GreenTomato®

2025 Environmental Social & Governance Report

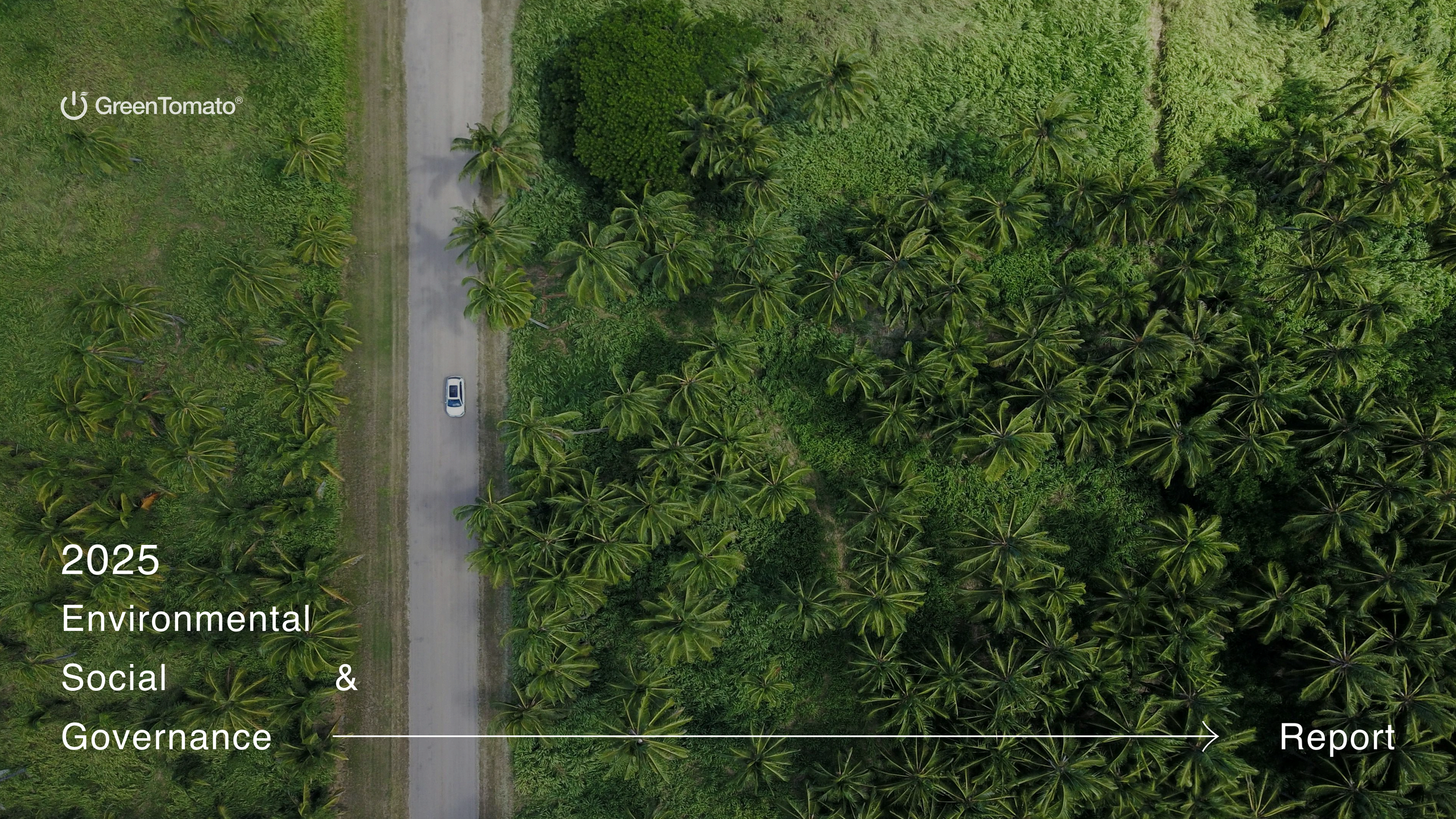


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About This Report

This Environmental, Social and Governance (“ESG”) Report (the “Report”) is published by GreenTomato Limited (“GreenTomato”, the “Company”, “we”, “us”, or “our”), disclosing its policies, measures and performance in environmental and social aspects of the Company and its subsidiaries (collectively the “Group”). It aims to (i) attain transparency and responsibility of ESG issues disclosure; (ii) increase public confidence; and (iii) help stakeholders better understand the Company’s sustainability progress and direction.

Scope of the report

This report covers the ESG issues of the Company’s headquarters in Hong Kong and Guangzhou, which are financially significant and operationally influential to the Company. The reporting period is from 1 January 2025 to 31 December 2025.

Reporting principles

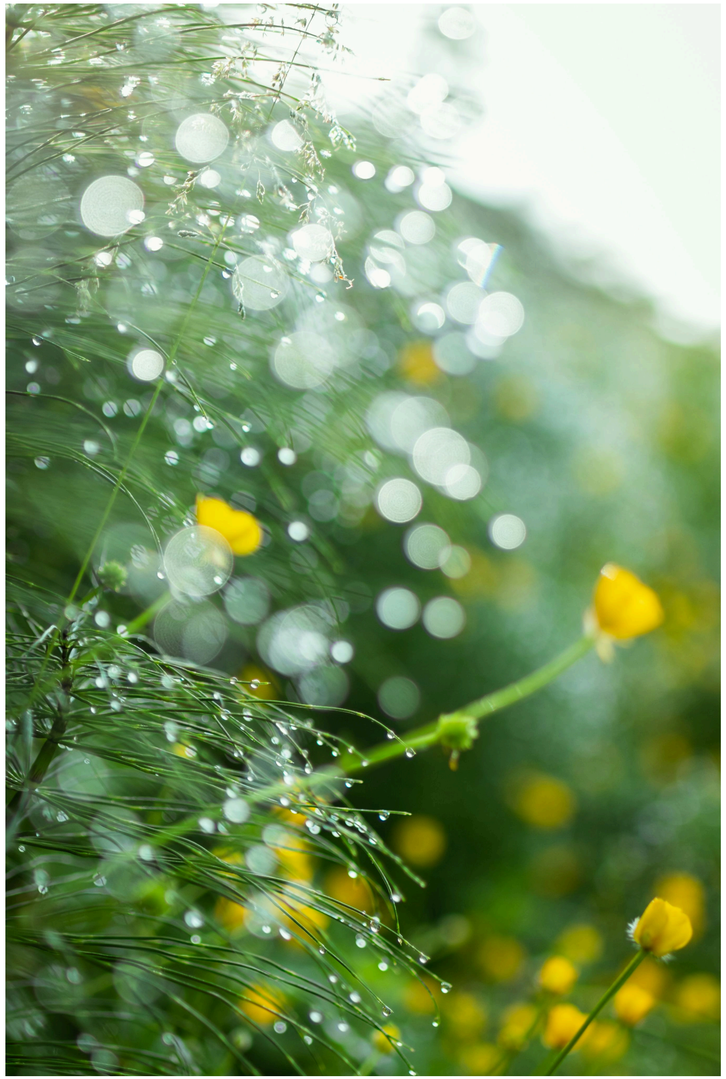
This report follows the ESG reporting guide and applies the following principles:

Materiality：In order to identify and assess the material concerns of our stakeholders, we have conducted materiality assessment surveys through several stakeholder engagement activities to determine the factors that have material impacts on our sustainable growth.

Quantitative：The quantitative principle applies to all information in this report. All performance indicators are provided with clear definitions and unit measurement is clearly stated.

Balance：The source of information and cases of this report was mainly derived from the Company’s statistical reports obtained in 2025, relevant documents, and internal communication documents. The Company undertakes that this report does not contain any false information or misleading statement, and accepts responsibility for the contents of this report as to its authenticity, accuracy, and completeness.

Consistency：We prepare this report in Environmental, Social, and Governance aspects. Should any changes in the future may affect the comparison with previous reports, footnotes will be added by the Company in the corresponding sections of the Report.



Board Statement

In an increasingly complex and evolving global landscape, marked by technological advancement and heightened environmental challenges, the importance of strong and accountable leadership continues to grow. The Company recognises its responsibility as a corporate citizen and remains firmly committed to advancing sustainable development. Our ongoing investments and initiatives in sustainability are designed to support long-term value creation while addressing present-day priorities. Through these efforts, we aim to deliver meaningful benefits to our stakeholders, including customers, investors, suppliers, partners, employees, and the wider community.

Operating as an innovation consultancy specialising in mobile enterprise solutions and award-winning mobile applications, we are dedicated to driving innovation with purpose. We strive to deliver high-quality, impactful digital solutions while fostering talent development and promoting environmental responsibility. Sustainability is integrated into our strategic decision-making processes and business operations, reflecting our commitment beyond mere regulatory requirements.

The Board of Directors ("the Board") maintains overall responsibility for overseeing the Company's Environmental, Social and Governance ("ESG") framework, including the identification and management of material ESG-related risks and opportunities.

