

KELFRED

HOLDINGS LIMITED

恒發光學控股有限公司

Incorporated in the
Cayman Islands with limited liability

Stock code: 1134

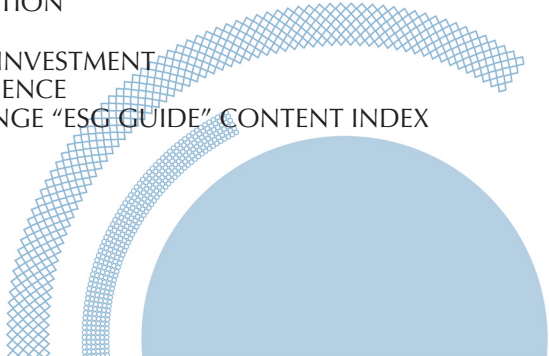


Environmental, Social and
Governance Report **2025**



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BOARD STATEMENT

Dear Stakeholders:

On behalf of the Board (the “**Board**”) of Directors (the “**Director(s)**”) of Kelfred Holdings Limited (the “**Company**”) together with its subsidiaries, hereinafter referred to as the “**Group**” or “**we**” or “**us**”), I hereby present the 2025 Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”), providing an overview of the Group’s management on significant matters (including ESG matters) that have impacts on our operation.

The Board has always been committed to promoting sustainable development and implementing ESG policies and measures across business segments continuously. The Board enjoins senior management and external independent consultants to identify, monitor and review ESG and climate-related risk and opportunities, and is committed to maintaining a high level of corporate governance. We lead our departments to implement related policies and measures, and continuously optimise the Group’s sustainable development strategies and performance.

Stakeholder engagement is an indispensable part of sustainable strategies. It helps us respond to existing and potential risks and opportunities (including climate-related issues) in the market, and is also the basis for strategy formulation and decision-making. In addition to daily communication with stakeholders, we conducted a materiality assessment during the reporting period and invited major stakeholders to prioritise the identified issues in the form of survey to establish the most concerned sustainable development issues, thereby adjusting resources allocation and formulating more appropriate policies and measures to respond to the needs and expectations of stakeholders and make this Report more targeted.

The operational activities of the Group inevitably cause environmental impacts. We advocate waste reduction and improve the efficiency of use of resources in our business operations, based on the interests of stakeholders. In order to promote the sustainable development of the Group, we are committed to retaining talents to ensure the soundness of our business. We retain employees by measures like improving welfare conditions, caring for the needs of employees and regularly reviewing employee treatments, etc. We recognise the importance of managing environmental and social impacts of our supply chain, protecting the interests of the local communities in which we operate, and ensuring that all operating units comply with local laws and regulations.

The market was driven by increasing demand for fashion, but the economic landscape remained unfavorable mainly due to escalating conflicts and geopolitical tensions. However, the Group remains committed to the development and optimisation of its eyewear business, being the core business of the Group.

Looking ahead, the Group will adhere to the pursuit of a better society, commit itself to the common prosperity of enterprises, the society and the environment, create a win-win situation for all stakeholders, and continue to be a force for social stability and upward improvement.

Kwok Kwan Fai
Chairman of Kelfred Holdings Limited

Hong Kong
25 March 2026

Kelfred Holdings Limited is an established eyewear manufacturer in Hong Kong and the People's Republic of China (the "PRC" or "**Mainland China**"). Since the commencement of our business in 1986, the Group produces and sells a wide range of spectacle frames and sunglasses mainly through original design manufacturing ("**ODM**") and original equipment manufacturing ("**OEM**") business models. Our integrated and customised services offering include product design and development, raw materials procurement, production, quality control, packaging and delivery.

In addition to the traditional OEM and ODM business models, the Group also offers its original brand manufacturing ("**OBM**") products under the brand "Miga". Our products can be categorised into spectacle frames and sunglasses, which are generally made of metal, acetate, injection and a combination of them. At the requests of our customers, we may add customised materials to the surface of spectacle frames and sunglasses, such as crystal and denim, to give our eyewear products some special textures. Leveraging on over 30 years of experience in the eyewear industry, the Group prides itself on its broad network of renowned and trusted customers worldwide (who are primarily international eyewear retailers, trading companies and licensed brand owners). It has produced quality eyewear products under its customers' designated brand names and sold the same to different countries in the past few years, among which Europe accounted for the largest market of the Group. Around 65% of our market locate in Europe, around 26% in Hong Kong, around 3% in America and the rest in other regions respectively.



ABOUT THIS REPORT

The Group is pleased to present the seventh ESG Report to summarise the Group's policies, measures and performance on the key ESG issues.

REPORTING PERIOD

The Report illustrates the overall performance of the Group regarding the environmental and social aspects from 1 January 2025 to 31 December 2025 (the “**reporting period**” or “**2025**”).

REPORTING SCOPE AND BOUNDARIES

This Report discloses related policies and initiatives for the core and material businesses namely, manufacturing and sales in eyewear products in Hong Kong and the People's Republic of China (the “**PRC**” or “**Mainland China**”).

The disclosure of environmental key performance indicators (the “**KPI(s)**”) mainly covers our production bases in Shenzhen and Jiangxi, the PRC (collectively “**production base(s)**”) as well as our Headquarters and Design Laboratory in Hong Kong.

If the scope and boundaries of the specific contents vary, they have been noted in the relevant section of this Report. Although the Report does not cover all operations of the Group, we are committed to improving internal data collection procedures and gradually expanding the scope of disclosure.

REPORTING BASIS AND STANDARDS

This Report is prepared in accordance with Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on the Main Board of the Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) (the “**Listing Rules**”). The Company has complied with all “**comply or explain**” provisions set out in the ESG Reporting Guide and followed the following reporting principles in the preparation of this Report: materiality, quantitative, balance and consistency.

Materiality	The Group identifies material ESG issues based on their relevance to the Group's business and stakeholders.
Quantitative	Information is presented with quantitative measures, whenever feasible, including information on the standards, methodologies, assumptions used and provision of comparative data.
Balance	This Report identifies the achievements and challenges faced by the Group.
Consistency	This Report is the seventh ESG report of the Group. This Report will continue to use consistent methodologies for meaningful comparisons in the following years unless improvements in methodology are identified.

The Report has complied with all “**comply or explain**” provisions outlined in the ESG Reporting Guide.

The information contained herein is sourced from internal documents and statistics of the Group, as well as the combined control, management and operations information provided by the subsidiaries in accordance with the Group's internal management systems. This Report is prepared and published in both Chinese and English at the Stock Exchange's website (www.hkexnews.hk) and the Company's website (<http://www.kelfred.com.hk>). In the event of contradiction or inconsistency between the English version and the Chinese version, the English version shall prevail.

REVIEW AND APPROVAL

The Board of Directors acknowledges its responsibility for ensuring the integrity of the ESG Report and to the best of their knowledge, this Report addresses all relevant material issues and fairly presents the ESG performance of the Company. The Board of Directors confirms that it has reviewed and approved the Report on 25 March 2026.

FEEDBACK

The Group respects your view on the Report. Should you have any opinions or suggestions, you are welcome to share with the Group via the following channels:

Address Room 1606, 16/F, Block B, New Trade Plaza, 6 On Ping Street, Sha Tin, New Territories, Hong Kong
Email customerservice@kelfred.com
Attention Chairman of the Board and the Company Secretary



ESG GOVERNANCE

The Board supports the Group's commitment to fulfilling its environmental and social responsibility and has overall responsibility for the Group's ESG strategy and reporting.

The Board oversees the ESG strategies, policies, objectives and targets. The Board has delegated the day-to-day responsibility of the implementation to the senior management and department heads. Senior management advises and supports the Board on ESG matters, strategies, policies, manages and monitors ESG performance and targets. Departments implement ESG policies and related initiatives. The Board regularly reviews the Group's ESG performance and examines and approves the Group's annual ESG report.

The Audit Committee is responsible for overseeing ESG-related issues and have held internal meetings three times to review the Group's ESG performance and to report relevant information to the Board during the reporting period. The Group has established the ESG Working Group. The ESG Working Group is composed of core members of the Group and is responsible for facilitating the adoption of ESG strategies and policies throughout the Group, collecting information related to ESG and other relevant tasks. The ESG Working Group reports to the Board on the implementation of ESG initiatives and the performance of its sites of operations regularly.

The Group understands the concerns of its stakeholders through day-to-day communications. Stakeholders' opinions are the solid foundation for the Group's sustainable development and success. They help the Group develop a business strategy that meets the needs and expectations of stakeholders, enhance the ability to identify risk and strengthen important relationships. The Group communicates with its stakeholders through various channels, shown as below.

