



Lerado Financial Group Company Limited

(Incorporated in Bermuda with limited liability)
Stock Code : 1225



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2025



Environmental, Social and Governance Report 2025

ABOUT THE GROUP

Lerado Financial Group Company Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is an investment holding company. The Group is principally engaged in providing financial services including securities broking, margin financing and money lending etc., as well as manufacturing and distributing plastic toys for children and medical care products like mobility aid and other medical equipment.

ABOUT THIS REPORT

The Company is pleased to present its Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) in 2025. The Report provides an annual update of sustainability performance in respect of the material businesses and operations of the Company and its subsidiaries. It has been updated to reflect the interest of various stakeholders.

The Report details the ESG performances of the Company for the financial year, from 1 January 2025 to 31 December 2025 (the “**Reporting Period**” or “**2025**”). The Company applies the concept of materiality in the planning and development of the Report. Unless otherwise indicated, the Report covers the Company’s principal businesses in financial services in the operating location below, including securities broking, margin financing and money lending, etc.

Period	Office Address	Floor Area
1 Oct 2021 – Present	Flat F & G, 4/F, Golden Sun Centre, 59-67 Bonham Strand West, Sheung Wan	1,000 sq. feet

Reporting Principles

The preparation and presentation of related information in this ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Code (the “**ESG Code**”) as set out in Appendix C2 to the Rules (the “**Listing Rules**”) Governing the Listing of the Securities on The Stock Exchange of Hong Kong Limited. The Company has prepared this Report to meet the “Comply or Explain” provisions, of which mandatory Key Performance Indicators (KPIs) are disclosed. As such, the Company has been able to produce a balanced report, focusing on the key material issues.

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According to the guideline, the following principles are underpinned:

- **Materiality:** ESG issues that have major impacts on investors and other stakeholders must be set out in this Report.
- **Quantitative:** If the KPIs have been established, they must be measurable and applicable to valid comparisons under appropriate conditions. They must also be able to describe the purpose and impacts of quantitative information.
- **Balance:** This Report must provide an unbiased picture of the ESG performance of the Company. It should avoid selecting, omitting, or presenting formats that may inappropriately influence a decision or judgement by the reader.
- **Consistency:** This Report should use consistent statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used must be specified in the Report.

Feedback

Stakeholders may send their enquiries and concerns to the board (the “**Board**”) of directors (the “**Directors**”) by addressing them to the principal place of business of the Company in Hong Kong:

Telephone number: (852) 3700 9600

Address: Flat F & G, 4/F, Golden Sun Centre, 59-67 Bonham Strand West, Sheung Wan, Hong Kong

Addressee: Investor Relationship Department

E-mail address: public@lerado.com.hk

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ESG GOVERNANCE

The Board is committed to contributing to the sustainable development of the society and environment. Along with the commitment, the Board is responsible for evaluating and determining the risks in relation to the ESG areas at the Company level. Through adjusting and defining risks, the Board is enabled to formulate a clear vision, key strategies and monitoring management plan to ensure the proper ESG reporting measures and systems are in place.

The board collectively holds the responsibility for supervising the company's ESG strategy and reporting. A top-down culture fosters the integration of ESG considerations into the business decision-making process.

The Company's ESG philosophy is to create long-term value for its stakeholders and investors that aligns with the growth and sustainability of its business and the environment it is in. The Company aspires to be a responsible corporate citizen and believes that transparency and accountability are important foundations for building trust with its stakeholders.

Therefore, the Board is committed to contributing to the sustainable development of the society and environment. Along with the commitment, the Board is responsible for evaluating and determining the risks in relation to ESG areas at the Company level. Through adjusting and defining risks, the Board is able to formulate a clear vision and key strategies and monitor management to ensure the proper ESG reporting measures and systems are in place.

To maintain excellent ESG governance, the Board delegates authority to the ESG Working Group for the execution, assessment and management of ESG policies and measures on an operational level. The Working Group works with internal departments across the organisation to integrate sustainability into day-to-day operations. This Working Group regularly reports to the Board to ensure appropriate execution and risk management on sustainability. Through regular meetings and discussions with the Board, the Working Group plans and implements various policies, guidelines, measures and programmes which contribute to our sustainable development. This Working Group also identifies, evaluates and prioritises material ESG issues, through regular stakeholder engagement and materiality assessment, which are further reviewed and endorsed by the Board for disclosure. The Working Group will review the progress of these targets and report to the Board on the progress and feasible suggestions at least annually.

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STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

The Company engages with key stakeholders such as board members, managers, supervisors, frontline workers, suppliers, and clients to understand their needs and concerns. The Company communicates with stakeholders via various communication channels, such as publication of the reports, regular meetings and interviews.

Identifying the material ESG issues that matter the most to the Group is a prerequisite for setting the framework for the ESG Report and formulation of ESG management strategies. As such, the Group regularly conducts internal materiality assessments to determine the sustainability issues that matter the most to the Group, which will become the main focus of our sustainability strategy and facilitate the implementation of relevant initiatives.

The Company has identified five ESG aspects as “relevant” and “material” – employment, health and safety, development and training, anti-corruption and use of resources. The ESG issues listed in the table below are considered to have a significant impact on the operations of our business and will be the focus of this Report.