Through structured stakeholder engagement, we actively consider the expectations and concerns of our stakeholders in shaping our ESG approach. The Board regularly evaluates ESG performance, reviews progress against established objectives and provides guidance to ensure continuous enhancement of our sustainability practices. Our commitment to excellence drives us to pursue incremental improvements across all areas of operation.

Aligned with the Hong Kong Government's Climate Action Plan 2050 and its carbon neutrality vision, the Company is committed to strengthening responsible operational practices while maintaining high standards of quality and social accountability. We continue to explore practical measures to reduce our environmental footprint, mitigate climate-related risks, and reinforce our enterprise risk management framework. Our sustainability priorities are closely aligned with the United Nations Sustainable Development Goals, as outlined in this report.

Safeguarding information security and personal data privacy remains a key priority for the Company. Supported by our dedicated Information Security Team, we continuously enhance our systems and controls to protect the interests of our customers and business partners. In parallel, we actively promote resource efficiency through green office initiatives and renewable energy adoption. During the reporting period, we continued to procure Renewable Energy Certificates issued by CLP Hong Kong to support low-carbon energy development. We also participated in "Earth Hour 2025", organised by WWF Hong Kong, to contribute to raising awareness of climate change and environmental conservation.

Looking forward, the Company will continue to strengthen the integration of ESG principles into its strategic direction and day-to-day operations. The Board remains committed to fostering sustainable growth while delivering long-term value to all stakeholders. On behalf of the Board, I would like to extend our sincere appreciation to our shareholders, customers, and partners for their continued confidence in the Company, as well as to our employees for their dedication and contributions.



Sunny Kok | Chief Executive Officer
11 Sep 2026

About GreenTomato



Our Mission

Inspiring hearts and minds with world-leading products

Our Vision

To cultivate our talent to create and deliver impactful experiences

Our “GREAT” Values

Growth
Striving to go the extra 1% in all aspects, we grow together with stakeholders to improve ourselves and what we do.

Responsibility
We are detail-oriented in our tasks and mindful of how the performance of our roles can impact others.

Excellence
Driven by a passion for perfection and commitment to quality, everything we do is about developing the best possible products and services available on the market.

Ambition
We believe in encouraging and supporting staff to unleash their potential and exceed their career goals. Challenges are faced with the can-do spirit of setting ourselves worthy goals and working hard to achieve them.

Teamwork
Our sense of teamwork includes building trusting and long-lasting relationships with our clients. We behave as one united team, endeavouring to win together.

Advocating Global Sustainable Development

GreenTomato is committed to supporting the United Nations 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs), which create a shared plan for promoting peace and prosperity for both people and the planet. The SDGs aim at encouraging proactive measures towards a more sustainable future. We strive to achieve these goals by upholding high standards, implementing eco-friendly practices, and making meaningful contributions to society.

In this report, we have focused on our priority areas and aligned them with the SDGs to demonstrate the positive impact our business has on society and the environment as below:



Community Investment

We put effort to aid the needy in the community of our business operating locations. We promote poverty alleviation events and strive to eliminate poverty in our society.



Health and Safety

Our values the health and safety of all employees and aims to protect them from any kind of occupational hazards. We have zero tolerance for all forms of work injuries or work-related fatalities.



Development and Training | Community Investment

We provide holistic training and development opportunities to our colleagues for their continuous improvement in both working and life skills. We believe a life-long education opportunity is important for every employee to enhance their competitive advantage and further contribute to our progression.

The Company is confident that an inclusive and equitable quality education is essential to alleviate the society's well-being. We are pledged to support the provision of quality education to the local communities.



Employment

Gender equality is one of the key principles that we hold. We do not allow gender discrimination in all our Company's practices. Equal opportunities are given to all employees.



The Environment and Natural Resources

We commit to further exploring the use of alternative renewable resources and safeguarding the interest of our future generation.



Development and Training | Labour Standards

We strive to maintain employment opportunities for local communities. We also encourage entrepreneurship, and drive creativity and innovation among our staff for continuous improvement.



Supply Chain Management | Product Responsibility

We embed sustainability considerations in our product development. Innovation in products and services are highly encouraged to drive excellence within the business.



Employment | Community Investment

The Company is committed to aiding the underprivileged. Ensuring equal opportunity and reducing inequalities are the goals of our community service development.



Use of Resources | The Environment and Natural Resources

We devote our resources to keep the city sustainable. Environmental problems such as municipal solid waste and air pollution are deteriorating the community's livability. Our operation aims to maintain cities and human settlements inclusive, safe, resilient, and sustainable.



Use of Resources | Supply Chain Management | Product Responsibility

Our values are sustainable consumption and responsible production. We are striving hard to attain continuous improvement in product innovation. The choice of renewable energy is always our priority to reduce the consumption of natural resources.



Climate Change

Climate change is an unavoidable subject, and it is posing physical and transition risks to our business. We are strengthening our resilience and adaptive capacity to minimise the impact brought to our business by climate change.



Anti-corruption

The Company advocates integrity and ethnicity, we have zero tolerance to any forms of corruption acts and are committed to complying with related anti-corruption laws and regulations.



Supply Chain Management

We strive to build a better and liveable community by partnership with different parties across the globe. A well-managed supply chain brings success to our business.

Sustainability Performance Highlights

Environmental

Supported HKSAR government's Climate Action Plan 2050	Supported HKSAR government's Climate Action Plan 2050
5,000 KG	Purchased "Renewable Energy Certificate" issued by CLP Hong Kong to avoid 5,000 kg of carbon emission
Green Office and Eco-Healthy Workplace Awards Labelling Scheme 2025	Awarded the "Green Office and Eco-Healthy Workplace Awards Labelling Scheme 2025", recognised by the World Green Organisation

Supporting SDGs:



Social

100%	100% training coverage of employees
136 Beneficiaries	136 beneficiaries directly served in the society
358 Hours	358 Voluntary Work hours and 110 GreenTomato Volunteers participated

Supporting SDGs:



Governance

Supported the UN Sustainability Development Goals

Conducted stakeholder engagement and materiality assessment to understand stakeholder opinions

Organised Anti-corruption training organised by ICAC bi-yearly

Supporting SDGs:



Governance Structure

Our Board of Directors (the "Board") oversees the Group's environmental, social, and governance (ESG) initiatives, including the development and implementation of the ESG strategy and reporting. The Board identifies and prioritises material ESG issues. We regularly review and assess ESG-related risks and opportunities within the context of the Group's overall business strategy.

To effectively oversee and manage ESG issues and plans, we established a multi-level ESG internal management structure during the Reporting Period. The Board leads this structure, providing strategic direction and oversight. The ESG Committee serves as the driving force, in developing and implementing ESG initiatives. Specialists from all departments act as the main force for implementation, ensuring that ESG considerations are integrated into their respective areas of responsibility. This structure clarifies roles and responsibilities, ensuring efficient and effective ESG management across the organisation.

This Report has been confirmed by the ESG Committee and approved by the Board.

Sustainability Governance Structure of GreenTomato

Board of Directors

ESG Committee

Responsible for implementing sustainability policies and measures, monitoring ESG performance and target, reviewing the feedback from stakeholders



Stakeholder Engagement

Communication is key to success. Feedback and opinions from stakeholders that are influenced by the operational activities such as clients, employees, and community groups are valued by the Company. We engage with stakeholders regularly through various channels in an attempt to establish a shared understanding of the vision and expectations of ESG. Based on these engagements, we endeavour to achieve sustainable development of the Company.

During the year, the Company appointed an independent consultancy to conduct stakeholder communication activities and materiality analysis, including management interviews, and external and internal stakeholders' surveys, to understand stakeholders' awareness and vision of ESG. The Company not only has identified key stakeholder groups who have a concern about issues that may have a significant impact on our business or those who could be significantly affected by our operations, but also has been maintaining regular communication with them through various channels, which are illustrated in the table below:

Stakeholder groups	Communication channels
Investors and shareholders	• Company website • Company announcements • Annual general meeting
Customers	• Company website • Customer direct communication • Customer feedback and complaints
Employees	• Training and orientation • Emails and opinion box • Bi-monthly newsletter • Regular meetings • Employee performance evaluation • Employee activities
Suppliers and business partners	• Selection assessment • Performance assessment • Regular communication with business partners (e.g. emails, meetings, on-site visits, etc.)
Communities	• Company website • Community activities

Materiality Analysis

To identify the ESG issues that are material to the Company in establishing appropriate ESG strategies for ESG management and determining the direction of the Report, the Company has commissioned an independent consultancy firm to conduct a materiality assessment in the form of an online questionnaire and physical interview. Our key stakeholder groups (e.g. board of directors, employees, customers, and suppliers) were invited to fill in the questionnaires and score the identified twenty-two relevant ESG topics in accordance with their importance to the Company's business operations and the stakeholders themselves respectively.