Stakeholders	Communication Channels
Government and regulatory agencies	<ul style="list-style-type: none"> - Annual reports, interim reports, ESG reports and other public information
Shareholders and Investors	<ul style="list-style-type: none"> - Annual general meetings and other general meetings of shareholders - Company website - Press releases/announcements - Annual reports, interim reports, ESG reports and other public information
Employees	<ul style="list-style-type: none"> - Training - Meetings - Employee organisation - Performance evaluation - Leisure activities
Customers	<ul style="list-style-type: none"> - Email and customer service hotline - Product and service feedback - Exhibitions - Social media
Suppliers	<ul style="list-style-type: none"> - Annual performance assessment - On-site visits

MATERIALITY ASSESSMENT

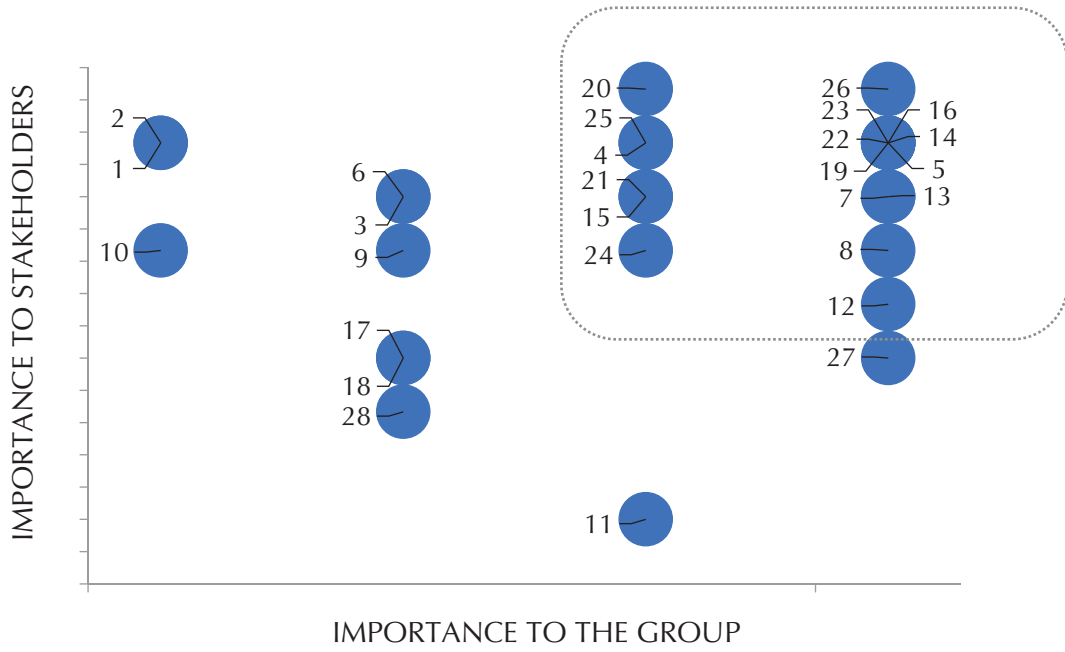
The Group emphasises the participation of its stakeholders, including shareholders of the Company, staff, customers, suppliers, etc. All of them have a substantial impact on the success of its business or activities.

The Group believes that stakeholder engagement has a significant level of influence in developing sustainable development strategies and fulfilling social responsibilities which is the basis for the Group’s strategy formulation and decision-making. A list of sustainability issues, which were potentially material to the Group, was decomposed in the context of its business and daily operation. A materiality assessment matrix has been developed from the results of the stakeholder engagement exercises conducted with internal and external stakeholders through an online survey. The Group identifies ESG issues for disclosure in this Report by considering the relevancy and significance of each ESG issue to the operations and stakeholders of the Group. The issues that fall within the top right-hand corner have relatively higher significance to both internal and external stakeholders as well as the Group’s business.

Based on the materiality assessment results, we believe the top 17 pertinent sustainability issues include the following:

Sustainability issues				
Waste Management	Energy Efficiency	Use of Raw Materials and Packaging Materials	Environmental Regulations Compliance	
Diversity and Equal Opportunities	Anti-discrimination	Staff Occupational Health and Safety	Staff Development and Training	
Prohibition of Child Labour and Forced Labour	Compliance with Regulations on Marketing, Product and Service Labelling	Customer Satisfaction	Intellectual Property	
Safety of Services and Products	Quality of Services and Products	Business Ethics	Discharge Quality Management	Participation in Volunteer Activities

MATERIALITY ASSESSMENT



SUBJECT AREA A. ENVIRONMENTAL

During the reporting period, the major emissions from the Group's manufacturing processes included air pollutants, solid wastes, wastewater etc. The Group has ensured that these emissions comply with applicable environmental laws, regulations and standards. The Group recognises the importance of environmental protection, and in recognition of our quality environmental management system, its production base was accredited with GB/T24001-2016 and ISO14001:2015 certifications.

To help achieve and secure a sustainable future, the Group also advocates carbon reduction, and is committed to achieving sustainable operations. To this end, we have set clear emission reduction targets, compared with the 2021 baseline year and strive to achieve the following targets by 2026:

Target

- reduce air emission by 3%;
- reduce energy consumption (MWh) per square feet by 3%;
- reduce water consumption (approximate tonne) of employees by 3%; and
- reduce hazardous and non-hazardous waste disposal by 3%.

The greenhouse gas emissions reduction target was established based on the Group's assessment of its operational capabilities and potential energy efficiency improvements. While not derived from a sectoral decarbonisation approach, the target reflects the Group's commitment to continuous environmental improvement, and the Group will continue to review its targets against evolving industry practices and regulatory requirements.

A1 EMISSIONS

Policies

The Group has developed a series of policies and procedures to control our emission, including but not limited to Exhaust Gas, Wastewater and Greenhouse Gas Management Procedures (廢氣、污水、溫室氣體管理制度) and Waste Management Policy (廢棄物管理制度).

The Group is committed to minimising any adverse impact on the environment, which may be resulted from the production process, and we have adopted various mitigation measures to achieve this objective in our daily operation, including:

Mitigation measures

- encouraging reduction in wastewater, gas emission, dust, noise and solid wastes during the production process;
- recycling plastic scrap in our production process;
- engaging qualified third parties to dispose of solid wastes; and
- providing trainings to its employees to ensure that they work in an environmentally friendly and responsible manner.

Compliance information for relevant laws and regulations

The Group's business activities are subject to the local laws and regulations relating to environmental protection, including but not limited to:

Local laws and regulations

- Environmental Protection Law of the PRC (中華人民共和國環境保護法);
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (中華人民共和國大氣污染防治法);
- Administrative Regulations on Environmental Protection for Construction Project (建設項目環境保護管理條例) of the PRC;
- Soil Pollution Prevention and Control Law of the People's Republic of China (中華人民共和國土壤污染防治法);
- Law of the People's Republic of China on Prevention and Control of Water Pollution (中華人民共和國水污染防治法);
- Environmental Impact Assessment Law of the PRC (中華人民共和國環境影響評價法);
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution from Solid Wastes (中華人民共和國固體廢物污染環境防治法); and
- Law of the People's Republic of China on Energy Conservation (中華人民共和國節約能源法).

To the best of our Directors' knowledge, the Group was not aware of any significant non-compliance issue in this regard during the reporting period.

Air and Other Pollutants Emissions

The primary source of air pollutants was mainly generated by the Group from its production process of the eyewear products. The Group's air pollutant emissions¹ are as follows.

Type of air pollutants	Air Pollutant Emission		
	Unit	2025	2024
Nitrogen oxides (NO _x)	Kilograms	52.34	54.24
Sulphur dioxide (SO ₂)	Kilograms	0.16	0.38
Particulate matter (PM)	Kilograms	805.63	805.51

The decrease in air pollutants is mainly caused by the decrease in travel distance of vehicles due to changes in the commercial activities during the report period.

¹ The calculation of air pollutant emissions refers to the "Technical Guide for the Preparation of Air Pollutant Emission Listing for Road Vehicles (Trial)" issued by the Ministry of Environmental Protection of the PRC, "The First National Survey of Pollution Sources on Urban Waste Source Discharge Coefficients Handbook" issued by The First National Survey of Pollution Sources Leading Group of the State Council.

SUBJECT AREA A. ENVIRONMENTAL

On the other hand, we have engaged third party specialist for testing of our emissions to ensure the current standards are in compliance with relevant local laws and regulations. The emission of Non-Methane Hydrocarbon is in compliance with the emission limit during the reporting period. The Group confirms that there were no significant non-compliance cases or complaints received regarding the discharge that have undergone such testing.