Aspects	Material ESG Issues
A. Environmental Aspect	
A2. Use of Resources	<ul style="list-style-type: none">• Energy consumption• Energy efficiency
B. Social Aspect	
B1. Employment	<ul style="list-style-type: none">• Employee welfare• Inclusion and equal opportunities• Talent attraction and retention
B2. Health and Safety	<ul style="list-style-type: none">• Occupational health and safety
B3. Development and Training	<ul style="list-style-type: none">• Development and training
B4. Labour Standards	<ul style="list-style-type: none">• Prevention of child and forced labour
B7. Anti-corruption	<ul style="list-style-type: none">• Corporate governance• Anti-corruption

ENVIRONMENTAL ASPECTS

The Company understands that climate change is one of the greatest concerns of the world and governments. Therefore, the Company reviews the environmental factors related to business operations to develop effective energy and water conservation measures and reduce waste generation. The Company actively responds to the global trend of emission reduction and devotes resources to reducing the impact of daily operations on the environment.

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EMISSIONS

As the Company is principally engaged in the provision of financial services, they do not emit significant discharges, for instance, nitrogen oxides, sulphur oxides and respiratory suspended particles into water, land and air. In addition, the Company does not produce a significant volume of hazardous and non-hazardous waste from businesses.

The Company's environmental impacts stem mainly from the energy usage associated with the office operation. The Company impacts the environment through its use of paper and non-hazardous waste generation. The Company places energy reduction and waste recycling as a few of its main key environmental strategies.

The Company was not aware of any incidents of non-compliance with laws and regulations that have a significant impact concerning air and greenhouse gas emissions, discharges into water or land, or generation of hazardous and non-hazardous waste during the Reporting Period.

Air and Greenhouse Gas Emissions

The major source of air and greenhouse gas emissions by the Company is energy consumption in regard to the purchased electricity used in office operations. The greenhouse gas emissions by the Company are mainly generated by the indirect emissions from the purchased electricity (Scope 2 emissions) and the paper waste disposed at landfills and water and sewage processing (Scope 3 emissions).

The total greenhouse gas emission generated by the Company during the Reporting Period was 13.2 tonnes of carbon dioxide equivalent (CO₂-e), with an intensity of 0.66 tonnes CO₂-e per employee, comprising electricity consumption. The Company has not set a direct reduction target for greenhouse gas but instead has set an electricity consumption target for our operation.

Greenhouse gas emissions	2025	2024	Unit
Scope 1 emissions	–	–	Tonnes CO ₂ -e
Scope 2 emissions	13.2	12.1	Tonnes CO ₂ -e
Scope 3 emissions	0.0	0.1	Tonnes CO ₂ -e
Total greenhouse gas emissions	13.2	12.2	Tonnes CO ₂ -e
Intensity (by employee)	0.66	0.08	Tonnes CO ₂ -e

The Company measures its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) and the Implementation Guidance for Climate Disclosures under the HKEX ESG framework. Scope 2 emissions are calculated using the location-based method based on the electricity emission factors published by the relevant local authorities, while Scope 3 emissions from paper waste disposal and water and sewage processing are estimated using recognised emission factors. The Company discloses gross emissions on a financial-year basis in tonnes of CO₂-e and intensity per employee.

The Company proactively takes effective measures to reduce emissions of greenhouse gas and exhaust gas. In terms of reducing business travel, the Company encourages employees to use long-distance face-to-face meetings through telephone or video conferences, so as to reduce carbon emissions from air transportation. The Company also encourages employees to travel by public transport to reduce exhaust gas and greenhouse gas emissions from private cars.

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Waste Management

The Company upholds the principles of waste management and is committed to reducing the impact of waste from business activities on the environment. Due to the business nature, the generation of hazardous and non-hazardous waste is not material to us. Thus, its related information is not disclosed and no reduction target has been established in this Report.

The Company advocates the culture of “Use Less; Waste Less” by promoting the effective use of resources in daily operations to reduce waste generation. The following initiatives are adopted:

- Converting to a paperless office by storing files and documents online;
- Distribute promotions, monthly reports and other information through telecommunication channels to reduce the use of paper;
- Place various paper recycling boxes in the office areas;
- Encourage employees to reuse paper and printing on both sides;
- Designate recycling spots for recyclable waste, such as waste paper;
- Prohibit the use of disposable tableware and containers; and
- Co-operate with property management companies and service providers to recycle glass, aluminium pots, and ink cartridges.

USE OF RESOURCES

The Company is committed to implementing environmental policy to reduce the use and make good use of resources, including saving energy and reducing waste. Through promoting environmental and operating efficiency, the Company and its employees work together to reduce the environmental impact of the Company’s business. To pursue the environmental commitment, the Company has implemented multiple measures in enhancing energy efficiency, reducing water consumption, encouraging the replacement of business travels with video conferences, and driving behavioural changes in employees. In hopes of minimizing the use of paper, scanning documents is adopted to reduce the need for photocopying.

Given the Company is principally engaged in financial investment, the operation does not involve a significant amount of packaging materials for finished products. Nevertheless, for other resources consumed from the business activities, the Company upholds the principle of resources management and is committed to the proper use of all resources. Details of energy and water consumption and reduction methods will be discussed in the following sessions.