Identification

- Identify and map a list of ESG topics
- Identify key stakeholder groups



Engagement

- Conduct stakeholder engagement exercise



Analysis & Evaluation

- Prioritise ESG topics by materiality assessment
- Review its result for ESG report disclosure and performance improvement

Materiality Matrix

Based on the materiality of each of the ESG topics expressed by the stakeholders, the ESG topics are prioritised and shown in the materiality matrix below. The topics which fall in the upper right corner of the matrix are defined as the topics that matter most to the Company's business operations and our stakeholders as far as they are concerned.

Through analysing the results of the questionnaires, the Company identified twenty-two relevant issues that are ranked in descending order in terms of the level of importance:

High importance issues

- 19 Protecting the interests of customers and business partners
- 11 Occupational safety and health
- 10 Anti-discrimination, equal and diversified employment
- 9 Employment and labour system
- 20 Prevention of bribery, extortion, fraud and money laundering
- 18 Customer complaint handling mechanism
- 12 Employee development and training

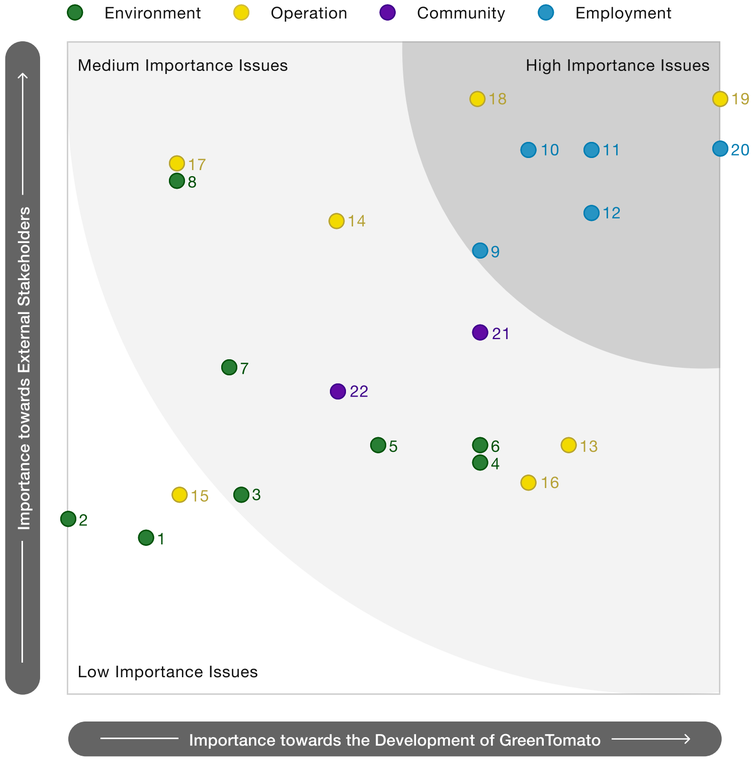
Medium Importance issues

- 13 Labour practices
- 21 Needs and interests of the community
- 4 Energy conservation
- 5 Water conservation
- 8 Strengthening climate adaptability & resilience
- 7 Impact of management operation on the environment and natural resources
- 14 Environmental and social risks of the supply chain
- 16 Customers' health and safety
- 17 Product-recall mechanism
- 6 Efficiency in the use of other resources
- 22 Community investment
- 3 Waste management

Low Importance issues

- 15 Quality control of production material
- 1 Management of air pollutants and greenhouse gas emission
- 2 Wastewater management

The results of the materiality assessment were presented to the Board and were validated and approved. We take corresponding measures for the materiality issues identified in the analysis. Our efforts in all material areas are addressed within this Report. We will continue to strive to establish diversified, honest, transparent, and accurate communication channels to provide an important basis for the Company's environmental, social, and governance approaches.





Feedback

We highly recognise your valuable views on this report. Your feedback helps us achieve our vision for a sustainable future. We invite you to share your comments using any of the following means:

20/F, Harbourside HQ, 8 Lam Chak Street, Kowloon Bay, Hong Kong

(852) 2866 0084

info@gtomato.com



Environment

Building a Greener Future Together



Environment

Environmental protection is one of the pillars of sustainable development. The Company strives to make contributions to environmental protection to achieve sustainable development. We strictly comply with relevant laws and regulations of the operating regions in the Reporting Period.

We also adopt the green office management policy, which is mainly focused on energy saving and carbon reduction. We promote saving energy and resources, for instance,

- **Encouraging printing less or double-sided printing**
- **Waste classification and resource reuse**
- **Environmental greening and beautification**
- **More video conferences/interviews**
- **Green procurement of office supplies**

The management's effectiveness is evaluated regularly to ensure continuous improvement.

The Company's emissions targets and steps taken to achieve them are as follows:

Environmental targets	Directional statements	Measures taken during the year
Renewable energy	1. Apply renewable energy to generate electricity	1. Purchased renewable energy from CLP to avoid 5,000 kg of carbon emission
Energy use efficiency	2. Reduce the number of office equipment that consumes energy 3. Use energy saving products that increase energy efficiency	2. Turned off idle electrical appliances, computer, lighting and air conditioning when leaving the workplace, thereby reducing the number of power consumption equipment 3. Predicted the usage and shutdown unnecessary machines for running in the cloud during non-office hours or non-peak hours to reduce the energy consumption 4. Applied energy efficient appliances and products such as LED and ambient light sensor, thereby increasing energy efficiency 5. Maintained the minimum temperature at around 25.5 degrees Celsius by adopting Central Control and Monitoring System, thereby optimising the use of energy
Emission reduction	1. Reduce the need in purchase of external electricity, thereby reducing the generation of indirect greenhouse gases (GHG)	1. Turned off the computer during non-office hours or when leaving the workplace to reduce GHG emitted indirectly from power consumption 2. Predicted the usage and shutdown unnecessary machines for running in the cloud during non-office hours or non-peak hours to minimise GHG emitted indirectly from power consumption 3. Turned off non-mandatory servers during night-time, Saturday afternoon, and public holidays to reduce GHG emitted indirectly from power consumption 4. Set to automatic standby or sleeping mode when idling in order to reduce GHG emission incurred from use of power consumption 5. Turned off unnecessary lighting in common areas (such as reception areas, corridors, elevator halls, etc.) during non-office, thereby reducing GHG generated indirectly from power consumption 6. Switched off the air-conditioning devices when leaving the meeting room, office, and non-office hours, thereby reducing GHG emitted indirectly from power consumption 7. Joined the "Green Office Award Labelling Scheme" organised by World Green Organisation
Waste reduction	1. Reduce paper waste generated from the office operation 2. Minimise and recycle hazardous waste such as toner cartridges from the office operation	1. Utilised electronic systems to substitute paper-based office administration systems to reduce paper consumption at offices 2. Applied printing paper, toilet paper, and paper towels with recycled content to minimise paper consumption 3. Set up a single-side paper tray and used paper on both sides 4. Set the computers and printers to default duplex, disseminated information by electronic, used e-fax to screen junk fax 5. Posted environmental information at the operating places, to enhance employees to conserve resources 6. Set up recycling bins for recyclable materials including paper, plastic bottles, aluminium cans, etc.

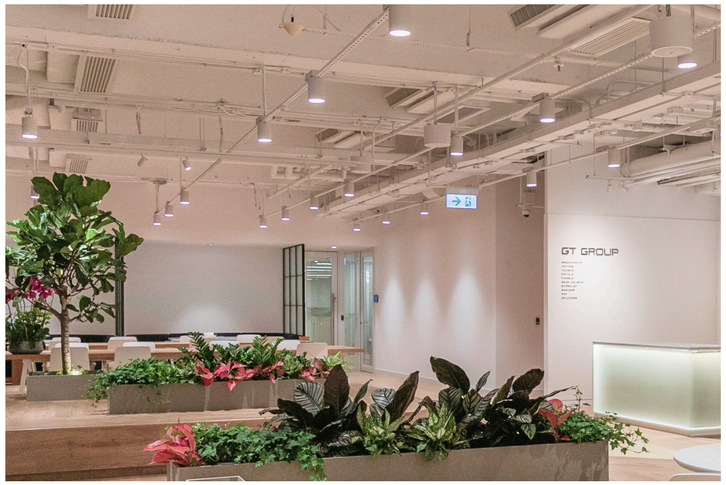
Emissions

1. Air Emission

The Company is principally engaged in providing IT solutions in various sectors, which do not cause significant discharges to air, water or land. Therefore, air emission is not a crucial area for the Company's operations.

2. Greenhouse Gas Emissions

In the area of greenhouse gas ("GHG") emissions, they are categorised into 2 scopes expressed in tonnes of carbon dioxide equivalent (tCO2e) with disclosure of CO2e emissions from Scopes 1 and 2. In the reporting period, we generated 75.80 tCO2e across the Company (Scope 1 and 2 inclusive), reduced to 70.80 tCO2e after the carbon offset from our Renewable Energy Certificate purchase. The GHG Emission from purchased electricity is the major emission source, which comes from office operations.