Greenhouse Gas Emissions

The Group's greenhouse gas (GHG) emissions are mainly from automobile gasoline, machinery and purchased electricity consumption. During the reporting period, purchased electricity (Scope 2) was the primary source of Greenhouse Gas emissions. The GHG emissions are listed in the following table:

Type of GHG emission	GHG Emission	Unit	2025	2024
Scope 1 ²	Tonnes of CO ₂ equivalent		27.06	33.05
Scope 2 ³ Indirect emission	Tonnes of CO ₂ equivalent		4,915.46	5,131.97
Scope 3 ⁴ Other indirect emissions	Tonnes of CO ₂ equivalent		1,543.98	—*
Total	Tonnes of CO ₂ equivalent		6,477.73	5,165.02
GHG emission intensity	Tonnes of CO ₂ equivalent		9.88	11.38
	per million HK\$ revenue ⁵			

* Scope 3 emissions for 2024 were not systematically collected. The Group will continue to develop its Scope 3 reporting as data collection processes evolve.

The Group reports on Scope 1 and Scope 2 GHG emissions on a mandatory basis in accordance with the HKEX ESG Reporting Guide. Scope 3 emissions are reported on a 'comply or explain' basis, and the Group will continue to enhance its Scope 3 data collection methodologies over time. The decrease in total GHG emissions in 2025 was primarily due to decreased use of machinery and vehicles in business operations. The decrease in Scope 1 GHG emission was mainly due to the decrease in gasoline consumption for vehicles during the reporting period, while the decrease in Scope 2 emissions was primarily due to increased employee awareness regarding energy saving and the implementation of the photovoltaic power project.

² Scope 1: Direct emission from sources that are owned or controlled by the Group. The measurement approach aligns with GHG Protocol Tool for Energy Consumption in China (Version 2.1) issued by World Resources Institute.

³ Scope 2: Indirect emissions from the generation of purchased electricity consumed by the Group. The measurement approach aligns with 2023 Sustainability Report issued by the HK Electric and the CLP Group and Baseline emissions factors of regional power grids for 2023 carbon offset project development issued by the National Center for Climate Change Strategy and International Cooperation (NCSC).

⁴ Scope 3: Other indirect emissions that occur in the upstream and downstream activities of the Group.

⁵ GHG emission intensity = Total GHG emissions/Revenue for the year ended 31 December. The annual revenue of the Group in the reporting period and Financial Year 2024 ("FY2024") were approximately HK\$500 million and HK\$454 million respectively.

SUBJECT AREA A. ENVIRONMENTAL

Air Emission Control

When the Group purchases equipment and fuels, the potential air emissions incurred from them would be one of our key considerations. Employees must strictly follow relevant procedures when operating machinery to prevent excessive emission of hazardous gas and Greenhouse Gas due to inappropriate operation. Facilities Department is responsible for the daily monitoring of preventive measures against exhaust fumes and GHG emissions; whilst all departments are responsible for the following:

Preventive measures

- reporting any non-compliance of internal policies on pollution prevention; and
- implementing corrective actions timely.

Waste Management

Hazardous waste

During the reporting period, hazardous waste production decreased slightly due to a successful environmental awareness promotion among employees. This has encouraged our workforce to minimize waste of auxiliary materials and reduce environmental pollution.

Type of waste	Hazardous Waste		2025	2024
		Unit		
Chemical container		Tonnes	0.13	0.13
Waste rag gloves		Tonnes	0.92	0.92
Waste mineral oil		Tonnes	0.13	0.13
Total wastes production		Tonnes	1.13	1.18
Waste production intensity	Tonnes per million HK\$ revenue ⁶		0.0023	0.0026

Non-hazardous waste

In general, the Group's production bases generate wastes, which are further recycled, sold to scrap recycling companies, collected by designated local authorities or incinerated. During the reporting period, the Group strive to reduce non-hazardous wastes by recycling, reusing paper and paper boxes, as well as adopting double-sided printing if possible. Similar to how the hazardous waste production lowered during 2025, non-hazardous waste production also decreased slightly from 2024 to 2025 as a result of successful environmental awareness promotion among employees.

Type of waste	Non-hazardous Waste		2025	2024
		Unit		
Solid wastes		Tonnes	11.65	11.65
Domestic waste		Tonnes	2.71	2.74
Construction waste		Tonnes	0.00	0.00
Total wastes production		Tonnes	14.36	14.39
Waste production intensity	Tonnes per million HK\$ revenue ⁷		0.02	0.03

⁶ Waste production intensity = Total waste produced/Revenue for the year ended 31 December. The annual revenue of the Group in the reporting period and FY2024 were approximately HK\$500 million and HK\$454 million respectively.

⁷ Waste production intensity = Total waste produced/Revenue for the year ended 31 December. The annual revenue of the Group in the reporting period and FY2024 were approximately HK\$500 million and HK\$454 million respectively.

SUBJECT AREA A. ENVIRONMENTAL

Waste control

The Administration and Human Resources Department is responsible for the collection of the hazardous and non-hazardous wastes and monitors the implementation of waste pollution preventive control of the Group. We engage vendors with corresponding qualifications on waste disposal for waste treatment and recycling. Each department is responsible for ensuring the smooth implementation of waste management in their department, including the maintenance of record on waste types and quantities, tracing of waste items and ways of treatment, so that wastes can be removed and treated effectively.

All wastes must be properly labelled, including information on whether such wastes are recyclable or not. The Administration and Human Resources Department arranges cleaners to gather the scraps and allocate them separately by type into different areas in the garbage storage. All hazardous wastes must be put in designated rubbish bags and containers, and they must be kept in designated storage space in the garbage gathering area; non-hazardous wastes that are recyclable are kept in the storage space accordingly by types, and non-recyclable wastes are kept in rubbish bins.

Wastewater

The Group implements the following mitigation measures for wastewater management:

Mitigation measures

- Waste oil and waste chemicals are strictly prohibited from being discharged into the drainage system. They should be stored in a designated container to be recycled by an external agency approved by the environmental protection department.
- The facilities of the water recycling system have to be in good condition to foster the recycling of water used, reducing water discharges.
- Wastewater generated from workshops are treated properly to comply with relevant standards and requirements before discharging.

	Wastewater	Unit	2025	2024
Total wastewater		Tonnes	488.76	490.17

The Group has the responsibility to ensure that the concentration of the contaminants in wastewater do not exceed the corresponding limits set by relevant regulations such as the criteria of Water Pollutant Emission Limits in accordance with the local standard of Guangdong Province. Wastewater is sampled and examined by testing laboratory regularly in order to ensure its quality meets relevant standards.

A2 USE OF RESOURCES

Policies

The Group has established the Energy Resource Management Procedure (能源及資源管理制度), which applies to water, electricity, paper, raw materials and any other resource consumptions that have an impact on the environment.

Energy Management

The Group has established the Energy Management Procedure on strengthening energy management, to reduce energy wastage and to optimise the utility of energy resources. Notices promoting conservation of energy and resources are posted on the bulletin board and at the location where the energy resources are used, as reminders to the employees.

As for electricity conservation initiative measures, employees are required to ensure that all unnecessary lightings and air conditioning must be switched off to prevent wastage of electricity. The temperature of the air conditioning system must be set at a suitable range, as well as regular maintenance in place to maintain the operating performance and increase the efficiency of the air conditioning system and machinery.

The energy consumption of the Group's facilities includes gasoline, liquified petroleum gas ("LPG") and purchased electricity. The details of energy consumption are as follows:

Type of waste energy consumption	Energy Consumption		2025	2024
		Unit		
Gasoline		MWh	51.82	56.34
LPG		MWh	24.96	32.69
Diesel		MWh	51.82	51.43
Electricity		MWh	5,890.49	6,165.49
Total energy consumption		MWh	6,008.29	6,305.95
Energy consumption intensity	MWh per million HK\$ revenue ⁸		12.01	13.89

The overall energy consumption of the Group's facility decreased due to effective implementation of energy management policies and the continued use of the photovoltaic power project during the reporting period. The decrease in gasoline consumption was mainly due to the decrease in gasoline consumption for vehicles during the reporting period.

Water Management

Water is supplied by municipal water network and the Group was not aware of any issues in sourcing water. As for water conservation initiative measures, cleaners of the Group would check the toilet flushing valves daily. In case if any water leakage or malfunctions are found, they are required to report to the Administration and Human Resources Department timely for arrangements of follow up repairment. In case of water pipelines leakages discovered by factories staffs, they are required to report to the Facilities Department timely for repairment in order to prevent wastage of water resources. Dedicated employees from the Facilities Department are responsible for maintaining water usage records monthly. Any abnormal usage will be investigated and undergo analysis.

⁸ Energy consumption intensity = Total energy consumed/Revenue for the year ended 31 December. The annual revenue of the Group in the reporting period and FY2024 were approximately HK\$500 million and HK\$454 million respectively.

SUBJECT AREA A. ENVIRONMENTAL

The Group's production bases use freshwater for domestic and industrial purposes. During the reporting period, the Group's total water consumption decreased compared to FY2024 due to effective implementation of water management policies.