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Energy Consumption

The Company's electricity consumption mainly stemmed from office operations. During the Reporting Period, the total electricity consumption was 67.9 Giga Joules (GJ) with an intensity of 0.67 GJ per employee.

Direct and/or indirect energy consumption by type	2025	2024	Unit
Direct energy consumption	–	–	GJ
Indirect energy consumption	67.9	65.9	GJ
Total energy consumption	67.9	65.9	GJ
Intensity (by employee)	0.67	0.44	GJ/employee

The Company had set a target to achieve a 15% reduction in energy consumption by 2027, using 2022 as the baseline year. This target has already been achieved. The reduction achieved was approximately 28% from 2022 to 2024. The Company will continue to monitor energy consumption and set new targets as appropriate.

Aspect	Reduction Target	Baseline	Year Baseline Data	Status
Energy	Reduce 15% of the energy intensity by 2025	2020	20.16 GJ per employee	Achieved
Energy	Reduce 15% of the energy intensity by 2027	2022	15.12 GJ per employee	Achieved

In order to reduce the use of electricity, the Company has adopted various initiatives in its operations as follows:

- give priority to products with high energy efficiency;
- replace traditional lamps with LED lights for energy saving;
- raise the target temperature for the air-conditioning system from 20° C to 25° C;
- increase equipment's operating efficiency through regular cleaning and maintenance;
- formulate codes to ensure reasonable use of the air-conditioning, lighting system and office equipment;
- avoid excessive lighting by following the principle of daylight illumination and classifying light areas according to actual operation;
- adjust office equipment to auto standby/sleep mode if not in use; and
- assign dedicated personnel to conduct regular energy-saving inspections.

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Water Consumption

The Company understands the importance of precious water sources to the earth and the environment. The daily water consumption is supplied from the municipal water network, and there is no difficulty in sourcing water. Due to the Company's business nature, the use of water is not material to our operations. The water consumed is mainly drinking water and the business operation did not involve water usage. While the Company has not set any targets for water consumption reduction due to its minimal impacts, the Company nonetheless promotes reasonable water use initiatives and water-saving measures among its employees.

Water consumption in total and intensity	2025	2024	Unit
Total water consumption	1.8	80.0	m ³
Intensity (by employee)	0.02	0.54	m ³ /employee

The Company actively promotes water-saving practices and encourages the staff to save water and use water efficiently. For instance, the Company has posted water-saving slogans in conspicuous places and assigned dedicated personnel to regularly examine tap dripping or leaking and repairment.

Packaging materials

Given our business nature, the Company does not have manufacturing facilities and does not consume a significant amount of packaging materials.

THE ENVIRONMENT AND NATURAL RESOURCES

Given the Company's business nature and activities, the impact of the Company on the environment and natural resources is limited. Consumption of energy mainly stemmed from the general use of electricity in the office. During the Reporting Period, the Company stipulated a number of measures to reduce the use of resources and waste disposal (see the section headed "Use of Resources" above).

Although the Company's business model does not involve any high energy consumption activities, the Company is still committed to maintaining a balance between industry and the ecological environment, and pursues long-term sustainable development. While reviewing the business strategy and planning for future industrial development, the Company would take into account the importance of protecting the environment and cherishing natural resources. The Company will also promote the overall awareness of environmental protection and the awareness of customers and supply chains through education, training and awareness advocacy, thereby shouldering corporate social responsibility.

In addition, the Company will continue to assess the environmental risks of the business, review the environmental practices and adopt preventive measures as necessary to reduce the risks and ensure compliance with relevant laws and regulations that applies to the Company's emissions and the use of resources.

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CLIMATE CHANGE

The world is currently encountering the challenge of climate change. The Company is highly concerned about climate-related issues and their potential impacts on the business operation. The Company is also committed to reducing its greenhouse gas emissions.

With effect from 1 January 2025, the Hong Kong Stock Exchange's Environmental, Social and Governance Reporting Code ("**ESG Code**") requires enhanced climate-related disclosures aligned with the recommendations of the Task Force on Climate-related Financial Disclosures ("**TCFD**") and the International Sustainability Standards Board's ("**ISSB**") IFRS S2 Climate-related Disclosures standard. The Company has structured its climate-related disclosures around four core pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

Governance

The Board has overall responsibility for the Company's climate-related governance. The Board oversees the identification and management of climate-related risks and opportunities and ensures that appropriate resources are allocated to address climate-related matters.

The Board is supported by the ESG Working Group, which is responsible for the day-to-day management of climate-related issues. The ESG Working Group reports to the Board at least annually on climate-related matters, including:

- The identification and assessment of climate-related risks and opportunities;
- The monitoring of climate-related metrics and progress against targets;
- The implementation of climate-related policies and initiatives; and
- Emerging climate-related regulatory requirements and best practices.

The Board reviews and approves climate-related strategies, policies and targets, and monitors their implementation. The Board also considers climate-related matters in its strategic planning and decision-making processes.