The Company's greenhouse gas emissions in the Reporting Period are as below:

Greenhouse Gas Emission Category		2024	2025
Direct Emissions (Scope 1) *2	tonnes of carbon dioxide equivalent	0	0
The intensity of Direct Emissions (Scope 1)	tonnes of carbon dioxide equivalent/ employee	0	0
Indirect Emissions (Scope 2) *3	tonnes of carbon dioxide equivalent	75.66 *4	75.80
The intensity of Indirect Emissions (Scope 2)	tonnes of carbon dioxide equivalent/ employee	0.29 *4	0.31
Indirect Emissions (Scope 2) after Carbon Offset	tonnes of carbon dioxide equivalent	71.96 *4	70.80 *5

Notes:
*2: Scope 1 includes direct emission. The Company did not generate such emission
*3: Scope 2 includes indirect energy emissions from purchased electricity
*4: To show a more comprehensive picture to compare Scope 2 emissions before and after carbon offset, the figure of 2024 is revised to show the gross figures at 75.66 and intensity at 0.29. After carbon offset of 3,705 kg (equivalent to 3.70 tonnes) of carbon emissions due to Renewable Energy Certificate, issued by CLP Hong Kong, the net figure is 71.96 tCO2e
*5: For Scope 2 emissions of 2025, 5,000 kg (equivalent to 5 tonnes) of carbon emissions are offset due to the Renewable Energy Certificates, issued by CLP Hong Kong. After carbon offset, Scope 2 emissions is 70.80 tCO2e
The calculations are based on Appendix 2: Reporting Guidance on Environmental KPIs, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, the sixth Assessment Report, Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong and The emissions factors for Hong Kong operation referenced the emission intensity published by CLP Power Hong Kong Limited in 2025, the emissions factors for the Mainland-based operations referenced the Ministry of Ecology and Environment of the People's Republic of China

As a professional IT company, we acknowledge electricity consumption is the major source of our carbon emissions, we manage our consumption practices across the operation processes to ensure efficient energy utilisation.



Renewable Energy Certificate

The Company remains committed to advancing the adoption of renewable energy in electricity generation to reduce carbon emissions. Building on our efforts from the previous reporting period, we have continued to increase our purchase of Renewable Energy Certificates issued by CLP Hong Kong to support renewable energy initiatives and achieve emission reduction benefits. As a result, approximately 5,000 kg of carbon emissions (FY2024: 3,705 kg) were avoided during the reporting period, contributing to a reduction in our carbon intensity.



LED downlight

For maximising energy efficiency, we adopt various measures at offices during the Reporting Period. For instance, the employees are encouraged to turn off electrical appliances, air conditioning, and lighting when the rooms are not in use. We prefer applying energy efficient appliances and products such as LED downlights and ambient light sensors. Besides, we set it to automatic standby or sleeping mode when idling in order to reduce energy consumption.

In response to the Hong Kong Government's objective of achieving net-zero emissions, as stated in its Climate Action Plan, we are committed to reducing carbon emissions through our operations. The Company will review the emissions and formulate strategies with quantitative carbon reduction targets.

For the sake of achieving the commitment, a series of policies are planned. The policy direction adheres to the following carbon management hierarchy:

Avoid

We show a preference for business decisions and actions that lead to avoiding greenhouse gas (GHG) emissions, to minimise the need for offsets in the first place.

Reduce

Where emissions cannot be avoided, we seek to reduce our emissions through the improvement of energy efficiency and conservation.

Compensate

Where we cannot avoid or reduce emissions, any offsetting activity taken to neutralise the remaining emissions should be realised through the procurement of high-quality carbon credits from accredited registries.

Furthermore, we continue to monitor our electricity use and explore different energy efficiency measures to minimise the related greenhouse gas (GHG) emissions.

3. Hazardous and non-hazardous waste

The Company is fully aware of the importance of waste management. The Company's wastes are identified and classified into hazardous waste and non-hazardous waste. All hazardous waste such as E-waste is temporarily stored in the designated area and handled by the government qualified contractor for disposal under the Producer Responsibility Scheme on Waste Electrical and Electronic Equipment (WPRS). As part of our sustainability initiatives, we are dedicated to reducing computer waste through donations and auctions.

For non-hazardous waste, we provide recycling bins to encourage recycling and foster a culture of sustainable waste management. The recyclables such as paper, metal and aluminium would be delivered to the Green Community at Kwun Tong.

The amount of hazardous and non-hazardous generated by the Company in the Reporting Period is as below:

Type of Waste		2024	2025
Hazardous waste	tonnes	0.010	0.001
Intensity (Emission/ Employee)	kg	0.039	0.004
Non-hazardous waste	tonnes	12.610	11.412
Intensity (Emission/ Employee)	kg	48.876	46.77

Notes:
- Hazard waste includes the computer, LED lighting systems, toner cartridges, flat panel displays, and batteries
- Non-hazardous waste includes domestic waste, kitchen waste, and discarded cartons

Moreover, we will review the amount of hazardous and non-hazardous waste and set up quantifiable hazardous waste targets. The various recyclable materials include, but are not limited to paper, plastic bottles, used toner cartridges, aluminium cans, etc. We also target to sell our e-waste to qualified contractors and donate it to NGOs. Aiming at reducing waste, we will continue to evaluate our waste management plan regularly.



Recycling Bins at the Office

Use of Resources

The Company prudently manages resources. We assess the operations and the materials used to prevent environmental impacts as much as possible. The major resource used in our daily operations is electricity and followed by water consumption. We consistently consider and adopt different methods to reduce the use of resources, particularly electricity and water.

We have implemented a green office management policy that emphasises energy conservation and operational efficiency. To evaluate the effectiveness of these initiatives and identify areas for further improvement, we participated in the Green Office Awards Labelling Scheme 2025 organised by the World Green Organisation. In recognition of our collective efforts, we were honoured with the "Green Office and Eco-Healthy Workplace Awards Labelling Scheme" in 2025 by the World Green Organisation.

Green Office and Eco-Healthy Workplace Awards Labelling Scheme

recognised by the World Green Organisation in 2025

In addition, we prioritise environmentally responsible procurement by selecting eco-friendly products, including energy-efficient equipment, to promote energy savings and minimise our overall carbon footprint.



Certificate of Recognition

During the year, the Company implemented the following energy-saving measures to control energy consumption:

Energy-saving measures	
Lighting	• Encourage employees to switch off lighting when rooms are not in use • Maximise the use of natural light as much as practicable • Reduce excessive lighting equipment if the area is too bright • Maximise the efficiency of light fixtures and lamps zones by keeping them clean • Limit the use of light, we will separate light switches for different light zones, install motion sensors in rarely used areas and install dimmers where possible to adjust light intensity • Adopt energy-efficient lighting such as T5 fluorescent lamps and LED • Turn off unnecessary lighting in common areas (such as reception areas, corridors, elevator halls, etc.) during non-office hours • Use energy-saving lighting fixtures, such as light-emitting diodes (LED), to achieve higher energy efficiency
Air-conditioning	• Keep the minimum temperature at around 25.5 degrees Celsius by adopting Central Control and Monitoring System (CCMS) • Make sure the filters and fan coil units are cleaned regularly • Turn off the air-conditioning devices when leaving the meeting room, office, and non-office hours; • Post environmental information in the operating areas, to enhance employees to conserve energy and resources.
Computer	• Turn off the computer during non-office hours or when leaving the workplace to reduce power consumption • Set to automatic standby or sleeping mode when idling. • Turn off non-mandatory servers during night-time, Saturday afternoon, and public holidays. • For machines running in the cloud, predict the usage and shutdown unnecessary machines during non-office hours or non-peak hours.

The total energy consumption of the Company is as below:

Resources		2024	2025
Electricity Consumption	kWh	189,376.48	200,593.00
The intensity of Electricity Consumption	kWh/ Employee	734.02	822.1

During the reporting period, the Company did not face any difficulty in sourcing water. All used water is discharged in accordance with the relevant laws and regulations. For water conservation, the Company uses automatic sensor water taps in all washrooms. The employees are also encouraged to support water saving in the operational areas.

The total water consumption of the Company is as below:

Resources		2024	2025
Water Consumption	m^3	140.94	147.92
The Intensity of Water Consumption	m^3/ Employee	0.55	0.61

The Company will continue to review the amount of resource consumption and explore more energy and water-saving products in order to efficiently use energy and water. Also, we will regularly review the amount of electricity and water usage as well as set up quantitative reduction targets. As we provide professional IT solutions and services to various sectors, the total packaging material used for finished products is not significantly relevant to the Company. Hence, the packaging material used is not recorded.

1. Featured Story – Adopting Energy-efficient Products

Supporting SDGs:



LED Downlight

LED downlights are significantly more energy-efficient and longer lifespan than traditional light bulbs. This enables us to save energy and carbon footprint.