	Water Consumption	Unit	2025	2024
Total water consumption		m ³	51,638.00	55,393.76
Water consumption intensity		m ³ per million HK\$ revenue ⁹	103.22	122.01

Packaging Materials

The Group endeavours to purchase more environmentally friendly products and prioritises the use of low-carbon and environmentally friendly raw and auxiliary materials to achieve the principle of low-carbon material utilisation. The total amount of packaging material consumption is as follows:

Type of packaging material consumption	Packaging Material Consumption ¹⁰	Unit	2025	2024
Paper boxes		Tonnes	8.19	8.46
Paper cases		Tonnes	8.21	8.43
Plastic bags		Tonnes	1.81	1.89
Total packaging material consumption		Tonnes	18.21	18.78
Packaging material consumption intensity	Tonnes per '000 units of products ¹¹		0.002	0.01

The overall consumption of packaging material slightly decreased, reflecting adjustments in business operations and packaging practices.

A3 THE ENVIRONMENT AND NATURAL RESOURCES

The Group has established an internal environmental impact management procedure (環境因素的識別與評價控制程序). The impacts of environmental risks are determined based on a list of criteria, such as significant environmental impact caused by generation of pollutants from operations, process of energy and materials consumption and storage, etc. We have also established an Environmental Contingency Plan to define respective mitigation measures to be taken in order to minimise the impact to the environment, depending on the scale of incidents resulted from our business operations. The Group's environmental impacts and the related actions taken have been illustrated in the sections headed "A1 Emissions" and "A2 Use of Resources" in this Report. The Group's production base has been accredited with ISO14001:2015 (Environmental Management System) certifications for the manufacturing of eyewear.

⁹ Water consumption intensity = Total water consumed/Revenue for the year ended 31 December. The annual revenue of the Group in the reporting period and FY2024 were approximately HK\$500 million and HK\$454 million respectively.

¹⁰ Packaging material consumption is broken down into paper boxes, paper cases and plastic bags. Corresponding figures in the reporting period and FY2024 have been restated due to an update in data collection mechanism.

¹¹ Packaging material consumption intensity = Total packaging material consumption/Total production volume of the Group during the reporting period. The total production volume of the Group in the reporting period and FY2024 were 7,781,000 units and 3,481,000 units respectively.

EMPLOYMENT AND LABOUR PRACTICES

B1 EMPLOYMENT

Policies

Talents are one of the critical success factors in our vision and ambition to hold a leading and reputable position in the industry and society. The quality of our staff is a determining factor for our success, and this holds true for both technical and support staff of all levels. We consider human resources as the most valuable asset, and we put our staff development on top of the list while fulfilling the Group's sustainability journey. To fulfil the needs of the Group's sustainable growth and business development, we regularly assess the developmental needs of our employees to ensure everyone, including the top management, has the support to achieve their top potential and self-actualisation.

The Group has developed a comprehensive human resource management system and policies, such as the Employee Handbook, to set out its management approach on compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

Remuneration and Compensation

The remuneration payable to our employees includes basic salaries, allowances and discretionary bonuses. The ability to recruit and retain experienced and skilled labour is crucial to our business development and growth. The basic salaries of its employees are generally determined by the employees' rank, position, qualification, experience and performance. The discretionary bonuses are paid on an annual basis, depending on the duration of services and performance of the individual staff and the profit of the Group in the preceding financial year. In order to attract and retain our employees, we assess the remuneration package offered to our employees on an annual basis to determine whether any adjustment to the basic salaries and bonus should be made.

Employees may be required to work overtime depending on production needs, the Group will compensate employees that are required to work overtime by adjusting their working hours to ensure sufficient rest is provided to each employee every week.

Recruitment and Dismissal

The recruitment is carried out based on the principles of fairness, equity and equal opportunity. A candidate is treated equally regardless of race, social class, nationality, religion, age, disability, gender, sexual orientation, group membership or political affiliation. As the Group considers the quality of employees crucial, during the recruitment process, each candidate is required to pass relevant tests, face-to-face interviews and background check prior to our offer of acceptance as new recruits of the Group, whilst some candidates might be required to have body check before they are being accepted to join the Group.

Unless otherwise stipulated in the employment contract, employment with the Group may be terminated by either the Group or employee by giving the other party written notice in advance or in some cases, payment in lieu of notice is also acceptable. Exit interviews might be organised between department head of the employee, Human Resources Manager and the employee before termination of the employment to collect feedback for improvements on our operation and resource management system. The dismissal of an employee has strictly followed relevant laws and regulations in Hong Kong and the PRC.

SUBJECT AREA B. SOCIAL

Promotion

The Group is committed to providing career development opportunities to its employees. When there is a vacancy, the Group will consider internal promotion as first priority rather than external hiring. The promotion of employees mainly based on their capabilities and performance.

Working hours and rest periods

The Group implements standard working hours for most departments, which is 40 working hours per week on average, however some departments may alter working hours depending on their job nature. Employees enjoy statutory holidays according to the provisions of laws and regulations as well as other paid leaves, including but not limited to annual leave, marriage leave, sick leave, maternity leave, industrial injury leave, bereavement leave, nursing leave, and breastfeeding leave.

Diversity, Equal Opportunities and Anti-discrimination

The Group has recruited employees with different background, abilities, and skills to fulfil respective job duties. As stated in the Group's anti-discrimination policy, its employees shall not be discriminated based on their race, social class, nationality, age, religion, physical ability, disability, gender, sexual orientation, or political affiliation, in the matters of hiring, compensation and training opportunities for advancement. Coercive, threatening, abusive or exploitative behaviour towards employees is strictly prohibited under any circumstances, including posturing, language, and practical exposure. The employee may complain in writing or orally to a management representative of the plant about the discrimination he or she has suffered.

Employees' benefits and welfare

The Group is people-oriented and cares for employees in different ways, such as renovating canteens and dormitories to create a pleasant working environment for employees so that employees feel the warmth of "home" when they are at the Group. The Group has organised weekly staff lunches for Hong Kong employees and team-building activities to cultivate team spirit. The Group provides benefits, including labour insurance, supplies benefits, meal allowance, housing benefits, medical kit supplies, birthday parties, health checks, etc. We also attach great importance to the wellbeing of our employees. Benefit plans not only care about individual employees but also cover employees' family members, such as giving red packets to new-born babies of employees, providing free accommodation arrangements for family members of employees who came for visiting. For employees with financial difficulties, the Group organises fundraising activities, so that donations can be made to those employees in need.



Training workshops



Employees' birthday parties

Under the relevant laws and regulations in Mainland China, the Group is required to make contributions to various employee social welfare plans for its employees, including social insurance contributions and housing provident fund contributions. According to the social insurance system in Mainland China, the Group is required to make five types of insurance contributions for its employees, including basic endowment insurance, basic medical insurance, work injury insurance, unemployment insurance and maternity insurance.

Compliance information for relevant laws and regulations

The Group's business activities are subject to the local laws and regulations relating to employment, including but not limited to:

Local laws and regulations

- Employment Ordinance (Chapter 57 of the Laws of Hong Kong);
- Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong);
- Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong);
- Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong);
- Labour Law of the PRC (中華人民共和國勞動法);
- Labour Contract Law of the PRC (中華人民共和國勞動合同法); and
- Social Insurance Law of the PRC (中華人民共和國社會保險法).

To the best of the Group's Directors' knowledge, the Group was not aware of any significant non-compliance issues in this regard during the reporting period.

SUBJECT AREA B. SOCIAL

Employment Profile

Our employment profile during the reporting period is as follows:

Workforce	Employee compositions	
	2025	2024
By gender		
• Male	388	539
• Female	364	486
By age group		
• Age Below 30	72	128
• Age 30-50	627	834
• Age over 50	53	63
By employment Type		
• Full-time	751	1,024
• Part-time	1	1
By geographical Region		
• Hong Kong	17	17
• The Mainland China	735	1,008
Total	752	1,025

Employee Turnover

During the reporting period, the employee turnover rate is as follows:

Turnover Rate ¹²	Employee compositions	
	2025	2024
By gender		
• Male	38.9%	22.4%
• Female	27.5%	11.9%
By age group		
• Age Below 30	61.4%	21.0%
• Age 30-50	28.0%	17.1%
• Age over 50	48.1%	13.8%
By geographical Region		
• Hong Kong	11.8%	11.8%
• The Mainland China	33.9%	17.4%
Overall	33.4%	17.4%

The increase in employee turnover during 2025 was primarily attributable to operational adjustments and workforce restructuring in response to market conditions.

¹² Turnover rate = number of departures during the reporting period or FY2025/(number of departures during the reporting period or FY2025 + number of employees at the end of the reporting period or FY2025). The Group had a total of 174 and 223 employee turnover during the reporting period and in FY2024 respectively.