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Strategy

The Company has assessed climate-related risks and opportunities that may affect its business operations, strategy and financial performance. Given the Company's principal business of providing financial services in Hong Kong, the identified climate-related risks and opportunities are as follows:

Climate-Related Risks:

- **Physical Risks:** The Company faces acute physical risks from extreme weather events such as typhoons, storms and heavy rainfall, which are becoming more frequent and severe due to climate change. These events can disrupt business operations by damaging power grids and communication infrastructures, hampering and injuring employees during their work or commuting, leading to reduced capacity and decreased productivity.
- **Transition Risks:** The Company is exposed to policy and legal risks arising from evolving climate-related regulations and disclosure requirements. Failure to comply with these requirements could result in regulatory sanctions and reputational damage. Market risks also arise from changing client and investor preferences towards sustainable investments and service providers.

Climate-Related Opportunities:

- **Resource Efficiency:** The Company has opportunities to reduce operating costs through improved energy efficiency and resource management, as demonstrated by the achievement of energy reduction targets.
- **Reputation:** Enhanced climate disclosure and proactive climate action can strengthen the Company's reputation and competitive position, potentially attracting environmentally conscious clients and investors.

Impact on Business, Strategy and Financial Planning:

The identified climate-related risks currently have limited financial impact on the Company's operations given its office-based financial services business model. However, the Company recognizes the importance of preparedness and has integrated climate considerations into its business continuity planning and risk management processes.

The Company has implemented precautionary measures to address physical risks, including:

- Developing and regularly reviewing business continuity plans and emergency response procedures for extreme weather events;
- Ensuring backup power and communication systems are in place;
- Implementing flexible working arrangements to protect employee safety during adverse weather conditions; and
- Maintaining appropriate insurance coverage for business interruption.

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To address transition risks and capitalize on opportunities, the Company has:

- Established an ESG Working Group to monitor and respond to evolving climate-related regulatory requirements;
- Implemented energy efficiency initiatives to reduce operating costs and carbon footprint; and
- Enhanced climate-related disclosures to meet stakeholder expectations and regulatory requirements.

Given the office-based nature and size of the Company's business, and having considered the 'reasonable information' relief available under the ESG Code, the Company has provided qualitative rather than detailed quantitative information on the anticipated financial effects of climate-related risks and opportunities.

Climate Resilience:

The Company has considered the resilience of its strategy under different climate scenarios. Given the office-based nature of the Company's financial services business, the potential financial impacts of climate change are assessed as manageable. The Company's strategy remains resilient under various climate scenarios as:

- Physical risks can be effectively managed through business continuity planning and operational resilience measures;
- The Company's low-carbon office-based operations require limited adaptation to transition to a low-carbon economy; and
- The Company's financial position provides adequate resources to address climate-related challenges and opportunities.

The Company will continue to monitor climate-related developments and assess their potential impacts on its business, updating its strategies and plans as necessary.

In assessing the resilience of its strategy, the Company has considered climate-related scenarios qualitatively, taking into account publicly available information on transition and physical climate pathways for Hong Kong, but has not yet performed a full quantitative scenario analysis due to the current scale and nature of its operations. The Company intends to further enhance its scenario analysis approach over time with reference to the Implementation Guidance for Climate Disclosures under the HKEX ESG framework and the ISSB standards.

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Risk Management

The Company has integrated climate-related risk management into its overall risk management framework. The process for identifying, assessing and managing climate-related risks is as follows:

Identification:

- The ESG Working Group conducts regular assessments to identify potential climate-related physical and transition risks that may affect the Company's operations;
- The assessment considers both short-term (0-3 years) and medium to long-term (3-10 years and beyond) time horizons;
- The Company monitors regulatory developments, scientific research and stakeholder concerns to identify emerging climate-related risks; and
- Input is gathered from relevant departments including operations, finance and compliance.

Assessment:

- Identified climate-related risks are assessed based on their potential likelihood and magnitude of impact on the Company's business operations and financial performance;
- Physical risks are assessed considering the Company's geographic location in Hong Kong and the vulnerability of its operations to extreme weather events;
- Transition risks are assessed considering the pace of regulatory change and evolving stakeholder expectations; and
- The materiality of climate-related risks is evaluated in comparison with other business risks.

Management:

- Climate-related risks assessed as material are incorporated into the Company's risk register and mitigation plans are developed;
- Responsibilities for managing specific climate-related risks are assigned to relevant departments and individuals;
- The ESG Working Group monitors the implementation of risk mitigation measures and reports progress to the Board;
- Business continuity plans and emergency response procedures are regularly reviewed and updated to address climate-related risks; and
- The Company implements preventive measures such as energy efficiency initiatives to reduce its contribution to climate change.

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Integration into Overall Risk Management:

Climate-related risks are considered as part of the Company's enterprise risk management framework. The assessment and management of climate-related risks follows the same governance structure and processes as other business risks, ensuring consistent and comprehensive risk management across the organization. Climate-related risks are reported to the Board alongside other significant risks as part of regular risk management reporting.

Metrics and Targets

The Company monitors its climate-related performance using the following metrics and targets:

Greenhouse Gas Emissions:

The Company measures and discloses its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004). The Company's greenhouse gas emissions comprise:

- **Scope 1 emissions:** Direct greenhouse gas emissions from sources owned or controlled by the Company. The Company currently does not have any Scope 1 emissions as it does not own or operate vehicles or equipment that directly emit greenhouse gases.
- **Scope 2 emissions:** Indirect greenhouse gas emissions from the generation of purchased electricity consumed by the Company in its office operations. This represents the Company's primary source of greenhouse gas emissions.
- **Scope 3 emissions:** Other indirect greenhouse gas emissions from paper waste disposal at landfills and water and sewage processing. These emissions are minimal given the Company's office-based operations.