Ambient Light Sensor

We applied the ambient light sensor to control lighting for areas where natural lights are available to save energy.



Environment and Natural Resources

The company assumes environmental responsibility in its operations. We evaluate the overall operations and resource consumption to avoid natural resource depletion and environmental risk both locally and globally. To minimise the use of resources, we execute a set of green measures as follows:

- Post environmental information at the operating places, to enhance employees to conserve energy and resources
- Set up an office automation system for internal process/approvals of paper printing
- Apply electronic systems to substitute paper-based office administration systems
- Set up a single-side paper tray and use paper on both sides
- Set the computers and printers to default duplex, disseminate information by electronic, use e-fax to screen junk fax
- Monitor printing volume regularly and set print quota for users as far as practicable
- Apply toilet paper, and paper towels with recycled content
- Use printing paper, name card with the Forest Stewardship Council (FSC)
- Apply green stationary such bamboo pens and staple free stapler
- Adopt more video conferences/ interviews
- Encourage waste classification and resource reuse
- Promote environmental greening and beautification

The Company will continue to cultivate awareness of environmental protection and review environmental management to ensure that the operation complies with environmental protection principles. We will provide environmental workshops for employees to turn their environmental awareness into individual action, which enables us to establish a more resilient development.

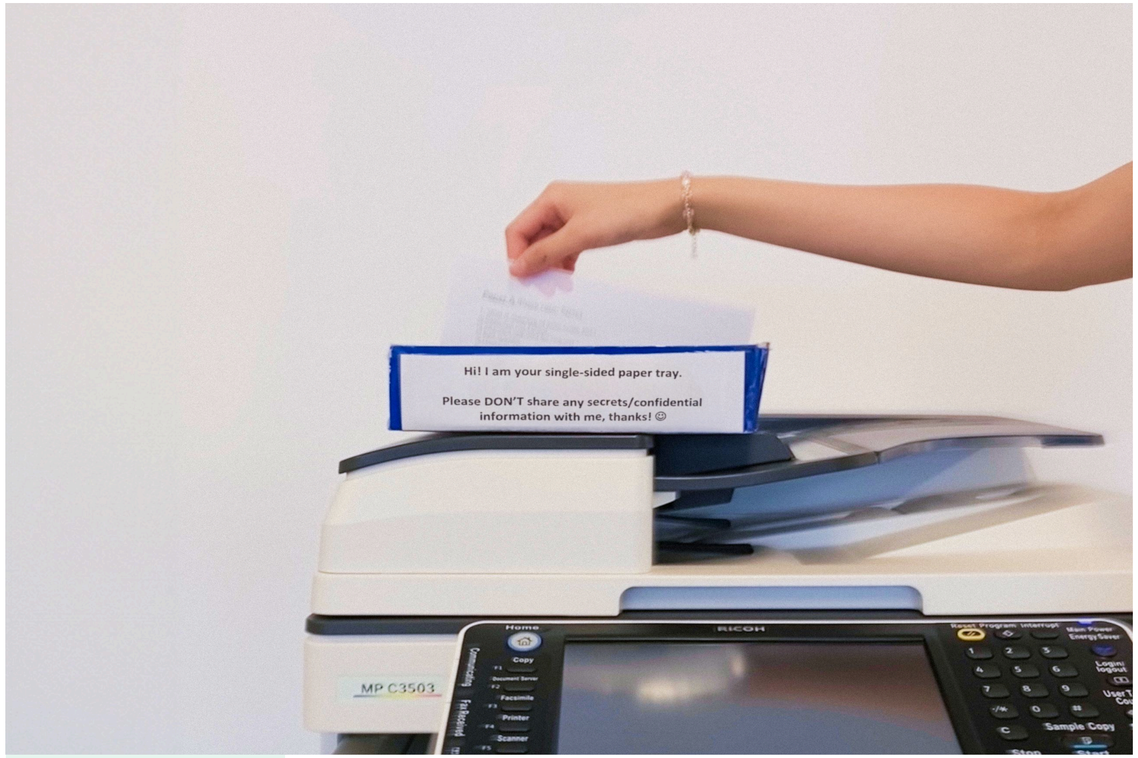


Photo of single-sided paper tray

1. Greener Future with FSC-Certified Paper

Supporting SDGs:

FSC Certified Paper

As part of our commitment to environment protection, we support FSC certification, which ensures the materials are sourced from responsibly managed forests, promoting sustainable forest management practices and reducing the environmental impact of the supply chain. Furthermore, this can help minimise deforestation and support the conservation of the forest ecosystem.



2. Office Blooms: Greenery in the Workplace

Supporting SDGs:

Office Blooms: Greenery in the Workplace

We are dedicated to fostering a green office environment by encouraging our colleagues to grow plants in the workplace. This initiative not only enhances the sustainability of our office but also supports employee well-being by offering a calming, nature-inspired retreat within the workspace.

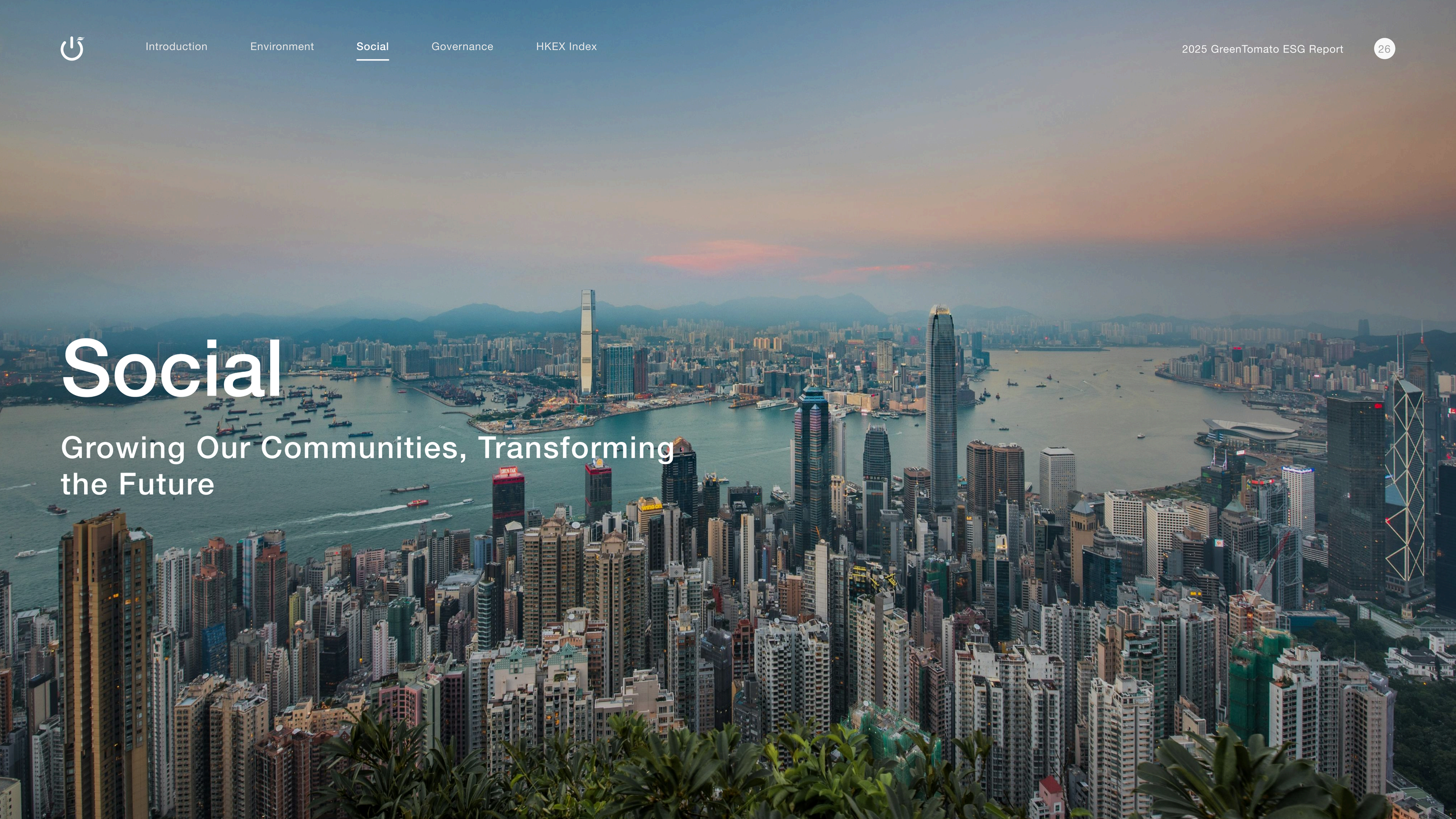


Climate Change

Climate change influences extreme weather by causing severe typhoons and rainstorms. We regularly assess and manage the risks of climate change to us. On this ground, the Company takes initiatives to reduce greenhouse gas emissions and remedy climate change.

