As part of our Employment Policy, all employees are required to sign a confidentiality agreement, underscoring the importance we place on data privacy and security. We strictly adhere to all applicable laws and regulations, including China's Personal Information Protection Law and Data Security Law, which provide a robust legal framework for safeguarding personal data. Our compliance with these regulations ensures that we meet the highest standards of data protection.

To further strengthen our data security practices, we have implemented a comprehensive document and data control system. Customer records and proprietary documents are securely stored, either electronically or in protected physical archives. Access to sensitive information is strictly limited to authorised personnel, based on clearly defined roles and responsibilities. Additionally, we have adopted a compartmentalised data management approach, assigning specific data access and handling responsibilities to different individuals. This segregation of duties adds an extra layer of protection, ensuring that data is accessed only by those with a legitimate need, thereby minimising the risk and impact of potential breaches.

## **Responsible Procurement**

The success of our Group is deeply rooted in cultivating reliable and long-term relationships within our supply chain. Our foremost goal is to consistently deliver high-quality products that align precisely with our customers' expectations. To support this, we have established a streamlined procurement management system that emphasises the careful selection of suppliers who provide premium raw materials essential to our production process.

During the Reporting Period, the Group worked with a total of 767 suppliers, all of which were from Mainland China.

## Supplier Selection

We remain committed to embedding sustainability and social responsibility throughout our entire supply chain. To ensure alignment with our ESG principles, we have fully integrated these standards into all aspects of our supplier engagement, including selection, evaluation, and the establishment of clear expectations for ethical conduct.

All prospective suppliers are required to demonstrate compliance with applicable legal requirements as well as our rigorous supplier management standards. Beyond mere compliance, we set ambitious benchmarks for environmental stewardship and social accountability, encouraging our partners to exceed basic industry norms.

This enduring focus on ESG in supplier management underscores our dedication to fostering responsible business practices and generating positive, lasting impact across our value chain.

# SUSTAINABLE BUSINESS

## Supplier Evaluation

We place strong emphasis on partnering with suppliers who consistently demonstrate outstanding environmental performance. Regular assessments are conducted to evaluate suppliers across multiple dimensions, including product quality, safety, service professionalism, and their commitment to sustainable practices. By prioritising suppliers with a proven commitment to eco-conscious practices, we ensure that our sourcing aligns with our sustainability goals.

In support of our environmental objectives, we also favour sourcing from local or nearby provinces whenever feasible. This strategic approach helps reduce transportation-related emissions, thereby minimising our overall carbon footprint.

To reinforce our expectations, we have established a Supplier Code of Conduct that outlines the stringent standards all suppliers must meet. We uphold a Zero-tolerance Policy for non-compliance with these requirements. Through this framework, we actively promote ethical business practices and foster a safe, fair, and responsible working environment across our supply chain.

Supplier Code of Conduct	
✓	Legal obligations
✓	Governance
✓	Ethical business
✓	Environmental protection
✓	OHS
✓	Equal opportunity
✓	Labour practices
✓	Confidential information and privacy
✓	Intellectual property

## Ethical Business

The Group is firmly committed to maintaining the highest standards of integrity and accountability, recognising that the trust of our employees, business partners, and customers is fundamental to our long-term success. To safeguard this trust, we have implemented robust measures to prevent all forms of business misconduct and ensure sustainable growth.

We adhere strictly to all applicable laws and regulations, including the Criminal Law of the People’s Republic of China and the newly amended Anti-Money Laundering Law, which now extends its scope to include activities such as terrorism financing and gains from a broader range of criminal offenses.

Our Zero-tolerance Policy covers all forms of corruption, including bribery, extortion, fraud, and money laundering. This policy is clearly communicated to all employees from the outset of their employment, with new hires required to sign an integrity commitment letter. To reinforce these expectations, our Staff Handbook includes comprehensive guidelines on ethical conduct and compliance with national anti-corruption laws.



## SUSTAINABLE BUSINESS

We also strictly prohibit the unauthorised disclosure of business or trade information and forbid employees from using their positions for personal gain. These standards extend to our supply chain and business partners, who are expected to uphold the same level of integrity and ethical conduct.

In our efforts to foster a culture of integrity, we have established an anonymous reporting mechanism for employees to raise concerns to management. Confidentiality is maintained throughout the process, and the identities of employees reporting issues are protected. We collect complaints on a weekly basis and strive to complete investigations within three working days, promptly reporting to the relevant department head. Written feedback is provided to employees within ten working days, and for sensitive cases, we make appropriate arrangements on a case-by-case basis. During the Reporting Period, the Group conducted a total of 4 hours anti-corruption training hour for staff, excluding directors.

During the Reporting Period, the Group was not aware of any non-compliance with relevant laws and regulations relating to bribery, extortion, fraud and money laundering in Hong Kong and PRC. There was no concluded legal case regarding corrupt practice brought against the Group or employees.

### Engaging the Community

We are committed to actively engaging with the communities in which we operate and making a positive impact through community investment. The Group believes that education is a key driver of sustainable development, and we support initiatives that empower individuals to provide resources and support programs that enhance educational opportunities, we aim to equip students with the skills and knowledge necessary for success and contribute to the overall development of the community. Besides, we acknowledge the importance of health and safety among our employees and stakeholders.