The Company discloses its greenhouse gas emissions in absolute terms (tonnes CO₂-e) and intensity metrics (tonnes CO₂-e per employee) to enable meaningful comparisons over time and with industry peers.

Energy Consumption:

The Company monitors its total energy consumption from purchased electricity, measured in Giga Joules (GJ) and intensity per employee (GJ/employee). Energy consumption is the primary driver of the Company's Scope 2 greenhouse gas emissions.

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Climate-Related Targets:

The Company has established the following climate-related targets:

- **Energy Reduction Target:** Reduce energy consumption intensity by 15% by 2027, using 2022 as the baseline year. This target has already been achieved with approximately 28% reduction from 2022 to 2024. The energy intensity reduction target was set with reference to the Company's historical energy consumption trend and internal operational efficiency initiatives and is not explicitly derived from sectoral decarbonisation pathways or the latest international climate agreements. The ESG Working Group reviews the target and performance annually as part of the Company's ESG governance process, and recommends revisions or new targets to the Board where appropriate. In the next planning cycle, the Company will assess the feasibility of adopting greenhouse gas emission reduction targets that are better aligned with prevailing science-based or internationally recognised approaches.

The Company is in the process of reviewing and establishing new climate-related targets for the next planning period, including consideration of greenhouse gas emission reduction targets aligned with science-based approaches. The new targets will be disclosed once finalized.

Performance Against Targets:

The Company has successfully achieved its energy reduction target ahead of schedule, demonstrating the effectiveness of its energy efficiency initiatives. The Company will continue to monitor its performance and implement further measures to maintain and improve its environmental performance.

Cross-Industry Metrics:

In addition to greenhouse gas emissions and energy consumption, the Company monitors water consumption, although water usage is not material to its operations. The Company does not currently apply an internal carbon price given its office-based and low-emission business model, and therefore has not adopted a monetary metric per tonne of CO₂-e for decision-making. The Company will continue to monitor market practice and regulatory developments and will consider adopting an internal carbon price if it becomes relevant to its operations.

Industry-Based Metrics:

The Company has considered the industry-based metrics for capital markets and investment activities set out in the IFRS S2 Industry-based Guidance, including metrics relating to financed emissions and exposure to climate-vulnerable sectors. Given the Company's current business scale and limited direct climate-related financial exposures, these metrics are assessed as not material at present, but the Company will continue to keep their applicability under review as its business evolves.

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SOCIAL ASPECT

Employment and Labour Practices

Employment

The Company's business is built on the efforts of its employees. Therefore, the Company strives to create a safe, healthy, fair, just and non-discriminatory working environment, enabling employees to achieve their full potential. The Company is also committed to maintaining harmonious labour relations and pooling the wisdom of the employees to promote the long-term and sustainable development of the Company's industries.

During the Reporting Period, the Company has an aggregate of 101 employees. In order to cooperate with the continuously growing business scale, the Company acquires talents from different countries and backgrounds to join the local team.

The table below demonstrates the breakdown of employees during the Reporting Period by gender, age group, type of employment and employee category in 2025:

Total workforce		2025	2024	Unit
Total number of employees		101	149	Employee
By Gender	Male	56	67	Employee
	Female	45	82	Employee
By employment type	Full-time	101	149	Employee
	Part-time	0	0	Employee
By age group	<=30	4	29	Employee
	31-40	31	19	Employee
	41-50	43	25	Employee
	>50	23	76	Employee
By employment category	Senior management	11	16	Employee
	Middle management	25	37	Employee
	Supervisor	3	5	Employee
	General employee	62	91	Employee
By function	Executive	10	15	Employee
	Technical	1	2	Employee
	Administrative	39	58	Employee
	Production	51	74	Employee
By geographical region	China	96	104	Employee
	Hong Kong	5	45	Employee
Service Period	Less than 5 Years	25	103	Employee
	5 to 10 Years	30	39	Employee
	Over 10 Years	46	47	Employee

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Employee turnover rate		2025	2024	Unit
Total employee turnover rate		34.40	1.33	%
By Gender	Male	30.89	1.48	%
	Female	37.80	1.21	%
By employment type	Full-time	34.40	1.33	%
	Part-time	0.00	0.00	%
By age group	<=30	24.24	3.39	%
	31-40	32.00	5.13	%
	41-50	61.76	0.00	%
	>50	20.20	0.00	%
By employment category	Senior management	37.04	0.00	%
	Middle management	35.48	0.00	%
	Supervisor	25.00	0.00	%
	General employee	33.99	0.00	%
By geographical region	China	43.00	1.90	%
	Hong Kong	0.00	0.00	%
Service period	Less than 5 Years	15.63	1.92	%
	5 to 10 Years	37.68	0.00	%
	Over 10 Years	43.01	0.00	%

Employee Welfare

The Company attaches great importance to talents, adheres to the philosophy of being people-oriented, and abides by the personnel management principles of fairness, openness and justness. In order to attract and retain excellent talents, the Company provides employees with lawful and reasonable remuneration, for instance, basic salary, various allowances and bonuses.