Type of Risk	Description of the Risk	Risk Response Measures
Chronic risk	Rising sea levels and increased frequency of extreme weather events such as typhoons and rainstorms may affect work in regions where the Company operates	The Company has formulated a Typhoon Signal and Rainstorm Warning Policy, which outlines working arrangements to respond to increasing extreme weather events. An alternative working arrangement may be provided upon the team head's approval to reduce the impacts.
Policy & legal risk	In response to changes in policies and laws and regulations due to climate change, the Company has to spend time and resources to deal with	Preparing for the regulation changes, we provided climate-related training to the ESG committee to get insights into the latest regulation requirements. Additionally, the Company's operation has executed various energy-saving and emission reduction measures, as well as fully complied with all environmental-related laws and regulations.
Technology risk	The fast pace of technological advancements may outdate existing products or services, requiring constant innovation to remain competitive.	The Company provided ongoing training programmes for employees to ensure they are familiar with the latest technologies and best practices, reducing knowledge gaps.

Apart from the above measures, we formulate contingent plans, notification mechanisms, evacuation systems and accident investigation requirements in emergencies, which help protect our employees and reduce possible damages in response to extreme weather such as typhoons or yellow/red/black rainstorm signals.



Social

Growing Our Communities, Transforming the Future



Employment

Talents are the Company's most important assets. The company constantly reviews the remuneration packages and provides an open environment with employee diversification to facilitate the exchange of ideas and views. Besides, we strictly comply with the applicable laws and regulations in Hong Kong and China.

In Hong Kong, we comply with the

- Sex Discrimination Ordinance
- Family Status Discrimination Ordinance
- Race Discrimination Ordinance
- Disability Discrimination Ordinance, etc.

In China, we comply with the

- Labour Contract Law of the People's Republic of China
- Labour Law of the People's Republic of China, and suchlike.

The remuneration policy for our employees is primarily based on their individual performance and experience, with reference to prevailing market practices. In addition to providing a Provident Fund scheme, the Company offers a range of benefits, including medical coverage, transportation allowances, birthday leave, staff privileges, and training opportunities to support employee well-being and development.

Our policies and system involve the full scope of employment and labour standards, covering the Equal Employment Opportunities Policy, Remuneration Policy, Promotion Policy, Performance Appraisal Review, and Annual Pay Adjustment System are implemented as follows:

Equal Employment Opportunities Policy

The Company offers equal opportunities to candidates and employees, regardless of their sex, nationality, marital status, disability, and religious belief, on recruitment, internal transfer, and promotion. On the other hand, an employee, regardless of his/her sex, nationality, marital status, disability, and religious belief is entitled to the same benefits and treatment being offered and applied to all other employees.

Promotion Policy

Employees' promotion is determined by their working performance and job-related factors. If the employee is promoted to a management grade, the employee is required to conduct a panel interview with promotion board members. The promotion announcement and salary adjustment for the promoted employee will be in January and July.

Remuneration Policy

Employees' remuneration packages are determined in accordance with their performance and experience, taking into account current market practices. Our Remuneration Policy is reviewed regularly to ensure our competitiveness in the market.

Performance Appraisal Review and Annual Pay Adjustment System

The annual performance appraisal normally commences in January and individual salaries will be reviewed. Such review is subjected based on salary surveys in the market as well as employee's job performance. The appraisal results and salary adjustment will be effective on 1st January of the year. Those who passed probation in October, November, and December are not eligible for the appraisal process.

Furthermore, we provide an employee handbook to outline company policies, procedures, and expectations, ensuring employees understand their rights and responsibilities while promoting a positive workplace culture.

The Company has complied with relevant regulations such as the Employment Ordinance of Hong Kong, and the Labour Law of the People's Republic of China. There was no violation during the reporting period.

The number of employees of the Company by different categories is as below:

By Gender	2024	2025
Male	168	168
Female	89	76
By Employment Type	**2024**	**2025**
Full-time	247	234
Part-time	6	5
Fixed-term or contract	5	5
Apprentice and trainee	0	0
By Age Group	**2024**	**2025**
18 – 30	117	101
31 – 45	127	125
46 – 60	12	12
Above 61	2	6
By Region	**2024**	**2025**
Hong Kong	143	106
Guangzhou	115	138

The monthly employee turnover rate of the Company by different categories is below:

By Gender	2024	2025
Male	2.86	2.93
Female	4.03	4.93
By Age Group	**2024**	**2025**
18 – 30	4.56	3.47
31 – 45	2.17	3.67
46 – 60	1.39	2.08
Above 61	8.33	5.56
By Region	**2024**	**2025**
Hong Kong	4.66	6.37
Guangzhou	1.52	1.39

Health and Safety

The Company is dedicated to creating a healthy and safe environment for all employees on our premises. We strive to maintain a “zero accident” working environment by consistent review and modifying our occupational health and safety policy.

Relevant policies have been established and communicated to employees to reinforce their awareness of occupational health and safety. This enables employees and the management to make a concerted effort to achieve the “zero accident” goal through the Occupational health and safety policy. The internal guidelines are set up in responding to an accident at work, minor accidents, and serious accidents. The first aid equipment with clear instructions and an eye-catching label in readily accessible locations of the Company. The employee is required to report the accidents to his/her supervisor in advance so as to improve the working environment and avoid similar accidents in the future. Furthermore, we provide occupational health and safety training to ensure our employees are aware of the necessary instructions in relation to their job safety, such as electrical safety, fire safety, etc.

The Company has implemented different measures to improve our working environment.



To prevent fire accidents

To prevent fire accidents, different types of firefighting equipment are provided at offices such as fire extinguishers. Besides, smoke doors are installed in offices. The illuminated “EXIT” signs over all the exits, clear routes, and directions are provided to employees. We keep all means of escape in a safe condition, and all the exit doors can easily be opened.



To create a healthy workplace

To create a healthy workplace, we also provide adequate sanitation, a clean air conditioning system, and air refresher to improve air quality and hygiene. Furthermore, we constantly respond to the needs of the employees such as offering height adjustable desks. We also adopt the Clean Desk Policy.

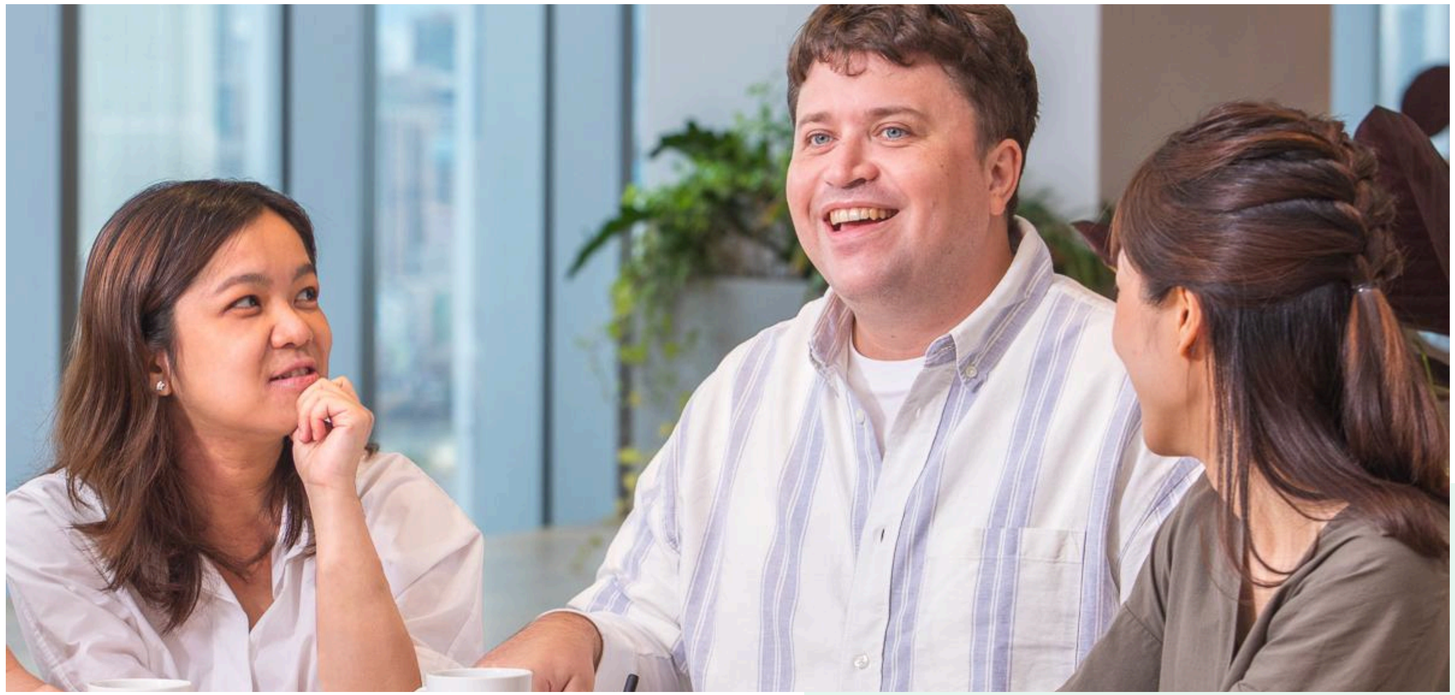


To ensure a non-smoking workplace

We prohibit smoking inside the office, including the lift lobby and restrooms. This policy also applies to all guests and visitors.