B2 HEALTH AND SAFETY

Policies

The health and safety of our employees are always one of the Group’s core values. The Group strives to create a safe and healthy work environment. In recognition of the Group’s occupational health and safety management system, its production base has been certified with GB/T45001–2020 and ISO45001:2018 (Occupational Health and Safety management system). The Group has set up policies and procedures regarding workplace safety and a healthy work environment as follows, including but not limited to:

- *Occupational disease prevention responsibility policy*
 - The policy states the responsibilities of different departments and the obligations of employees on the prevention of occupational diseases. If any departments are found failed to fulfil their responsibilities, responsible staff might have to face executive, civil, or criminal penalties.
- *Occupational disease hazardous warning and notification policy*
 - The policy states the responsibilities of different departments on spreading and educating the messages of occupational diseases prevention to employees. It also states the monitoring methodology and penalties of non-compliance cases.
- *Occupational disease protective equipment management policy*
 - The policy states the usage of different protective equipment under different conditions. It also states the stock management of the protective equipment and the penalty of non-compliance of policies on purchase and usage of protective equipment.
- *Occupational disease monitoring and evaluation management policy*
 - The policy states the hazardous evaluation implementation and reporting procedures. It also states the penalty of non-compliance of the policies on monitoring and making occupational hazardous rating evaluation.

The number and rate of work-related fatalities and lost days as a result of work-related injury cases in the past three years are as follows:

	Work-related fatalities and lost days		
	2025	2024	2023
Number of work-related fatalities	0	0	0
Rate of work-related fatalities	0	0	0
Number of work injuries	0	0	0
Lost days due to work injury	0	0	0

SUBJECT AREA B. SOCIAL

Compliance information for relevant laws and regulations

The Group's business activities are subject to the local laws and regulations relating to occupational health and safety, including but not limited to:

Local laws and regulations

- Law of the PRC on the Prevention and Treatment of Occupational Diseases (中華人民共和國職業病防治法); and
- Law of the PRC on Work Safety (中華人民共和國安全生產法).

To the best of our Directors' knowledge, the Group was not aware of any significant non-compliance issues in this regard during the reporting period.

Occupational health and safety measures

The Group has implemented various occupational health and safety measures to avoid accidents and to protect our employees, including but not limited to:

Occupational health and safety measures

- In case if needed, the Group will establish an occupational hygienic management leading group to make decisions on the implementation of measures on preventing occupational diseases and hazards;
- Human Resources Department is responsible for notifying employees on any occupational hazards that he/she might encounter and the measures taken by the Group to counter those hazards verbally and by stating on the employment contract;
- Environmental Health and Safety Department is responsible for setting up the bulletin board at eye-catching positions in the Group announcing the occupational diseases prevention regulations, operating procedures and emergency rescue measures of occupational diseases;
- Environmental Health and Safety Department is required to post warning signs in accordance with relevant regulations at eye-catching positions of all workplaces and facilities that may have occupational hazards as reminders to employees;
- Environmental Health and Safety Department is required to announce the results of workplace occupational hazards assessments to employees timely;
- The occupational hygienic management leading group will inspect the implementation of the occupational hazards notification progress, and whether it is in compliance with relevant regulations, the responsible department will be penalised for any non-compliance to relevant regulations;

- Our Employee Handbook contains guidelines for operation and safety control procedures which are distributed to all employees;
- We provide our employees with protective equipment such as gloves, dust masks, and dustproof goggles;
- We conduct the inspection and maintenance of our equipment and machinery regularly to identify and eliminate safety hazards;
- We maintain our health and work safety compliance records at our office; and
- We provide training to our employees to raise their awareness of occupational safety.

B3 TRAINING AND DEVELOPMENT

Policies

As the Group is in manufacturing industry, training and development of employees are extremely important to enable employees to improve their professional capabilities and develop their strengths during their employment. Apart from improving the quality of the products and services, they can also enhance the Group's competitiveness. Details of the policies relating to training and development are as follows:

Policies relating to training and development

- training provided is classified into three main types, including the induction training, job skills training and self-development;
- the induction training is mainly for new joiners of the Group to obtain a basic understanding of the Group such as background information of the Group, human resources and salary systems of the Group, labour ethics, occupational health and safety, fire safety, on-site management, quality management, etc;
- job skills training is designed based on the Group's development planning and departmental work demands for current employees to attend, training can be categorised as expatriate training and internal training;
- self-development refers to training that employees attend outside of work, which is encouraged by the Group as long as they do not interfere with employees' regular work; and
- the Group assesses performance of the employees on understanding of the training content, and employees are allowed to fulfil their jobs' duties only when they have passed the assessments of the relevant training sessions.

SUBJECT AREA B. SOCIAL

During the reporting period, the percentage of employees who have received training and their average training hours are as follows:

Percentage of Employee Receiving Training ¹³	Training	
	2025	2024
By gender		
• Male	84.1%	99.6%
• Female	85.8%	96.3%
By employment Category		
• Senior Management	97.4%	100%
• Middle Management	85.7%	91.6%
• General Staff	82.4%	98.5%
Overall	82.8%	98.1%

Average Training Hours ¹⁴	Training	
	2025 hours/employee	2024 hours/employee
By gender		
• Male	12.2	13.8
• Female	13.0	13.8
By employment Category		
• Senior Management	10.6	10.7
• Middle Management	12.3	13.6
• General Staff	12.3	13.9
Overall	12.0	13.8

Training activities

The Group has established an annual training plan covering a wide range of training activities organised by our Administration and Human Resources Department, Facilities Department and Quality Department. We provide various training to our employees, including but not limited to:

Training activities

- Annual Director's Training;
- safety protection and knowledge about fire prevention;
- safety operation of facilities;

¹³ Percentage of trained employee = Total number of employees received training during the reporting period or FY2025/Total number of employees as at the end of the reporting period or FY2025. The Group had a total of 741 and 981 employees who received training during the reporting period and FY2024 respectively.

¹⁴ Average training hours = Total training hours during the reporting period or FY2025/Total number of employees as at the end of the reporting period or FY2025. The Group had a total of 10,950 and 13,806 training hours during the reporting period and in FY2024 respectively.

- facilities maintenance skills training;
- quality assurance standards training;
- chemical handling and management training; and
- corporate social responsibility training.

The training stated above is conducted via in-class learning except for the training on facilities maintenance skills, safety operation of facilities, chemical handling and management training and knowledge about fire prevention which included operational practical sessions for trainees as well.

Participants will be assessed verbally via random questioning and oral examinations to ensure that they have obtained a thorough understanding of the training delivered.

B4 LABOUR STANDARDS

Policies

In order to protect both mental and physical health of the underaged, promote the implementation of voluntary education, and to ensure that the legal rights of the underaged are safeguarded properly, the Group has established policies to prohibit the Group from employing the underaged. The Group's Social Responsibility Management Policy states that we strictly prohibit the employment of child labour or forced labour. Labour relationship can only be established upon consent of both the employer and the candidate. The Human Resources Department continues to pay close attention to the application situation. All applicants must provide their identification documents at the hiring process so that their age is calculated and confirmed that they can work legally to ensure compliance with local labour practices.

The labour union is responsible for monitoring the Group to ensure no underaged labours are employed. If the Group is discovered to have employed underaged labours, the union can report such incidents to the Labour Department of the local authority. Apart from the labour union, the Human Resources Department is also responsible for the reporting of any underaged labour employment incidents discovered to the Labour Department of the local authority.

In cases where child labour is found to be present at the workplace, underaged labours would be ceased from work immediately. The Group would be responsible for the costs incurred from the health check of the underaged labour as well as providing sufficient wages. Administrative penalties would be applied to employees who were responsible for the employment of the underaged labours.

SUBJECT AREA B. SOCIAL

Compliance information for relevant laws and regulations

The Group's business activities are subject to the local laws and regulations relating to labour standards, including but not limited to:

Local laws and regulations

- Provisions on the Prohibition of Using Child Labour (禁止使用童工規定);
- Provisions on Special Protection for Juvenile Workers (未成年工特殊保護規定); and
- Labour Contract Law of PRC (中華人民共和國勞動法).

To the best of our Directors' knowledge, the Group was not aware of any significant non-compliance issues in this regard during the reporting period.

OPERATING PRACTICES

B5 SUPPLY CHAIN MANAGEMENT

Policies

We generally procure the raw materials used in our production process from suppliers based in the PRC. In addition, we also engage subcontractors to manufacture entire eyewear products or perform part of our production process, if necessary, with the consent of our customers. During the reporting period, the Group had a total of 142 suppliers and 7 subcontractors, with 120 suppliers from the PRC and 22 suppliers from Hong Kong; whilst the 7 subcontractors were from the PRC. Both the suppliers and subcontractors were managed under the practices as described below in this section. To manage the environmental and social risks in our supply chain, the Group has established a set of suppliers' ethical standards listing out the ethical requirements suppliers are required to comply in different aspects, including compliance of labour standards, health and safety, environmental requirements, professional, ethical requirements, protection of natural species which the raw materials originated from, disclosure of the place of origin of the raw materials, etc.