During the Reporting Period, Ningbo Lisi Household Products Company Limited supported poverty alleviation efforts with a charitable donation of approximately RMB2,000. Meanwhile, Ningbo New JoySun Corp. focused on health and safety, contributing approximately RMB518,000. This demonstrates the Group's strong commitment to enhancing community well-being.

## SUSTAINABLE BUSINESS

The Group's charitable initiatives included donations to the Wenrun Xinya Charity Fund under the Ningbo Charity Federation to support educational programs, and to the Yinzhou District Charity Association for the "Blood Permeability 110, New Hope for Life" project, which aids the Haemodialysis Purification Assistance Centre at the Second Hospital and provides long-term medical support for underprivileged patients with uraemia. Additionally, contributions were made to the Maotai Charity Fund through local dealers.



## RESPONSIBLE EMPLOYMENT

We firmly believe that responsible employment practices are essential for nurturing a positive and inclusive work environment. We prioritise the well-being and professional development of our employees, recognising that they are our most valuable asset. With a commitment to fair treatment, equal opportunities, and healthy work-life balance, we strive to create an atmosphere where individuals can thrive and contribute their best. As of 31 March 2025, the Group had a total of 1,107 employees, where female employees accounted for 52.48%. Our workforce figures by gender, employment type, age, position, and geographical region are as follows:

Total Workforce	
FY2025	
<b>By Gender</b>	
Male	526 (47.52%)
Female	581 (52.48%)
<b>By Employment Type</b>	
Full-time	1,065 (96.21%)
Part-time	42 (3.79%)
<b>By Age Group</b>	
18-29	205 (18.52%)
30-50	716 (64.68%)
> 50	186 (16.80%)
<b>By Position</b>	
Senior Management	42 (3.79%)
Management/Supervisor	139 (12.56%)
General Staff	926 (83.65%)
<b>By Geographical Region</b>	
China	1,101 (99.46%)
Hong Kong	6 (0.54%)
<b>Total</b>	1,107
Turnover Rate <sup>1</sup>	
FY2025	
<b>By Gender</b>	
Male	196 (37.26%)
Female	280 (48.19%)
<b>By Age Group</b>	
18-29	126 (61.46%)
30-50	277 (38.69%)
> 50	73 (39.25%)
<b>By Geographical Region</b>	
China	475 (43.14%)
Hong Kong	1 (16.67%)
<b>Total</b>	476 (43.00%)

<sup>1</sup> The turnover rate is calculated by using the formula below:

$$\text{Turnover rate} = \frac{(\text{The total number of employees who left during the Financial Year})}{(\text{The total number of employees as of the Financial Year End})} \times 100\%$$

# RESPONSIBLE EMPLOYMENT

## Employment Practices

We are committed to being a responsible employer. Our Labour Management Policies are guided by a people-oriented principle, aimed at attracting and retaining talent. We recognise that our employees are the foundation of our success, and we prioritise their well-being and satisfaction. During the Reporting Period, the Group was not aware of any breaches of relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination, and other benefits and welfare.

### Recruitment and Dismissal

As part of our recruitment process, candidates undergo screening and shortlisting for interviews. To verify the authenticity of submitted documents, the Human Resources Department conducts thorough verification checks. Depending on the role, additional assessments such as background checks, written tests, and personality evaluations may also be administered. Selected candidates are required to submit a medical report confirming their physical fitness for the position. All terms and conditions of employment, including provisions for termination, are clearly outlined in employment contracts, which are prepared in compliance with relevant laws and regulations.

### Work Hours and Rest Period

We place great importance on the well-being and work-life balance of our employees. In all our operational locations, we strictly comply with applicable laws and regulations governing working hours. Beyond legal compliance, we understand the value of allowing employees adequate time for rest and personal commitments. To support this, we offer a comprehensive suite of leave entitlements, including annual leave, sick leave, statutory holidays, marriage leave, maternity leave, bereavement leave, and injury leave, among others. These provisions ensure our employees have the time they need to recharge and manage personal matters, fostering a healthy work-life balance. Additionally, for non-local employees, we provide home leave to help them stay connected with their families and loved ones.

### Remuneration and Benefits

Fair and equitable remuneration is a fundamental aspect of our employment philosophy. We ensure that all salary packages not only comply with, but exceed, the minimum wage standards set by relevant laws and regulations. In recognition of our employees' time and commitment, we provide appropriate compensation for overtime work on weekdays, weekends, and statutory holidays.

All employees are covered under statutory social security schemes and receive either complimentary meals or meal subsidies. To support effective communication in today's connected work environment, we also offer telecommunication subsidies. For non-local employees, we provide affordable dormitory accommodation at below-market rates, easing their financial burden and offering a comfortable living environment.

As a gesture of appreciation, we reward our employees with a year-end performance-based bonus. We also celebrate key occasions such as the Spring Festival, employee birthdays, and other major holidays by offering gifts and cash vouchers, recognising the dedication and contributions of our team throughout the year.

# RESPONSIBLE EMPLOYMENT

## Anti-discrimination

The Group is dedicated to fostering an inclusive and discrimination-free workplace, we have formulated the Anti-discrimination Policy, which serves as a guiding framework, outlining our unequivocal commitment to promoting equality and preventing any forms of discrimination, including those based on sex, sexual orientation, age, colour, nationality, disability, religion, pregnancy, political views, union membership, or socioeconomic status, are strictly prohibited. It serves as a clear statement of our values and expectations, emphasising that discrimination has no place within the Group.