The Company has strictly complied with the laws and regulations to provide a healthy and safe working environment, such as the Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases in the Reporting Period. With effective measures and management, the Company had zero work-related fatalities for three consecutive years including the Reporting Period, and zero lost days due to work injury.

Development and Training



The combination of globalisation and climate change renders the ever-changing market much more unforeseeable. To stay ahead of such rapid change, the Company needs a team of dedicated management and enthusiastic employees to drive the Company towards a business breakthrough. Therefore, development and training are of paramount importance to nurture our talents and make the Company resilient.

The Company is committed to enhancing the skills and knowledge of employees, we consistently invest resources in training for employees in the reporting period. For external training courses dominated by the team head, the permanent employees can enjoy full pay by the Company as well as training and examination leave under company policy. Besides, the new employees are required to join the induction training to familiarise the business of their department and their job duties. The Company reviews the development and training performance regularly to strive for excellence.

Our external and internal technical training initiatives are based on teams' bodies of knowledge. These initiatives allow us to grant access to our domain experts for the benefit of individual employees and the organisation as a whole. We provide nominated access to external courses based on the body of knowledge requirements and strategic organisational needs. Besides, team heads will arrange job-related professional internal training in accordance with the team's body of knowledge and actively nominate team members to take external training courses.

udemy business

During the reporting period, our Talent Team launched Udemy Business e-learning platform initiative which aims to accelerate the learning and development of our employees. We provided 1935 training hours to employees, of which 610 training hours were offered by this initiative. Thanks to the initiative launched by our Talent Team, the training percentage coverage of employees and average training hour per employee are 100% and 7.93 hours respectively.

7.93 Average training hour

per employee

training percentage coverage of employees

100%

Provided 1,935 training hours

to employees



In addition to solid knowledge, we will take a series of soft skill learning and development initiatives to enhance soft skill performance such as leadership skills and communication skills at individual and team levels. This will allow employees to further deliver excellence in their roles. Besides, to facilitate the working process, we will introduce the double helix framework to effectively enhance the onsite employee experience.

As a result, the Company's learning and development initiatives received an outstanding average satisfaction score of 4.5 out of 5 this year, indicating the success and effectiveness of our efforts to cultivate a supportive and engaging environment that encourages continuous growth and professional development. These enable the Company to prosper further and farther consistently.

The percentage of employees trained by different categories of the Company are as below:

By Gender	2024	2025
Male	64.06	68.06
Female	35.94	31.94
By Employee Category	**2024**	**2025**
Senior Management	2.32	2.66
Middle Management	14.49	16.35
Supervisor	46.96	49.43
General Staffs	36.23	31.56

The average hours of training completed by each employee of the Company are as below:

By Gender	2024	2025
Male	16.04	9.48
Female	16.35	4.51
By Employee Category	**2024**	**2025**
Senior Management	3.50	27.81
Middle Management	7.82	19.96
Supervisor	28.53	22.25
General Staffs	14.08	3.06

In the Reporting Period, training hours decreased compared to the previous Reporting Period. The primary reason for this shift is our strategic focus on enhancing business operations-oriented training. By concentrating our efforts on operational efficiency and skill development directly related to our core business objectives, we aim to better align our training initiatives with the immediate needs of the Company. While the overall training hours may have declined, we believe this targeted approach will yield greater long-term benefits for both employees and the Company.

Community Investment

The Company is devoted to making contributions to society with a focus on young talent curation. We have partnered with Universities, NGOs on social caring and community involvement initiatives and voluntary services in consideration of the communities needs and interests. During the reporting period, we recorded 358 voluntary work hours and 110 GreenTomato Volunteers participated.

We have partnered with Universities and NGOs in nurturing future talents in the industry leveraging our professional domain expertise in artificial intelligence (AI) and UI/UX design, in forms of but not limited to, public workshops, competitions, career talks, job shadowing and suchlike. As a social corporate, the Company always takes up social responsibility and reviews policies on community engagement regularly.

1. Impact Spotlight: Empowered Youth on the Road to being Future Leaders

Supporting SDGs:

Mobile App Innovation Contest (MAIC) 2025

We participated in a competition designed to empower future innovators and strengthen collaboration in IT education among universities in Hong Kong, mainland China, and Macau. The event brought together high-performing students from across the region to address real-world challenges through mobile technology, benefiting 45 computer science students from higher education institutions. Our founder, Sunny Kok, served as both a judge and guest speaker, sharing industry insights and career perspectives. This initiative reflects our commitment to inspiring and educating young talent about career opportunities in the technology sector, while supporting the development of human capital and regional academic partnerships in line with social sustainability priorities.



InnoMind Competition

We also participated in the InnoMind Competition, offering students a valuable chance to showcase their innovative and business ideas in front of seasoned executives One of the GreenTomato volunteer—Phoebe Luk—served as one of the judges. This initiative aims at inspiring students to think creatively for solving problems and encouraging them to put their creativity into practice.



1. Impact Spotlight: Empowered Youth on the Road to being Future Leaders

Supporting SDGs:

Louder x Generation Hackathon 2025 - Judge

GreenTomato participated in the Louder x Generation Hackathon 2025 as a judging representative, supporting youth innovation, entrepreneurship, and future skills development. The three-hour competition aimed to empower young entrepreneurs and equip Generation Hong Kong's job seekers with practical, future-ready capabilities for their career and entrepreneurial journeys. Our volunteer representative, Phoebe Luk, served as a judge, contributing professional insights and constructive feedback to participants throughout the pitching process.



Louder x Generation Hackathon 2025

The activity benefited 80 youths aged 18 to 35 from diverse backgrounds, providing them with valuable exposure to real-world problem solving, presentation skills, and business idea development. Through this initiative, GreenTomato continued to demonstrate its commitment to community investment and youth empowerment by sharing industry knowledge, encouraging creativity, and helping participants strengthen their confidence and readiness for future opportunities.



ERB Student Visit

GreenTomato delivered a sharing session via ERB student visit , providing a valuable sharing to support their career exploration and development. The 2-hour activity benefited 11 students, offering them practical insights into workplace expectations and future career pathways. Our volunteers, Phoebe Luk, Venus Wong, Cow Cheng, Ivy Choi, and Duncan Liu, participated as career adviser and helpers, sharing their experience and supporting the smooth delivery of the visit. This initiative reflects our commitment to youth development, knowledge sharing, and empowering students to better prepare for their future opportunities.



2. Impact Spotlight: Hands-on Action for a Sustainable Community

Supporting SDGs:

Nature Rescue Annual Coastal Cleanup Event – group photo

GreenTomato volunteers participated in a two-hour shoreline clean-up activity, demonstrating our commitment to environmental sustainability and community care through direct action. During the event, participants helped remove approximately 173 kilograms of waste and recyclables from the shoreline, contributing to a cleaner and safer public environment. Six GreenTomato volunteers, including Duncan Liu, Michael Chiang, Yan Pang, Stephen Wong, Ida Mak, and Sammy Wong, joined the activity as participants and supported the collective clean-up effort.



Nature Rescue Annual Coastal Cleanup Event - Clean-up in Action

Although the activity did not have direct individual beneficiaries, the positive impact extended to the general public by improving the cleanliness of shared coastal spaces and raising awareness of waste reduction. This initiative also encouraged our employees to take part in meaningful environmental volunteering and better understand the importance of protecting natural resources. Through hands-on participation, GreenTomato continued to promote responsible corporate citizenship, environmental awareness, and practical action towards building a more sustainable and liveable community for everyone in Hong Kong and beyond together for future generations.



Major Recognitions and Awards

GreenTomato prioritises corporate governance, social responsibility and environmental protection. Our dedication to sustainability was acknowledged by various organisations during the reporting period. We will continue to collaborate with stakeholders to grow sustainably and benefit our community.



JOBSDB Hong Kong: The Hong Kong HR Awards 2024/25



AWS Rising Star Consulting Partner of the Year 2025 (Amazon Web Services)



The Caring Company Scheme (The Hong Kong Council of Social Service)



Green Office and Eco-Healthy Workplace Awards Labelling Scheme 2025 (World Green Organisation)



Caring Employer Award 2025 (Labour and Welfare Bureau)

Governance

Governance with Trust and Confidence



Labour Standards

The Company prudently forbids forced labour and child labour and complies with relevant laws and policies on preventing child or forced labour. Our HR strictly checks the applicants' identification documents for verification of age. The employment contracts of the Company abide by local laws and regulations. The contracts are signed by the Company and employees, covering the details and explaining the rights and responsibilities of both parties. This is to ensure that all employees are working on a willing basis and forbid the use of any form of forced labour, corporal punishment, and threats of violence. Besides, we will eliminate any incident of child labour and forced labour in accordance with the laws and regulations of the operating regions. During the reporting period, there was no violation regarding child and forced labour.