To specify the Group's supply chain management, in order to ensure the quality of the materials procured or services provided are up to standard by selecting high-quality suppliers, the Group has established policies governing the selection processes of suppliers. Furthermore, the Group has also established policies to manage the procurement process to ensure the Group can purchase materials or services economically as well as to ensure the purchases made are in the Group's best interest. The details of the policies relating to supply chain management are as follows.

Policies relating to supply chain management

Suppliers Management Policy has defined responsibilities of different working levels at the Procurement Department of the Group with purchasing staffs being responsible for background data collection of the newly targeted suppliers, and also conducting performance evaluations for the existing suppliers whilst the Procurement Manager is responsible for reviewing and approving the selections of the qualified suppliers. The Group has in place a set of selection criteria for suppliers of raw materials for production and sporadic procurements. Suppliers' fulfilment of the environment (such as the promotion of environmentally preferable services and products), health and safety requirements of the Group are relevant factors which will be taken into account by the Group in our supplier selection process.

Procurement Management Policy has defined the responsibilities of different departments in the procurement process and the processes of procurement by types of procurement items.

The Group has established procedures to manage its supply chain and assess supplier performance. Potential suppliers are required to provide relevant qualification documents and complete a supplier survey. For suppliers of key materials, the Group may conduct on-site visits as part of the evaluation process. New suppliers are reviewed by relevant internal departments before being added to the Group's Qualified Suppliers List.

Existing suppliers are subject to periodic performance assessments covering areas such as quality, delivery, pricing, and service cooperation. Suppliers are evaluated against defined criteria, and those that do not meet the required standards may be removed from the Qualified Suppliers List. Through these assessments, the Group monitors supplier performance and maintains oversight of its supply chain.

When selecting and evaluating suppliers, the Group takes into account their ability to meet applicable requirements, which may include considerations relating to responsible practices. The Group maintains communication with key suppliers on quality and service matters and keeps its Qualified Suppliers List under regular review.

Supplier Engagement

According to the Supplier Management Policy, when the Group is engaging new suppliers, the Procurement Department would require the new suppliers to provide qualification documents such as Business Licenses, Tax Registration Certificates, etc. and our Procurement staff is required to complete the Supplier Background Survey. Physical inspections are in place for the new suppliers that are responsible for crucial materials supply. Supplier Background Survey must be reviewed and approved by the Procurement Manager and Finance Supervisor. Procurement Department, Quality Control Department, Construction Department and Finance Department are required to evaluate the new suppliers and fill in their comments on the survey. The Procurement Manager will then review such comments. The Enterprise Resources Planning (“ERP”) Department would record the qualified suppliers into the ERP Qualified Suppliers List.

Supplier Monitoring

Procurement Department, Quality Control Department, Construction Department and Finance Department would assess annually on the performance of suppliers with frequent cooperation. The results of the assessments are documented on the Suppliers Assessment Form. The assessment criteria include but are not limited to the quality of delivered materials, price, goods delivery period, service quality, etc. Staff responsible for the assessments must sign on the completed form and pass it to the Procurement Manager for review. The ERP Department would update the Qualified Suppliers List (合格供應商名錄) regularly based on the assessment results of the suppliers, any suppliers with low ratings would be removed from the Qualified Suppliers List and such suppliers would be deactivated in the ERP system. Procurement Manager is required to print the Qualified Supplier List for the General Manager to review.

B6 PRODUCT RESPONSIBILITY

We produce and sell a wide range of spectacle frames and sunglasses mainly through ODM¹⁵ and OEM¹⁶ business models. Our integrated and customised services offering includes product design and development, raw materials procurement, production, quality control, packaging and delivery.

Product Health and Safety/Quality

We believe that the reliability, health and safety as well as quality of our products and services are crucial to the success of the Group. As such, we have implemented quality control policies and procedures covering all aspects and stages of our production process, from the procurement of raw materials to the delivery of products and/or the construction of production lines, to ensure the consistent production of products and/or services with quality and care for health and safety of our customers. During the reporting period, we did not have any products sold or shipped subject to recalls for safety and health reasons.

¹⁵ Acronym for original design manufacturing, where a manufacturer designs and manufactures a product according to customer's specifications and eventually sold under the brand name of the customer.

¹⁶ Acronym for original equipment manufacturing, a business whereby a manufacturer solely manufactures the products based on the design and specifications provided by its customers who came up with the design. The products will then be sold under the brand name of its customers with the design.

SUBJECT AREA B. SOCIAL

Our Quality Control Department is responsible for maintaining and operating our quality control system to ensure our products meet our customers' expectations and international industry standards. Our Group has established a quality management system which is certified to be in compliance with the requirements of ISO 9001:2015 (Quality Management System). The Quality Management System is used to assist us in conducting quality testing on raw materials, semi-finished and finished products.

Quality Control and Raw Material

To ensure that the quality of raw materials complies with our specifications and requirements, we inspect and perform incoming quality control tests on the raw materials. Our Warehouse and Quality Department's personnel checks the specifications, type, quantity and quality of the raw materials on a sampling basis. Sub-standard raw materials will be returned to the suppliers for exchange. In addition, we maintain a Qualified Supplier List, and we would assess our potential suppliers on their quality of raw materials prior to accepting them as our suppliers.

Quality Control and Finished Product

Our quality control staff will closely monitor the production of each of our products (including those manufactured/handled by our subcontractors) to ensure strict compliance with our standard operating procedures. They will regularly inspect the quality of the semi-finished products at each stage of the production process on a sampling basis and conduct checking on each finished product to ensure that the product quality adheres to product specifications and requirements provided by our customers. Sub-standard semi-finished products and finished products will be returned to the Production Department or the subcontractor for repair. During the reporting period, the Group was certified under ISO 9001, which is awarded in recognition of compliance with high-quality management systems.



ISO 9001 CERTIFICATE

We currently set up one laboratory in each of our production bases in Shenzhen and Jiangxi to conduct testing on our raw materials, work in progress and finished products as part of our quality control process. We possess different types of machinery to carry out various kinds of tests on our products, including but not limited to resistance to perspiration, dimension discrepancy, frame structure test and salt spray fogging test.

Complaint Handling

The Group values close communication with customers relating to their opinion on our products. When customers lodge complaints to us, our Business Department is responsible for receiving customers' complaints and recording relevant details on the Customer Compliant Form. The completed form is then sent to Quality Control Department and other related departments via email. Quality Control Department will investigate and analyse the reasons behind, the Production Department or other relevant departments may be requested to take part in the investigation, if necessary. A Correction/Preventive Action Plan ("CAP/PAP") will be established with a designated person in charge and an expected completion date of follow-up actions will be set.

If the Group is found to be responsible for the complaint, our Quality Control Department will send the CAP/PAP to the department responsible for follow-up actions. The Quality Control Department will then be responsible for the monitoring of the implementation of the follow-up actions and taking preventive measures in relevant procedures to mitigate the possibility for reoccurrence of similar incidents. During the reporting period, there were 182 complaints after sales from our customers.

Advertising and Labelling

As our business operations mainly focused on eyewear products manufacturing, we do not rely heavily on marketing, advertising and labelling activities. Yet we understand the importance of the role advertising and labelling plays in terms of products marketing and selling. We have established an Advertisement Publishing Management Policy (廣告投放管理規定) to define and control advertising expenses and enhance the effectiveness of our advertisement. The operation department is responsible for engagement of the advertisement publishment request by submitting a completed advertisement publishment application form, listing out the reason(s), costs and benefits of the advertisement publishment for each advertisement publishment request. Only requests approved by the Head Office are allowed to proceed and all advertisements published are subject to evaluation on their effectiveness semi-annually.

From time to time, we will attend local and international industry exhibitions, such as the Hong Kong Optical Fair to understand the market trend as well as advertising strategy of the products which not only, may inspire us on developing new products but may also help us to understand the methodology on how optical products are being advertised and labelled. We will continue to observe the prevailing legal requirements for product advertising and labelling in future. The Group strives to ensure that our marketing materials do not misrepresent our products, so that customers can access unbiased, accurate and adequate information on the economic, environmental, and social impacts of our products. The Group has established a Product Labelling Management Procedure (產品標籤管理制度) to define and control the printing procedures, including stringent monitoring on the number of labels printed, to prevent any misuse of our labels.

SUBJECT AREA B. SOCIAL

Intellectual Property and Privacy Protection

The Group values the protection of customers' intellectual properties and privacy. We have established internal procedures to identify, verify, protect, and safeguard customer property while it is in the Group's control. Given the importance of the Group's brand to the business, we have already registered our company logo in Hong Kong for which the Group is the registered proprietor and the trademark of "miga studio" in the PRC, Hong Kong, European Union, the America, New Zealand, Australia and the United Kingdom which is owned by Optical Farm HK Limited, one of the Company's subsidiaries. In addition, the Group has one domain name which is material to the business, namely "kelfred.com.hk" for which the Group is the registered proprietor. Looking ahead, we will continue to invest in developing innovative techniques and skills in our business operations, to strengthen the ability as well as to promote the awareness of intellectual properties protection.