The Company reviews the employees' remuneration on an annual basis through performance assessment. The salary adjustment shall be decided by the remuneration committee after considering the contribution, experience and ability of the employees, in addition to the business performance and operation status of the Company and other market statistics. The Company also applies for the Mandatory Provident Fund Plan for all eligible employees in Hong Kong.

Equal Opportunity and Harmonious Pluralism

The Company actively promotes fair competition to ensure no discrimination or dismissal of employees based on race, gender, age, marital status or religion. In view of this, the Company has formulated internal policies to regulate the Company's principles of equal opportunity, diversity and anti-discrimination. The equality principles of the Company include recruitment, training, promotion, transfer and benefit, etc., regardless of gender, religion, pregnancy, family status, marital status, race and disability. In selecting suitable applicants for a job, all employees are treated fairly. Selection criteria are built on their qualifications, abilities and experience. Similarly, the Company shall only dismiss its employees on reasonable grounds and shall compensate them with legal remuneration.

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Working Hours and Rest Periods

The Company attaches great importance to the physical and psychological health of the employees. Acknowledging a good work-life balance can improve employees' work performance, the Company regularly organizes entertainment activities, for instance, birthday parties and Spring Banquets.

To further achieve work-life balance, employees are provided with flexible working hours. In addition to the legal holidays, the Company also provides employees with extra annual leave, sick leave, marriage leave, and bereavement leave. In addition, the Company provides medical, accident and life insurance for employees, of which they are entitled to medical services at a relatively low cost. If any employee, unfortunately, suffers any work accident that results in accidental death, permanent incapacity or serious injury, he and his family shall receive financial aid.

In Hong Kong, the Company complied with the Labour Law of Hong Kong and relevant employment laws and regulations throughout the Reporting Period, including the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong) by participating in the Mandatory Provident Fund retirement benefit scheme for our eligible employees, Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong), Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong).

During the Reporting Period, the Company was not aware of any material non-compliance with laws and regulations in the employment and labour process, such as recruitment, dismissal, promotion and remuneration of employees, regardless of where the Company operates. The legitimate rights and interests of employees are protected in accordance with laws and regulations.

Health and Safety

For the Company, employees with good health are the guarantee of productivity. To provide a healthy and safe working environment for employees, the Company complies with the laws, regulations and standards of the state on safe production, laying a foundation for safe operation. Furthermore, the Company has conducted practical safety management to effectively eliminate potential safety risks.

In the last three reporting periods, there were no work-related fatalities and zero lost days due to work injury, maintaining a consistently safe and healthy work environment.

As the principal business of the Company is related to the financial sector, it does not involve substantial safety hazards within the workplace. However, the Company has spared no effort to advocate occupational health and safety. For instance, ensuring sufficient lighting and air circulation in the workplace, regularly cleaning water dispensers, carpets and air conditioners, as well as exterminating insects in the workplace. The Company also forbids employees and visitors from smoking within the office environment.

The Company conducts risk management and implements emergency plans and preparation. Exit roadmaps are placed within the workplace while proper fire-fighting apparatuses are appropriately installed. The Company also ensures that the fire escape route is unimpeded and has prepared necessary first-aid kits in accordance with the law.

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Our company prioritizes the well-being of our staff by promoting work-life balance initiatives, such as organizing annual Sports Day and Hiking Day events facilitated by management. Given that our operations are primarily office-based within a commercial building, where tasks predominantly involve paperwork, our safety measures focus on maintaining a safe office environment and complying with relevant building and occupational safety regulations.

The Company encourages employees to report any potential health and safety risks in their work. Various sharing sessions are also organized to strengthen employees' safety knowledge and awareness.

The Company did not identify any casualties and accidents that resulted in death or serious physical injury during the past three years, nor did the Company identify any material non-compliance with the laws and regulations in relation to workplace health and safety, such as the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong), during the Reporting Period.

Development and Training

To support employees to leverage their talents and develop their skills and competencies, the Company provides development programs that focus on broadening professional knowledge and technical skills and ultimately enhancing productivity. Our company delivers guidelines, directives, and training programs accessible to all personnel for adherence.

As such, the Company offers employees opportunities to develop their knowledge and skills. Not only those employees who are involved in the financial business should receive the enterprise training and anti-money laundering training provided by the Company, but employees may also attend industry conferences to receive the latest market information. It is believed that through these opportunities, the employees' knowledge and capability can be enriched thus providing a better service to the clients.

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During the Reporting Period, employees received a total of 780 training hours distributed in all employee categories. 100% of the employees were trained and the average training hour was approximately 6 hours per employee, regardless of the gender, function and employee category. Training rates during the Reporting Period by gender, function and employee category are as follows:

Percentage of trained employees		2025	2024	Unit
Total percentage of trained employees		100	100	%
By Gender	Male	100	100	%
	Female	100	100	%
By employee category	Senior management	100	100	%
	Middle management	100	100	%
	Supervisor	100	100	%
	General employee	100	100	%
By Function	Executive	100	100	%
	Technical	100	100	%
	Administrative	100	100	%
	Production	100	100	%

Average training hours completed		2025	2024	Unit
Average training hours per employee		6	3	Hour/employee
By Gender	Male	6	3	Hour/employee
	Female	6	3	Hour/employee
By employee category	Senior management	6	3	Hour/employee
	Middle management	6	3	Hour/employee
	Supervisor	6	3	Hour/employee
	General employee	6	3	Hour/employee
By function	Executive	6	3	Hour/employee
	Technical	6	3	Hour/employee
	Administrative	6	3	Hour/employee
	Production	6	3	Hour/employee

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Labour Standards

During the Reporting Period, the Company fully complies with laws and regulations related to the prevention of child labour and forced labour. The Company has a strict recruitment policy, of which only applicants aged 18 or above are employed. In addition, the Company is committed to zero forced work and guarantees that every employee shall voluntarily engage in their work.