## Equal Opportunity

We are deeply committed to promoting equal opportunities for all employees and safeguarding their labour rights. Central to this commitment is our dedication to maintaining a safe, respectful, and inclusive workplace. We strictly prohibit any form of dismissal based on gender-related factors, including menstruation, pregnancy, childbirth, or nursing, ensuring fair treatment for all, particularly female employees.

Understanding the unique needs of working mothers, we provide meaningful support to help them balance professional and family responsibilities. New mothers are entitled to two 30-minute nursing breaks per day until their child reaches 12 months of age. This policy ensures they have the time and space needed to care for their infants while continuing to thrive in their roles. By offering such accommodations, we aim to foster a supportive environment that values work-life integration and empowers all employees to reach their full potential, regardless of their family obligations.

## **Labour Standards**

We strive to upholding human rights and fulfilling our social responsibility. To guide our efforts and ensure consistency in managing various aspects of operations, we have established the Approach to Social Responsibility. This framework outlines the guiding principles that underpin our commitment to human rights and responsible business practices. We maintain a Zero-tolerance Policy towards any form of forced labour and child labour.

Central to our social responsibility is the unwavering adherence to relevant laws and regulations. We prioritise compliance with the Labour Law of the PRC and the Provisions on the Prohibition of Using Child Labour. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to child and forced labour in Hong Kong and Mainland China.

# RESPONSIBLE EMPLOYMENT

## Prevention of Forced Labour

The Group is committed to ensuring that all employees enter into a voluntary contractual agreement with us, safeguarding their rights and upholding the principles outlined in relevant labour legislation. To strengthen our commitment, we have implemented several key measures. Firstly, we prohibit the practice of demanding deposit payments from job applicants and employees, as well as withholding their identification documents. This ensures that individuals are not subject to coercion or exploitation as a condition of their employment. Furthermore, we ensure that wage deductions are not taken as a punitive measure.

To promote transparency and understanding, we maintain an open and regular communication with employees, ensuring that they have a complete understanding of their remuneration package. Employees are also paid their wages and other monetary benefits directly in cash or by cheque, eliminating any intermediaries that may compromise their financial security.

## Protecting Children Rights

To uphold children's rights, we implement rigorous screening procedures during recruitment to ensure all new hires meet the legal working age and are fit for employment. This process includes verifying identity documents, qualification certificates, and work references.

If any instance of child labour is identified, we take immediate corrective action. This includes documenting the case, reviewing and strengthening our recruitment procedures to prevent recurrence, and providing education subsidies to support the continued schooling of the affected individual.

For juvenile workers aged 16 to 18, we assign tasks that are safe and appropriate, ensuring they are not exposed to hazardous environments or work that interferes with their education. We are committed to safeguarding their well-being and supporting a healthy balance between their work and academic responsibilities.

## Care for Employees

We are committed to creating a caring and supportive workplace where employees feel valued and heard. Building strong, friendly relationships and encouraging open communication are key to understanding and meeting their needs. The Group places great emphasis on fostering a sense of belonging and promoting work-life balance. To strengthen these connections, we regularly organise recreational and team-building activities, such as our annual dinner party, which help reduce stress and build stronger bonds among colleagues.

## RESPONSIBLE EMPLOYMENT

In alignment with our dedication to fair labour practices, we fully uphold employees' rights to collective bargaining and union membership. We view these as legitimate and constructive channels for negotiating improved working conditions. We also ensure that employees who participate in such activities are protected from any form of discrimination, harassment, or retaliation.

We see our employees not merely as workers, but as valued partners in our journey of growth and success. By fostering strong, supportive relationships, we aim to celebrate their achievements and provide help whenever needed. To reinforce this commitment, we have implemented the "5 Must-Visit" Policy:



1. We must visit employees who are hospitalised due to serious illness or injuries
2. We must visit employees who encounter major disasters
3. We must visit employees who are facing abrupt family difficulties
4. We must visit employees who have given birth to a child
5. We must visit employees who are getting married

### Training and Development

Talent development remains a core priority for us as we continuously enhance our training programmes. We are committed to creating diverse pathways for employee growth and advancement, empowering our people to reach their full potential and build a promising future.

To deliver exceptional service to our customers and support our employees' career progression, we offer a broad spectrum of training opportunities. These include structured induction programmes to introduce new hires to the Group's values and operations, hands-on training to build practical skills, and specialised professional development courses to deepen expertise. By equipping our workforce with strong knowledge and capabilities, we maintain our competitive edge and stay aligned with evolving industry trends.

To ensure training is both targeted and effective, we conduct training needs assessments within each functional department. These assessments are conducted through surveys, interviews, and direct observation to identify specific development areas. The results are then submitted to the Human Resources Department for strategic planning and resource allocation. Each year, the Human Resources Department of our subsidiaries leads the preparation of annual training plans and budgets to ensure alignment with organisational goals.



## RESPONSIBLE EMPLOYMENT

For new employees, we prioritise a smooth integration into the Group. Our comprehensive orientation programmes cover corporate culture, policies, and employee benefits. To ensure understanding, new hires are required to complete and pass a written assessment at the end of their orientation.