Supply Chain Management

In line with the Company's corporate social responsibility ("CSR") and ESG's vision for sustainable development, we partner with suppliers who share the same vision, especially in youth and talent development and wellness promotion. With a collaborative partnership strategy along the supply chain, we also encourage our suppliers and other partners to take proactive approaches to develop a sustainable society by contributing to society. For instance, we co-organise social initiatives with suppliers to cultivate a greater impact on the world. Nurturing future talents through youth development is echoing our mission

> "To cultivate our talent to create and deliver impactful experiences"



As responsible corporate citizens, we strictly monitor the quality performance of each supplier. All the new suppliers are reviewed based on quality, cost, and our green procurement selection before cooperation. Certified quality such as ISO9001 and reputation are taken into account. For the cost criteria, we compare the costs of at least three suppliers.

Green Procurement

The Company's Administration Department prudently follows the internal green procurement guideline. Suppliers should obtain environmental certification or Labels such as ISO14001, Energy Efficiency Label, Energy Star, FSC and suchlike. We also support suppliers to use renewable or recycled materials in their products and packaging. By adopting green procurement, the supply chain and the entire product life-cycle are in line with our sustainable development.

In addition, the vetting process is conducted with respect of qualifications, business licences, accreditations, and suchlike to ensure suppliers' competency, experience, and compliance with our requirements. Only suppliers who fulfil our standards and perform well in the evaluation procedures can be included in our qualified vendor list.

As for existing suppliers, the performance review is conducted regularly to assess their product quality, safety, service, environmental and social performance. Suppliers who are unable to fulfil the requirement should execute corrective actions immediately and we will terminate the cooperation if they fail to meet our assessment. All the suppliers are also reviewed upon our periodic renewal schedule in line with our latest selection criteria. Furthermore, we ensure all payment terms are legit before operations. We will consistently put our every effort to ensure the whole supply chain is in line with our principle of sustainable goals.



The number of suppliers of the Company by region as below:

Region	2024	2025
Hong Kong	20	20
Others	0	0

Product Responsibility

The Company places strong emphasis on the quality of its products and services as a cornerstone of its development and is committed to meeting customer needs through continuous improvement. We are dedicated to upholding intellectual property ("IP") rights, copyrights, and robust information and cybersecurity practices, while ensuring data privacy as well as the safety and quality of our products and services.



Copyrights

The Company applies copyright for the service or product provided. In Hong Kong, there is no provision or necessity to have any kind of registration for the copyrights. The Company maintains necessary up-to-date documents or signs for any of our creations right after it enters the market or public. We apply the logo of “©” for the Company’s copyright to ensure our rights and control over any infringement proceeding cases, and to give a warning to someone who tries to exploit our interest. Similarly in China, we manage and register the copyrights for all our works from the “Copyright Protection Center of China”, which is an official organisation for the registration of copyrights for all works including software and graphic works.

To well protect the “original works of authorship” of any works from the Company, we shall maintain the up-to-date document to prove the ownership. These copyrights cover but are not limited to software, graphic design, and pictorial works. We also maintain necessary up-to-date documents or signs on all our creations right after taking them to market or public.

Intellectual Property and Copyright Protection Policy

As a professional IT company, we pay extra attention to IP and copyright protection in our products and services. We strictly comply with relevant laws in Hong Kong and China for the sake of protecting our own and client assets. For any self-invented and developed IPs, we will proceed necessary procedures to protect our rights and possession. For any development or creation work for our clients, we shall pass the relevant IP registration rights to the clients.

Patents

When the Company, as an investor, is involved in new inventions or technologies, we ensure that such innovations are duly registered with the relevant authorities to safeguard our rights against potential misuse by other entities. The Company retains sole ownership and authority over the registration of these intellectual properties.

Trademarks

As trademark plays an important role for any business entity, we regard trademarks as significant assets and have registered our trademark in Hong Kong.

Domain Names

Domain name serves as a crucial for delivering our business context to the general public. We strive to locate relevant domain names for our use as well as closely monitor their validity and renewal in order to avoid any operational disruptions.

Confidential Information

The Company values confidential information, which covers any trade secrets or any confidential information that is essential for running the business. To protect any parties involved, we strictly comply with relevant laws, necessary procedures, and documents. We shall go through any legitimate and necessary procedure, and documents on any parties involved. It includes a Non-Disclosure Agreement, proper business agreement as well as employment contracts. Thereby, the interest of the Company and any parties involved are highly protected.

Information Security, Cybersecurity and Privacy Protection

The Company believes that information security, cybersecurity and personal data protection are the principal premises for providing secure, high-quality products and services. To ensure that information security and personal data remain strictly confidential and abide by applicable laws and regulations, our dedicated Information Security Team oversees compliance and provides employee training.

With the growth of scalable projects, especially in the banking and finance sectors, we reinforce security measures, including requiring Confidentiality Agreements from on-site employees to prevent unauthorised information sharing. We provide strict guidelines for managing confidential data, ensuring protection against leaks.

In addition to the Confidentiality Agreement, we provide clear instructions for employees on managing confidential data, which must be strictly followed. For example, employees are instructed not to share project VPNs with third parties, to refrain from bringing unauthorised individuals to the office or onsite venues, and to adhere to the client company's information security and data protection policies while on secondment. These guidelines, along with disciplinary action protocols, are designed to prevent any leakage, damage, or loss of information, thereby safeguarding our clients' confidential data.

During the Reporting Period, we took proactive measures to protect the interests of our customers and business partners by obtaining ISO 27001 – Information Security, Cybersecurity and Privacy Protection certification in 2025. This certification underscores our commitment to information security, network security, and privacy protection. Obtaining ISO 27001 certification not only demonstrates our dedication to safeguarding sensitive information but also enhances our defences against potential cyber threats. By implementing a robust Information Security Management System (ISMS), we can better identify and manage risks, ensuring the confidentiality and integrity of our data. This commitment builds trust with our stakeholders and assures them that we prioritise information security.

To further enhance information security, the Company actively promotes employee awareness through regular training programmes. We provide educational materials and assessments to ensure employees understand the importance of information security, as well as relevant laws and policies. This fosters a strong culture of security awareness across all levels of the organisation. We will continue to review and update our confidentiality agreements, internal guidelines, and training programmes to align with evolving regulatory requirements and industry best practices, strengthening our ability to maintain a secure and trusted relationship with our clients.

In recognition of our commitment to excellence in cloud solutions and security practices, the Company was honoured with the "2025 Rising Star Consulting Partner of the Year" award by Amazon Web Services (AWS). This achievement underscores our dedication to delivering innovative, secure, and high-quality solutions to our clients.

Product Safety and Quality Assurance

Not only does the Company complies with relevant regulations, but we also guarantee the health and safety of our products. We ensure all process such as testing of our products and services that conforms to the standards and guidelines. Besides, we will recall our products if the products fail to meet the standards. We have a recall process ranging from checking the product or service to notifying the customers in order to ensure the product and service quality.

Due to our business nature, we do not involve any manufacturing and trading activities of the product. Therefore, the number of products recalled for safety and health reasons is not significantly relevant.

During the reporting period, we were not aware of any product or service-related complaints received.

Anti-corruption

The Company upholds the unwavering social value of “society integrity and corruption prevention” in our operations. All employees are required to strictly follow our Code of Business Ethics to ensure that employees are aware of corruption prevention in the reporting period. We are committed to keeping all information confidential, dealing with reports at the earliest, and not retaliating against well-intentioned complainants. Employees who violate anti-corruption laws or this policy may be subject to disciplinary action, including termination of employment. Furthermore, we will report to law enforcement agencies. In addition, we will set up the related set of policies, as well as provide channels for employees and other stakeholders to report corruption cases. We will continue to develop long-term improvement methods for each corruption case.

Anti-corruption training organised by ICAC is hosted bi-yearly, which the upcoming anti-corruption training will be hosted in 2026. To further improve current practices, the Company will plan to set up anti-corruption policies on top of our Code of Business Ethics. As such, the awareness of anti-corruption was enhanced from top management to general employees.

The Company strictly adheres to applicable laws and regulations concerning bribery, extortion, money laundering, and fraud such as the Prevention of Bribery Ordinance of Hong Kong, and the Criminal Law of the People’s Republic of China. There was no violation during the reporting period.



Prevention of Bribery Ordinance & Code of Business Ethics

HKEX Index

HKEX Environmental, Social and Governance Reporting Code Index

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