As stipulated in the Employee Handbook, all employees have obligations to keep all business secrets confidential, including customers' information, any form of information leakage is strictly prohibited. If such information has to be copied due to working purpose, it can only be done upon approval granted by the General Manager or designated department supervisors. In case of any leakages on business secrets, staff who discovered the leakage should take immediate practical measures to prevent the leakage from spreading and report to the General Manager immediately. The Group has established Non-Disclosure Agreement in which all employees who get in contact with business secrets must understand the scope of confidentiality, rights, obligations, terms and liability of breach of contractual terms before signing the agreement.

Compliance information for relevant laws and regulations

The Group's business activities are subject to the local laws and regulations relating to product responsibility, including but not limited to:

Local laws and regulations

- Consumer Goods Safety Ordinance (Chapter 456 of the Laws of Hong Kong);
- Sale of Goods Ordinance (Chapter 26 of the Laws of Hong Kong);
- Import and Export Ordinance (Chapter 60 of the Laws of Hong Kong);
- Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong);
- Product Quality Law of the PRC (中華人民共和國產品品質法);
- Trademark Law of the PRC (中華人民共和國商標法);
- Advertising Law of the PRC (中華人民共和國廣告法);

- Law of the People's Republic of China on the Protection of Consumer Rights and Interests 2013 (消費者權益保障法);
- Laws and regulations relating to product liability in the United States, such as the Consumer Product Safety Improvement Act of 2008 and the Federal Trade Commission Act; and
- Laws and regulations relating to product safety in the European Union, such as General Product Safety, Directive 2001/95/EC, Consumer Rights Directive 2011/83/EU.

To the best of our Directors' knowledge, the Group was not aware of any significant non-compliance issues in this regard during the reporting period.

B7 ANTI-CORRUPTION

Policies

The Group is proactively promoting anti-corruption and anti-bribery work in business activities. We strengthen our internal control and monitoring mechanism, establish and maintain an overall honest culture for the Group, with respect to fair competition and ensure that the Group conducts business with a high degree of integrity. The Code of Conduct also states the ethical standards we expect of our employees. We have established related internal policies and procedures. The details are as follows.

Internal policies and procedures

- The Group has developed the Anti-Bribery Management Policy. The policy covers raw material purchase, outsourced processing, constructions of facilities, trade sales, procurement and maintenance of facilities, financial management, quality monitoring, etc. As for external parties, this policy also covers all parties of the Group with business relationships, such as customers, suppliers, service providers, and contractors, etc.
- According to the policy, in order to establish business cooperation or gain profits out of business cooperation, money, kickbacks, gifts, services, and travelling offers provided by the employees or the external party, will be treated as bribery, except for gifts with a low market price that are given showing business courtesy, or offering recreational activities such as meals, accommodation and travel to the external party in accordance with the signed business cooperation contracts.
- Human Resources Department has arranged trainings regarding the Group's practices on anti-corruption and anti bribery for new and existing employees as well as directors to attend. We have maintained written attendance records for the training. The Group has arranged Anti-corruption and Anti-bribery training for directors and staff for at least 20 hours during the reporting period.
- In case of any non-compliance with the policy, the whistle-blower must report the incident to the Human Resources Manager or the Deputy General Manager who is in charge of Human Resources, as well as providing evidence to support the accusation.
- The Group encourages employees to report any corruption or bribery acts. All reports are confidential, including the receipt of the report, investigation and the personal information of the whistleblower. For any factual reports, whistleblowers will be rewarded by the Group depending on the importance of the reporting information.



SUBJECT AREA B. SOCIAL

Compliance information for relevant laws and regulations

The Group strictly abides by the laws and regulations relating to bribery, extortion, fraud and money laundering in the regions of operations, including but not limited to:

Local laws and regulations

- Prevention of Bribery Ordinance (Chapter 201 of Laws of Hong Kong);
- Criminal Law of the PRC (中華人民共和國刑法);
- Anti-Unfair Competition Law of the PRC (中華人民共和國反不正當競爭法);
- Theft Ordinance (Chapter 210 of Laws of Hong Kong);
- Drug Trafficking (Recovery of Proceeds) Ordinance (Chapter 405 of Laws of Hong Kong);
- Organized and Serious Crimes Ordinance (Chapter 455 of Laws of Hong Kong);
- Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of Laws of Hong Kong); and
- United Nations (Anti-Terrorism Measures) Ordinance (Chapter 575 of Laws of Hong Kong).

During the reporting period, to the best of our Directors' knowledge, the Group was not aware of any significant noncompliance cases or concluded legal cases regarding corrupt practices brought against the Group or our employees.

COMMUNITY
B8 COMMUNITY INVESTMENT

Policies



The Group believes that community contribution is important for sustainable development as it helps to establish a harmonious society. The Group aims to develop long-term relations with stakeholders based on mutual trust, respect and integrity. The Group also seeks to make contributions to programmes which have a positive impact to the development of children and youngsters. Employees are encouraged to volunteer and work through collaboration with strategic giving as well as capacity-building initiatives to try and create a positive impact in the community. We have established a Corporate and Community Enhancement Guidance Policy (企業與社區共建指導政策) with enhancement targets and missions that we aim to achieve. We are committed to facilitate communication between the Group and the community and invest resources wisely in order to help us reach our goals. Looking ahead, we will continue to provide support to youth in need.

Our Contribution

In previous years, we donated some of our products to children and youngsters, as well as making donations and providing voluntary optometric assessments to the poor and the needy. During the reporting period, we have shown our concerns to the elderly and the local society. Hong Kong office has also provided voluntary optometric assessments to the elderly and students as well as donating optical frames to them. The details are as follows.

Certificate/achievements	Table of Certificate for community contribution		Award certificate/trophy
	Issuing authority	Date of certificate	
Certificate of appreciation of voluntary optometric assessments	North District Council	24 Mar 2025	
Certificate of appreciation of voluntary optometric assessments	China Peniel Missionary Society Inc	24 May 2025	
Certificate of appreciation of voluntary optometric assessments	Pok Oi Hospital	11 Aug 2025	

SUBJECT AREA B. SOCIAL

Certificate/achievements	Table of Certificate for community contribution		Award certificate/trophy
	Issuing authority	Date of certificate	
Certificate of appreciation of voluntary optometric assessments	Comforthome	27 Sep 2025	
Certificate of appreciation of actively participated	Caring Company	23 Dec 2025	

C. CLIMATE RESILIENCE

The Group recognises that climate change presents both risks and opportunities that could have a material impact on our business strategy, financial performance, and long-term value creation. As a responsible manufacturer with operations in Mainland China and a global customer base, we are committed to building resilience against climate-related issues. This section is prepared in alignment with the Task Force on Climate-related Financial Disclosures (“TCFD”) recommendations and addresses the Hong Kong Stock Exchange’s new climate disclosure requirements.

Governance

The Board of Directors has overall responsibility for overseeing the Group's management of climate-related risks and opportunities. The Board provides strategic direction, reviews progress against climate-related targets, and ensures that climate considerations are incorporated into the Group's overall business strategy where feasible. To support the Board, the Audit Committee reviews ESG-related issues, including climate change, and reports its findings to the Board.

An ESG Working Group has been established, composed of senior management representatives from key departments including operations, finance, and administration. The ESG Working Group is responsible for implementing the Board's climate-related strategies, coordinating data collection, monitoring performance against targets, and identifying emerging risks and opportunities. The ESG Working Group reports to the Board on a semi-annual basis on the Group's climate resilience progress, performance metrics, and any recommended adjustments to strategy or policy.

Strategy

We utilized publicly available climate scenarios from authoritative sources, including the Intergovernmental Panel on Climate Change ("IPCC"). Two distinct scenarios were selected to capture a range of potential futures relevant to our operations and markets:

- Low Emissions Scenario (Paris-aligned, e.g., IPCC RCP 2.6): This scenario assumes that global action leads to significant emissions reductions, limiting global warming to well below 2° C by 2100. It is associated with higher transition risks (e.g., policy changes, technological shifts) but lower physical risks.
- High Emissions Scenario (Business-as-usual, e.g., IPCC RCP 8.5): This scenario assumes that current climate policies persist, resulting in a higher emissions trajectory and global warming of at least 3° C by 2100. It is associated with higher physical risks (e.g., extreme weather events) but potentially lower transition risks in the near term.

Our analysis considered potential impacts across three time horizons:

- Short-term: 0-1 year
- Medium-term: 2-5 years
- Long-term: 5-20 years

SUBJECT AREA B. SOCIAL

The table below outlines the climate-related risks and opportunities we have identified as potentially significant to our eyewear manufacturing and trading business, along with their potential financial impacts and our planned mitigation measures.