A total of 1,739 hours of training was held in the Reporting Period. Our training data is summarised below:

	Employees Trained (%)	Average Training Hours
<b>Total</b>	696 (62.87%)	1.57
<b>By gender</b>		
Male	340 (64.64%)	1.62
Female	356 (61.27%)	1.53
<b>By employment category</b>		
Senior Management	7 (16.67%)	2.71
Management/Supervisor	23 (16.55%)	0.80
General Staff	666 (71.92%)	1.63

# RESPONSIBLE EMPLOYMENT

## Employee Health and Safety

The safety and well-being of our employees are paramount within the Group, we strictly comply with the relevant laws and regulations, including the Work Safety Law of the PRC, the Law of the PRC on Prevention and Control of Occupational Diseases, and the Fire Control Law of the PRC. During the Reporting Period, the Group was not aware of any material breach of relevant laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards.

By adhering to the ISO 45001 standard, we are able to proactively identify potential OHS risks and provide clear guidance for handling emergencies and accidents. To manage these risks effectively, we have established a comprehensive set of guidelines, procedures, and emergency response plans aimed at reducing the likelihood of incidents and minimising their impact. These protocols include safe operation manuals for machinery, electrical safety standards, and emergency procedures for situations such as fires and chemical spills. Workers in high-risk environments are equipped with appropriate personal protective equipment, such as earplugs and safety goggles. We also conduct regular maintenance of safety infrastructure and fire protection equipment to ensure optimal performance.

In the event of an incident, we carry out prompt investigations to determine root causes and identify any breaches of safety protocols. Corrective actions and preventive measures are implemented to avoid recurrence, and continuous improvement plans are developed as needed. We are committed to fostering a strong safety culture by providing ongoing OHS training to raise awareness and promote best practices across the organisation.

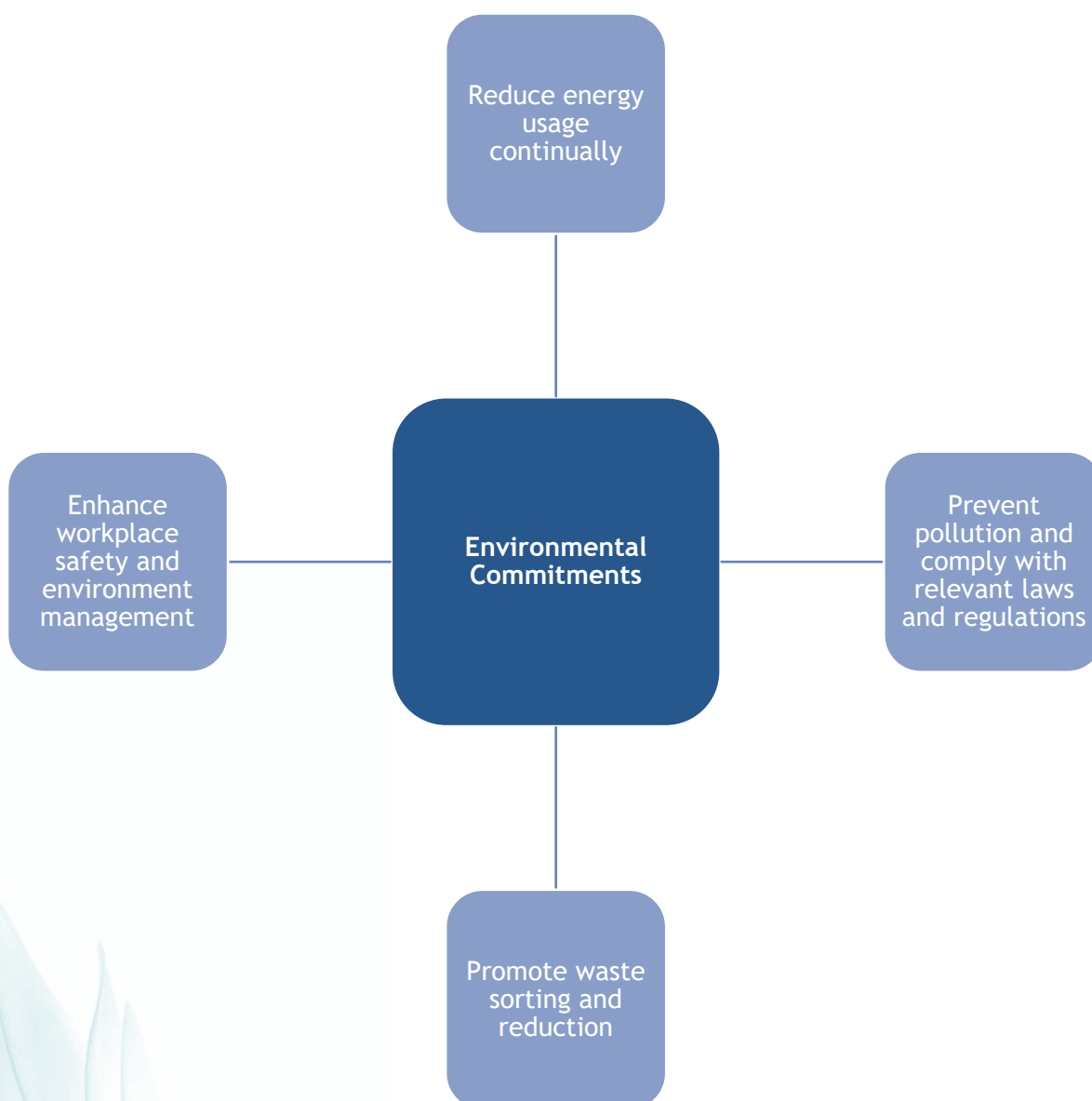


	FY2025	FY2024	FY2023
<b>Number of work-related incidents</b>	3	3	8
<b>Number of lost days due to work-related injuries</b>	34	11	184
<b>Number of work-related fatalities</b>	0	0	0