There were no significant non-compliance cases noted in relation to labour standards laws and regulations during the Reporting Period, including but not limited to the Employment Ordinance (Chapter 57 of the Laws of Hong Kong).

Operating Practices and Social Investment

Supply Chain Management

The Company believes that building a sustainable supply chain can create positive values for the clients, employees, suppliers, service providers and communities. The Company applies the principles of openness, fairness and transparency to select suitable underwriters and placing agencies that are in line with the established procedures are selected. Precise considerations are imposed on the selection process. For instance, appraising their institution's background, history, achievements, performance, and all these procedures must comply with the Securities and Futures Ordinance. The Company regularly monitors its partner's service qualities and conducts an annual appraisal to ensure that they are meeting the Company's requirements as well as seeking improvement. Since the major business nature of the Company is Investment-oriented, the Company did not have major supplier during the Reporting Period.

Product Responsibility

The Company strictly abides by the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) and requires all employees to conduct the relevant business operations in accordance with the Company's "Operation and Compliance Manual of Securities Industry". Only licensed employees are allowed to provide particular financial services. We adhere to the recommendations set forth by the SFC regarding the protection and privacy of client data. We also adhere to SFC guidelines to ensure our clients are informed about potential product risks. In addition, the Company is committed to ensuring the information provided to clients is reliable without any misleading elements.

During the Reporting Period, there were no incidents of non-compliance with laws and regulations concerning breaches of customer privacy and loss of data.

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Anti-Corruption

The Company advocates business integrity and fair competition and requires its employees to observe the code of professional ethics at all times. The Company expects all employees to adhere to the highest ethical, personal, and professional behaviour and standards. We adhere to the recommendations provided by the Sustainable Finance Committee (SFC) and the International Compliance Association (ICAC) concerning anti-money laundering (AML) measures and efforts to combat corruption.

Every employee should abide by the rules stipulated in the Company's "Operation and Compliance Manual of Securities Industry". All employees should keep a high level of personal honesty and integrity when handling various businesses and operations, in addition to declaring any potential conflicts of interest with the Company. Moreover, with regard to the confidentiality of the client's data, all employees have signed confidentiality agreements and are forbidden from providing the information to any third parties.

Anti-Corruption	2025	2024	Unit
Number of concluded legal cases regarding corruption	0	0	No.

Anti-Corruption training	2025	2024	Unit
Number of anti-corruption training sessions	1	1	No.
Total number of training hours related to anti-corruption	1	3	Hour
Percentage of employees with anti-corruption training	100	100	%
Directors	100	100	%
General employees	100	100	%

Authorized by the Board, there is the audit committee, remuneration committee and nomination committee. The Board Members from different committees jointly monitor the governance of the Company. All reported actual or potential frauds, as well as other ethical issues, are independently followed up, investigated and reported by the audit committee, where proper measures shall also be adapted to correct the problems.

To strengthen the supervision, service contracts with different quotas must be examined and approved by the corresponding authorized officers, and all procedures should follow the policies of the Company.

The Company conducts risk management, carries out annual risk appraisal to recognize any potential risks in the operating process, for instance, liquidity risk, credit risk and market risk, and formulates corresponding management countermeasures. In addition, the Company has also employed independent accountants to carry out third-party verification to ensure a fair and complete account of the Company, thus protecting the shareholders' interests.

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Striving to reduce the risk of corruption, the Company provided the employees with 1 training session with an average of 1 hour of training per employee on anti-corruption. 100% of the employee received the training, including the Company's senior management, middle-level management, supervisors and general employees. The Company provides a series of internal training programs on anti-money laundering and counter-terrorist financing policies. The Company has actively strengthened the culture of integrity and consistently incorporated anti-corruption in its governance at all business levels.

During the Reporting Period, no legal case regarding corrupt practices and material non-compliance with the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) was brought against the Company or its employees.

Community Investment

The Company believes that running a successful business is about achieving economic viability and fulfilling social responsibility. The Company, therefore, encourages employees to participate in volunteer work, nurturing a culture of care and mutual support. The Company will continue to regularly review and supervise its objectives for community investment, sponsorship and donation activities and the relevant approval policies.

The Company believes that the current environmental protection and social responsibility measures in place are adequate to comply with relevant laws and regulations. However, the Company will continue to review its measures from time to time according to the latest requirements, striving to enhance environmental protection and social responsibility measures.