# ENVIRONMENTAL SUSTAINABILITY

As one of Asia's leading household product suppliers, we recognise the critical importance of environmental sustainability and have taken proactive steps to embed it into our operations. Guided by our Sustainable Development Policy and Environmental Protection Policy, we are committed to safeguarding the planet and advancing green production. Our environmental vision, "Create Better Living," reflects our dedication not only to present needs but also to the well-being of future generations. Embracing sustainability means embracing responsibility, and we strive to reduce our environmental footprint, conserve natural resources, and minimise the ecological impact of our activities.

To uphold this vision, we have established a clear set of environmental commitments and goals that serve as guiding principles for our sustainable development practices. During the Reporting Period, the Group reported no instances of non-compliance with applicable environmental laws and regulations, including the Environmental Protection Law of the PRC. Additionally, there were no reported issues related to sourcing water suitable for operational use.



# ENVIRONMENTAL SUSTAINABILITY

## Climate Resilience

In response to the escalating impacts of climate change, we have proactively assessed the risks it poses to our operations and production processes, leading to the development of our Climate Change Policy. Recognising that energy consumption is a major contributor to our carbon footprint, we have prioritised reducing energy use across our operations. To this end, we actively pursue innovative, low-carbon solutions and invest in energy-efficient technologies, integrating them into both product design and manufacturing. We also promote environmental awareness and knowledge sharing as essential components of our carbon reduction strategy.

Beyond emission reduction, we place strong emphasis on monitoring climate-related risks and identifying potential opportunities. To manage these effectively, we have implemented robust procedures for risk assessment, preparedness, and response to extreme weather events. Looking ahead, we remain committed to regularly reviewing and updating our Climate Change Policy to ensure continued progress in reducing our carbon footprint and enhancing climate resilience.

	Impacts	Our Responses
<b>Climate Physical Risk</b>	The continued global average temperature rise is unceasingly making physical impact of climate change an unneglectable threat. The potential impact can be assessed from the physical impacts of climate change, such as rising sea-level, increasing extreme temperature, rainfall, flooding, and typhoons.	The Group has formulated the Climate Change Policy, which prioritises reducing energy consumption as it accounts for a dominant proportion of our carbon footprint. We actively seek new and innovative ways to reduce our carbon emissions, including energy saving technologies in product design and manufacturing cycle.
<b>Climate Transition Risk</b>	The transition to a low-carbon economy induces environmental, political, and economic actions carried out by the different local governments and markets. In response to the Paris Agreement, given the short-term and long-term national goals, it is anticipated that the government authorities will begin to tighten the environmental laws and regulations.	The Group has established a Greenhouse gas ("GHG") reduction target, aiming to reduce GHG emission intensity by 15% before 2030, and achieve net zero between 2050 and 2060. We work closely with internal and external stakeholders continuously to promote low carbon practices in their daily operations.

# ENVIRONMENTAL SUSTAINABILITY

We recognise the urgent need to reduce GHG emissions and mitigate the effects of climate change. As part of our commitment, we actively track and manage our GHG emissions inventory to support targeted reduction efforts.

- Scope 1 (Direct Emissions): These arise from the use of stationary fuel in power generators and the combustion of fuel for product delivery and other transportation activities.
- Scope 2 (Indirect Emissions): Primarily generated from the consumption of purchased electricity used in production, this category represents a significant portion of our overall carbon emissions.
- Scope 3 (Other Indirect Emissions): Includes emissions from sources such as methane released from paper waste disposed of in landfills and emissions associated with employee business air travel.

During the Reporting Period, our total GHG emissions were 34,848.53 tonnes of carbon dioxide equivalent ("tCO<sub>2</sub>e"). Looking ahead, we remain committed to reducing our GHG emissions and minimising our environmental impact. To support this goal, we have implemented a range of measures, including enhancing energy efficiency and eliminating unnecessary resource use. We actively encourage employee participation in sustainability initiatives and conduct regular reviews of our GHG reduction targets to ensure continued progress. Through these efforts, we are dedicated to contributing meaningfully to the global fight against climate change.

GHG Emissions	Unit	FY2025	FY2024	FY2023
Scope 1 <sup>2</sup>	tCO <sub>2</sub> e	613.77	652.90	764.38
Scope 2 <sup>3</sup>	tCO <sub>2</sub> e	34,069.60	33,902.68	31,525.76
Scope 3 <sup>4</sup>	tCO <sub>2</sub> e	165.16	169.86 <sup>5</sup>	71.06
<b>Total</b>	tCO <sub>2</sub> e	34,848.53	34,725.44	32,361.20
<b>Intensity</b>	tCO <sub>2</sub> e per m <sup>2</sup> floor area <sup>6</sup>	0.42	0.43	0.42

<sup>2</sup> Scope 1 represents direct GHG emissions generated from the use of unleaded petrol and diesel oil by mobile vehicles.

<sup>3</sup> Scope 2 represents indirect GHG emissions generated from the use of purchased electricity and towngas.

<sup>4</sup> Scope 3 represents other indirect GHG emissions caused by paper disposal and business travel. The calculation is made reference to the published emission factors of the "How to prepare an ESG Report Appendix 2: Reporting Guidance on Environmental KPIs" published by HKEx.

<sup>5</sup> The Scope 3 GHG emissions for FY2024 have been updated to reflect a more accurate travel distance.

<sup>6</sup> In 2025, the total floor area of the Group is 82,156.28 m<sup>2</sup>.



# ENVIRONMENTAL SUSTAINABILITY

## Resource Conservation

In response to the growing market demand for natural resource conservation, the Group recognises the importance of efficient resource utilisation. We understand our role in contributing to environmental protection and reducing our carbon footprint. With a commitment to sustainable development and cost reduction, we actively encourage our employees to avoid wastage and implement various measures for resource utilisation.

To optimise resource consumption and promote efficiency, we have implemented energy-saving measures throughout our operations. This includes the use of efficient lighting systems and equipment designed to minimise energy usage. We continuously monitor and analyse our resource consumption data to ensure the effectiveness of our efforts. We are proud to announce that our manufacturing process has achieved certification under the ISO 50001 standard, reaffirming our commitment to energy management and sustainability. By promoting a culture of sustainability and empowering our employees to adopt eco-friendly practices, we aim to make significant contributions to environmental protection and the reduction of our carbon footprint. We firmly believe that these actions will not only benefit the environment but also contribute to the long-term sustainability of our business.



## ENVIRONMENTAL SUSTAINABILITY



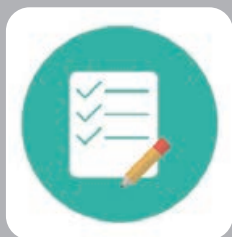
### Electricity

- Use LED lights and natural light
- Reduce the use of air conditioner with better ventilation in building design
- Install energy-saving equipment
- Promote energy-saving practices among employees



### Water

- Turn the faucets off when not in use
- Repair promptly when dripping, spraying and leaking faucet is discovered
- Inspection and maintenance faucet regularly



### Paper

- Avoid unnecessary printing
- Promote e-platform for internal information circulation
- Encourage the use of recycled paper and double-sided printing



### Equipment and Raw Materials

- Inspection and maintenance faucet regularly
- Use degradable plastics in manufacturing process
- Supervise raw and packaging material consumption to avoid wastage
- Purchase precise amount of raw material to avoid over ordering and wastage



# ENVIRONMENTAL SUSTAINABILITY

The following data outlines the primary types of resources consumed by the Group:

Resource Consumption	Unit	FY2025	FY2024	FY2023
<b>Electricity</b>	MWh	55,142.81	54,853.20	50,909.60
<b>Intensity</b>	MWh per m <sup>2</sup> floor area	0.67	0.67	0.67
<b>Stationary Fuel – Natural Gas</b>	m <sup>3</sup>	283,044.00	289,818.00	308,880.00
<b>Mobile Fuel – Diesel</b>	L	63,627.80	75,079.33	89,401.46
<b>Mobile Fuel – Gasoline</b>	L	5,715.56	4,871.00	1,490.00
<b>Energy by Fuel Type<sup>7</sup></b>				
<b>Electricity</b>	GJ	198,514.12	197,471.53	183,274.55
<b>Stationary Fuel – Natural Gas</b>	GJ	9,510.28	9,737.88	10,378.37
<b>Mobile Fuel – Diesel</b>	GJ	2,298.24	2,711.87	3,229.18
<b>Mobile Fuel – Gasoline</b>	GJ	187.37	159.68	48.85
<b>Total Direct Energy Consumption</b>	GJ	210,510.00	210,080.96	196,930.94
<b>Intensity</b>	GJ per m <sup>2</sup> floor area	2.56	2.58	2.58
<b>Water</b>	m <sup>3</sup>	295,269.09	278,436.14	264,248.82
<b>Intensity</b>	m <sup>3</sup> per m <sup>2</sup> floor area	3.59	3.42	3.46
<b>Paper</b>	Tonne	5.26	8.01	10.13
<b>Intensity</b>	Tonne per employee	0.0048	0.0066	0.0072
<b>Packaging Materials<sup>8</sup></b>	Tonne	4,102.80	5,703.50	4,438.92
<b>Intensity</b>	Tonne per m <sup>2</sup> floor area	0.05	0.07	0.06

<sup>7</sup> Energy values of non-electricity fuel consumption are converted with reference to the conversion factors published in the GHG Protocol – Emission Factors from Cross-Sector Tools March 2017.

<sup>8</sup> The packaging material figures for 2023 and 2024 have been restated to more accurately reflect the actual amounts used.

# ENVIRONMENTAL SUSTAINABILITY

## Emission Management

### Air Emissions

To address air emissions, we have identified diesel and gasoline combustion in our vehicles, along with dust generated during the transportation and delivery of houseware products, as the primary sources. In response, we have implemented a series of mitigation measures aimed at reducing these emissions. A key component of our strategy is a pollution-reduction programme focused on minimising the generation of air pollutants through the adoption of best practices and advanced technologies. In our production processes, we also use low-styrene content resins to reduce the release of volatile organic compounds ("VOCs"), contributing to improved air quality.