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HKEX ESG CODE CONTENT INDEX

KPIs	Category	Disclosure Requirements	Sections
1	Governance Structure	Disclosure of the board's oversight of ESG issues Board's ESG management approach and strategy How the board reviews progress made against ESG-related goals and targets	ESG Governance ESG Governance ESG Governance
	Reporting Principles Reporting Boundary	Description of application of Reporting Principles Narrative explaining the reporting boundaries	About This Report About This Report
Environmental			
Aspect A1: Emissions			
A1	General Disclosure	Policies and compliance with relevant laws and regulations	Emissions
A1.1		The types of emissions and respective emissions data	Emissions
A1.2		Direct and energy indirect greenhouse gas emissions	Emissions
A1.3		Total hazardous waste produced	Waste Management
A1.4		Total non-hazardous waste produced	Waste Management
A1.5		Description of emission target(s) set and steps taken	Emissions
A1.6		Description of waste handling and reduction target(s)	Waste Management
A2 Use of Resource			
A2	General Disclosure	Policies on the efficient use of resources	Energy Consumption
A2.1		Direct and/or indirect energy consumption by type	Energy Consumption
A2.2		Water consumption in total and intensity	Water Consumption
A2.3		Description of energy use efficiency target(s) set	Energy Consumption
A2.4		Description of water efficiency target(s) set	Water Consumption
A2.5		Total packaging material used	Packaging Material
A3 The Environment and Natural Resources			
A3	General Disclosure	Policies on minimising impacts on environment	Environment and Natural Resource
A3.1		Description of significant impacts and actions taken	Environment and Natural Resource
A4 Climate Change			
A4	General Disclosure	Policies on identification and mitigation of climate issues	Climate Change
A4.1		Description of significant climate-related issues and actions taken	Climate Change

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KPIs	Category	Disclosure Requirements	Sections
Part D: Climate-Related Disclosures (Effective from 1 January 2025)			
Governance			
Para 12		Board oversight of climate-related risks and opportunities	Climate Change – Governance
Para 13		Management's role in assessing and managing climate-related risks	Climate Change – Governance
Strategy			
Para 14		Description of climate-related risks and opportunities	Climate Change – Strategy
Para 15-27		Impact on business, strategy and financial planning	Climate Change – Strategy
Risk Management			
Para 28		Process for identifying and assessing climate-related risks	Climate Change – Risk Management
Para 29		Process for managing climate-related risks	Climate Change – Risk Management
Para 30		Integration into overall risk management	Climate Change – Risk Management
Metrics and Targets			
Para 31-36		Metrics used to assess climate-related risks and opportunities	Climate Change – Metrics and Targets
Para 16-17		Scope 1 and Scope 2 greenhouse gas emissions (Mandatory)	Climate Change – Metrics and Targets
Para 37-40		Climate-related targets and performance against targets	Climate Change – Metrics and Targets
Social			
B1 Employment			
B1	General Disclosure	Policies and compliance with relevant laws and regulations	Employment
B1.1		Total workforce by gender, employment type, age group and region	Employment
B1.2		Employee turnover rate by gender, age group and region	Employment
B2 Health and Safety			
B2	General Disclosure	Policies and compliance with relevant laws and regulations	Health and Safety
B2.1		Number and rate of work-related fatalities	Health and Safety
B2.2		Lost days due to work injury	Health and Safety
B2.3		Description of occupational health and safety measures	Health and Safety

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KPIs	Category	Disclosure Requirements	Sections
B3 Development and Training			
B3	General Disclosure	Policies on improving employees' knowledge and skills	Development and Training
B3.1		Percentage of employees trained by gender and employee category	Development and Training
B3.2		Average training hours completed per employee	Development and Training
B4 Labour standards			
B4	General Disclosure	Policies and compliance with relevant laws and regulations	Labour Standards
B4.1		Description of measures to review employment practices	Labour Standards
B4.2		Description of steps taken to eliminate such practices	Labour Standards
B5 Supply chain management			
B5	General Disclosure	Policies on managing environmental and social risks	Supply Chain Management
B5.1		Number of suppliers by geographical region	Supply Chain Management
B5.2		Description of practices relating to engaging suppliers	Supply Chain Management
B5.3		Description of practices to identify environmental and social risks	Supply Chain Management
B5.4		Description of practices to promote environmentally preferable products	Supply Chain Management
B6 Product Responsibility			
B6	General Disclosure	Policies and compliance with relevant laws and regulations	Product Responsibility
B6.1		Percentage of products recalled for safety and health reasons	Product Responsibility
B6.2		Number of product and service related complaints	Product Responsibility
B6.3		Description of practices relating to intellectual property rights	Product Responsibility
B6.4		Description of quality assurance process and recall procedures	Product Responsibility
B6.5		Description of consumer data protection and privacy policies	Product Responsibility

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KPIs	Category	Disclosure Requirements	Sections
B7 Anti-corruption			
B7	General Disclosure	Policies and compliance with relevant laws and regulations	Anti-Corruption
B7.1		Number of concluded legal cases regarding corrupt practices	Anti-Corruption
B7.2		Description of preventive measures and whistle-blowing procedures	Anti-Corruption
B7.3		Description of anti-corruption training provided	Anti-Corruption
B8 Community investment			
B8	General Disclosure	Policies on community engagement	Community Investment
B8.1		Focus areas of contribution	Community Investment
B8.2		Resources contributed to the focus area	Community Investment