To ensure the effectiveness of these efforts, we engage a reputable third-party service to conduct regular air quality monitoring. These assessments provide critical insights into our environmental performance and help us ensure compliance with the Integrated Emission Standard of Air Pollutants (GB16297-2012), reinforcing our commitment to atmospheric pollution prevention and control.

Air Emissions <sup>9</sup>	Unit	FY2025	FY2024	FY2023
Nitrogen oxides ("NO <sub>x</sub> ")	kg	364.55	464.84	666.39
Sulphur oxides ("SO <sub>x</sub> ")	kg	0.59	1.28	1.46
Particulate Matter ("PM")	kg	34.90	44.46	56.44

<sup>9</sup> The air emissions figures were calculated with reference to the emission factors published in Appendix 2: Reporting Guidance on Environmental KPIs of the How to prepare an ESG Report Guidebook (March 2022) by HKEx.

# ENVIRONMENTAL SUSTAINABILITY

## Waste

Given the nature of our business, the generation of solid waste is an unavoidable challenge. We recognise the importance of responsible waste management and are committed to full compliance with the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste. To guide our efforts, we have established a Waste Control Management Programme, which outlines three core principles that form the foundation of our waste management practices.

<b>Resource Utilisation</b>	We prioritise the efficient use of waste as a resource whenever feasible. Through innovative approaches, we explore opportunities to repurpose, recycle, or recover materials from our solid waste streams.
<b>Detoxification</b>	In cases where waste cannot be effectively utilised or recycled, we prioritise detoxification methods. This involves implementing appropriate and scientific treatment processes to minimise the potential harm and environmental risks associated with hazardous or toxic waste. We aim to control the level of pollution within the boundaries of laws and national standards.
<b>Minimisation</b>	We actively work towards waste minimisation at its source. By implementing waste reduction strategies, optimising production processes, and promoting awareness among employees, we aim to minimise waste generation.

As part of our waste management practices, all waste generated is categorised into three types: recyclable, non-recyclable, and hazardous waste. Clear classifications and handling instructions are outlined in our waste management procedures to ensure employees follow proper protocols. Hazardous waste is managed with particular care, including our collection, transportation, and disposal are carried out by licensed contractors in accordance with regulatory requirements. Additionally, waste oil containers are stored in designated areas equipped with cofferdams to prevent leakage and ensure environmental safety.

Waste Generated	Unit	FY2025	FY2024	FY2023
<b>Non-hazardous waste<sup>10</sup></b>	Tonne	191.48	192.61	335.47
<b>Intensity</b>	Tonne per m <sup>2</sup> floor area	0.0023	0.0024	0.0044
<b>Hazardous waste<sup>11</sup></b>	Tonne	0.38	0.36	0.52
<b>Intensity</b>	Tonne per m <sup>2</sup> floor area	0.0000046	0.0000045	0.0000068

## Wastewater Discharge

The Group complies with all relevant laws and regulations including the Urban Drainage and Sewage Treatment Regulations, the Integrated Wastewater Discharge Standard (GB8978-1996) and Environmental Quality Standards for Surface Water (GB3838-2002). To ensure compliance with laws and regulations, environmental inspections and testing on domestic wastewater discharge quality are conducted every year by a third party. In addition, the wastewater is discharged into the municipal sewage system and handled by the government. During the Reporting Period, the Group had a total of 12,253.00 m<sup>3</sup> of wastewater discharged.

<sup>10</sup> The figure consists of wastepaper used in office, and waste metals. The Group will continue to refine our data collection system and practices in the future.

<sup>11</sup> The figure consists of toner cartridge and ink cartridge used in our business operations.

# ENVIRONMENTAL SUSTAINABILITY

## Minimising Impacts on the Environmental and Natural Resources

We believe that every business has a duty to minimise its environmental impact. In line with this belief, we have taken proactive measures to identify the environmental aspects and potential hazards associated with our operations, products, and services. To guide this effort, we have implemented a comprehensive assessment procedure that applies across all business locations and activities. This procedure evaluates the scope, severity, frequency, and public sensitivity of our environmental impacts.

Through this process, we have identified key environmental factors including solid waste, hazardous waste, noise, and energy consumption. To effectively manage these, we have established an Environmental Management System (“EMS”) with tailored measures implemented across departments. Our EMS is developed in accordance with the internationally recognised ISO 14001 standard.

In the following sections, we will outline our current environmental performance and the initiatives we are undertaking to enhance sustainability and reduce our environmental footprint.



### Noise Reduction

Effective noise control is essential to our manufacturing operations, as inadequate management can disrupt nearby communities and natural habitats. We are particularly focused on reducing noise emissions from our comminution processes. To address this, we prioritise regular maintenance and inspection of industrial equipment, with an emphasis on enhancing insulation for comminution machinery. Equipment that cannot be repaired is promptly replaced to maintain effective noise mitigation.

We also engage certified third-party agencies to conduct annual noise monitoring within our factory premises. These assessments ensure compliance with relevant regulations and standards, including the Emission Standard for Industrial Enterprises Noise at Boundary (GB12348-2008), Occupational Exposure Limits for Hazardous Agents in the Workplace – Part 2: Physical Agents (GBZ2.2-2007), and the Environmental Quality Standard for Noise (GB3096-2008). Through these measures, we are committed to minimising our environmental impact and maintaining harmony with surrounding communities.

## Our Sustainability Targets

Environmental KPIs	Targets
<b>GHG Emissions</b>	<p><u>By 2030</u></p> <ul style="list-style-type: none"> <li>Reduce GHG emissions intensity (per m<sup>2</sup> floor area) by 15% (2021 baseline)</li> </ul> <p><u>By 2050/2060</u></p> <ul style="list-style-type: none"> <li>Achieve net zero in Hong Kong and China operation</li> </ul>
<b>Air Emissions</b>	<p><u>By 2030</u></p> <ul style="list-style-type: none"> <li>Stop procuring fuel-based or hybrid power vehicle</li> <li>Study the feasibility of adopting electric model delivery vehicle</li> </ul>
<b>Energy</b>	<p><u>By 2035</u></p> <ul style="list-style-type: none"> <li>All facilities controlled by the Group consume renewable energy</li> </ul>

# HKEx ESG REPORTING CODE INDEX

HKEx ESG Reporting Code General Disclosures & KPIs		Explanation/ Reference Section
<b>Aspect A: Environmental</b>		
A1 Emissions	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>Note: Air emissions include NO<sub>x</sub>, SO<sub>x</sub>, and other pollutants regulated under national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</p> <p>Hazardous wastes are those defined by national regulations.</p>	Environmental Sustainability
KPI A1.1	The types of emissions and respective emissions data.	Environmental Sustainability – Emission Management
KPI A1.2	[Repealed 1 January 2025]	Environmental Sustainability – Climate Resilience
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Sustainability – Emission Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Sustainability – Emission Management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Sustainability – Our Sustainability Targets
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction targets set and steps taken to achieve them.	Environmental Sustainability – Emission Management

# HKEx ESG REPORTING CODE INDEX

HKEx ESG Reporting Code General Disclosures & KPIs		Explanation/ Reference Section
A2 Use of Resources	<p>Policies on efficient use of resources including energy, water and other raw materials.</p> <p>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</p>	Environmental Sustainability – Resource Conservation
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).	Environmental Sustainability – Resource Conservation
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Sustainability – Resource Conservation
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Sustainability – Our Sustainability Targets
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.	Environmental Sustainability – Resource Conservation – Our Sustainability Targets
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Environmental Sustainability – Resource Conservation
A3 The Environment and Natural Resources	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Sustainability – Minimising Impacts on the Environmental 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.	Environmental Sustainability – Minimising Impacts on the Environmental and Natural Resources
A4 Climate Change	[Repealed 1 January 2025]	Environmental Sustainability – Climate Resilience
KPI A4.1	[Repealed 1 January 2025]	Environmental Sustainability – Climate Resilience

# HKEx ESG REPORTING CODE INDEX

HKEx ESG Reporting Code General Disclosures & KPIs		Explanation/ Reference Section
<b>Aspect B: Social</b>		
B1 Employment	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Responsible Employment – Employment Practices
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Responsible Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Responsible Employment
B2 Health and Safety	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to providing a safe working environment and protecting employees from occupational hazards.	Responsible Employment – Employee Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Reporting Period.	Responsible Employment – Employee Health and Safety
KPI B2.2	Lost days due to work injury.	Responsible Employment – Employee Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Responsible Employment – Employee Health and Safety
B3 Development and Training	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.  Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	Responsible Employment – Training and Development



## HKEx ESG REPORTING CODE INDEX

HKEx ESG Reporting Code General Disclosures & KPIs		Explanation/ Reference Section
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Responsible Employment – Training and Development
KPI B3.2	The average training hours completed per employee by gender and employee category.	Responsible Employment – Training and Development
B4 Labour Standards	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 or forced labour.	Responsible Employment – Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Responsible Employment – Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Responsible Employment – Labour Standards
B5 Supply Chain Management	Policies on managing environmental and social risks of the supply chain.	Sustainable Business – Supplier Management
KPI B5.1	Number of suppliers by geographical region.	Sustainable Business – Supplier 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.	Sustainable Business – Supplier 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.	Sustainable Business – Supplier 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.	Sustainable Business – Supplier Management

## HKEx ESG REPORTING CODE INDEX

HKEx ESG Reporting Code General Disclosures & KPIs		Explanation/ Reference Section
B6 Product Responsibility	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p>	Sustainable Business – Strengthening Quality Management
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Sustainable Business – Strengthening Quality Management
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Sustainable Business – Strengthening Quality Management
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Sustainable Business – Strengthening Quality Management
KPI B6.4	Description of quality assurance process and recall procedures.	Sustainable Business – Strengthening Quality Management
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Sustainable Business – Strengthening Quality Management
B7 Anti-corruption	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to bribery, extortion, fraud and money laundering.</p>	Sustainable Business – Ethical Business
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.	Sustainable Business – Ethical Business
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Sustainable Business – Ethical Business
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Sustainable Business – Ethical Business

## HKEx ESG REPORTING CODE INDEX

HKEx ESG Reporting Code General Disclosures & KPIs		Explanation/ Reference Section
B8 Community Investment	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Sustainable Business – Ethical Business
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Sustainable Business – Engaging the Community
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Sustainable Business – Engaging the Community



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