Climate-related risks & opportunities description	Time horizon	Potential Financial Impact	Steps taken to manage the risks/pursue opportunities
Physical Risks			
<p>Acute physical risks: Increased severity and frequency of extreme weather events, such as typhoons, floods, and heavy rainfall, could disrupt our production bases in Shenzhen and Jiangxi, delay the transport of raw materials from suppliers, and interrupt the shipment of finished goods to our key markets in Europe and the US.</p>	Short-to Long-term	<ul style="list-style-type: none"> • Operating costs: Increase due to logistics disruptions, supply chain delays, and higher insurance premiums. • Capital expenditure: Potential increase for repairs to damaged facilities, equipment, or inventory. • Revenue: Potential decrease due to operational downtime and inability to fulfil customer orders on time. 	<ul style="list-style-type: none"> • Maintain and regularly review a business continuity and emergency response plan for our production facilities. • Conduct regular inspections of drainage systems and facility integrity to ensure resilience against heavy rainfall and flooding. • Monitor weather forecasts closely and establish protocols for suspending or adjusting operations in advance of extreme weather events. • Maintain buffer stocks of key raw materials where feasible to mitigate supply chain disruptions.

Climate-related risks & opportunities description	Time horizon	Potential Financial Impact	Steps taken to manage the risks/pursue opportunities
<p>Chronic physical risks: Rising temperatures and more frequent heatwaves could affect worker health and safety in our non-air-conditioned production areas. Long-term changes in precipitation patterns could impact water availability for our manufacturing processes or for our suppliers.</p>	Medium-to Long-term	<ul style="list-style-type: none"> • Operating costs: May increase due to higher energy consumption for cooling, potential water sourcing costs, or reduced equipment efficiency. • Staff welfare costs: May increase due to heat-related health measures (e.g., adjusted working hours, additional cooling facilities). 	<ul style="list-style-type: none"> • Implement heat stress management protocols for production workers, including provision of rest breaks, hydration stations, and flexible working hours during peak temperatures. • Monitor and optimize energy consumption across operations. • Explore opportunities to enhance water efficiency in our manufacturing processes where feasible.



SUBJECT AREA B. SOCIAL

Climate-related risks & opportunities description	Time horizon	Potential Financial Impact	Steps taken to manage the risks/pursue opportunities
Transition Risks		<ul style="list-style-type: none"> • Operating costs: May increase due to carbon taxes, costs associated with compliance with stricter environmental regulations, or higher raw material costs if suppliers pass on their own compliance costs. • Capital expenditure: May be required to upgrade equipment or install emission control technologies to meet new standards. 	<ul style="list-style-type: none"> • Monitor regulatory developments at national and local levels in the PRC to anticipate and prepare for policy changes. • Conduct regular reviews of the Group's environmental compliance status. • Plan for potential future investments in cleaner technologies or efficiency improvements to reduce regulatory risk exposure.
<p>Policy and legal risk: Introduction of, or increases in, carbon pricing mechanisms or stricter emission reduction mandates by the PRC government. As a manufacturer, the Group may face higher compliance costs. Stricter enforcement of environmental laws related to air and water pollution could lead to increased permitting requirements or fines.</p>	<p>Medium-to Long-term</p>		

Climate-related risks & opportunities description	Time horizon	Potential Financial Impact	Steps taken to manage the risks/pursue opportunities
<p>Market and Reputational risk: Changing customer preferences as international brand owners, retailers, and consumers increasingly demand sustainable and lower-carbon products. Failure to demonstrate progress on emissions reduction or sustainable sourcing could lead to loss of market share or exclusion from tender lists.</p>	<p>Medium-to Long-term</p>	<ul style="list-style-type: none"> • Revenue: Potential decrease if customer demand shifts towards suppliers with better environmental credentials or if buyers impose stricter environmental requirements. • Financing: Cost of capital may increase if lenders and investors apply higher risk premiums to companies perceived as not managing climate risks effectively. 	<ul style="list-style-type: none"> • Strengthen relationships with existing ODM/OEM customers to understand their evolving ESG expectations. • Explore opportunities to enhance the sustainability profile of our products, such as using recycled or bio-based materials, particularly for our OBM “Miga” brand, to access new customer segments. • Enhance transparency by disclosing ESG performance and climate-related risks in this report. • Engage with financial partners to understand their ESG expectations and communicate the Group’s sustainability efforts.

SUBJECT AREA B. SOCIAL

During the reporting period, the primary climate-related opportunities and the corresponding financial impacts were as follows:

Detailed description of climate-related opportunities	Financial impact
<p>Resource Efficiency</p> <ul style="list-style-type: none"> • Improve energy efficiency of production equipment and facility operations (e.g., upgrading machinery, optimizing processes). • Reduce water consumption in manufacturing processes through recycling, process optimization, and improved water management practices. • Enhance resource efficiency by minimizing material waste in production. 	<ul style="list-style-type: none"> • Operating costs: May decrease through efficiency gains in production, reduced energy consumption, and optimized resource use. • Profit margins: May improve through reduced input costs (energy, water, materials) per unit produced.
<p>Products and Markets</p> <ul style="list-style-type: none"> • Develop and supply eyewear products incorporating recycled or bio-based materials, helping customers meet their own sustainability targets. • Leverage our International Sustainability and Carbon Certification (ISCC) PLUS to differentiate our OBM “Miga” brand and strengthen value proposition with ODM/OEM partners. • Explore opportunities to enhance the sustainability profile of our products and services. 	<ul style="list-style-type: none"> • Revenue: New revenue streams may be developed by offering higher-value, sustainable products to environmentally conscious customers. • Competitive advantage: May strengthen as customers seek suppliers with better environmental performance and certifications. • Reputation: Enhanced brand reputation and customer loyalty.
<p>Energy Source</p> <ul style="list-style-type: none"> • Develop and expand on-site renewable energy generation (e.g., photovoltaic projects) to power operations. • Explore eligibility for government incentives or subsidies supporting clean energy adoption or energy efficiency improvements. • Reduce reliance on grid electricity and hedge against future energy price increases. 	<ul style="list-style-type: none"> • Energy costs: May stabilize or reduce through diversification of energy sources and reduced exposure to grid price volatility. • Potential revenue: Streams may be generated from excess renewable energy exported to the grid (where applicable). • Returns on investment: In renewable energy technologies may improve over time as energy prices rise.

Detailed description of climate-related opportunities

Financial impact

Resilience

- | | |
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| <ul style="list-style-type: none"> • Enhance operational resilience by diversifying suppliers and logistics routes to mitigate climate-related disruptions. • Integrate climate considerations into business continuity planning and long-term strategy. • Strengthen supply chain reliability through closer collaboration with key suppliers on sustainability practices. | <ul style="list-style-type: none"> • Market valuation: May be enhanced through improved resilience planning and long-term strategic positioning. • Supply chain reliability: May improve, reducing vulnerability to climate-related disruptions. • Revenue streams: May become more stable through improved ability to operate under various climate conditions. |
|--|--|

Climate-related considerations are not currently incorporated into the Group’s remuneration policy. The Board will continue to monitor developments in this area and assess the appropriateness of linking remuneration to climate-related performance as part of its ongoing review of sustainability governance.

Risk Management

Our Group identifies climate change-related risks and tests existing risk management strategies with the aid of risk assessment, thereby identifying areas where new strategies may be needed.

The risk assessment takes a standard risk-based approach using national data, local information, and expert knowledge, which can identify how climate change may compound existing risks or create new ones. The risk assessment is conducted through the following steps:

- Step 1: Establish the context – Define objective/goal, scale, time frame, and climate change scenario.
- Step 2: Identify existing risk (past and current) – Identify the record of occurrence of climatic hazards in the area and existing risk management strategies.
- Step 3: Identify future risk and opportunities – Explore climate change projections, identify potential hazards, investigate whether existing risks may worsen, and identify new risks.
- Step 4: Analyse and evaluate risk – Identify a set of decision areas or systems (e.g., geographical areas, business operations, assets) that have the potential to be at risk in the future.

The Group has begun taking preliminary steps to better understand climate-related risks and their potential relevance to our business. This includes initial discussions within the ESG Working Group and familiarization with emerging regulatory expectations. The Group engages with government and other appropriate organizations to keep abreast of expected and potential regulatory and/or fiscal changes.



SUBJECT AREA B. SOCIAL

Looking ahead, the Group intends to:

- Continue enhancing its understanding of climate-related risks relevant to its operations and value chain.
- Assess appropriate methodologies for identifying and evaluating such risks as data availability improves.
- Develop a roadmap for addressing climate-related considerations as part of our ongoing business planning.
- Review progress and provide updates in future ESG reports.

The Group will continue to monitor developments in this area and will reassess its position as practices, data, and internal capabilities evolve.

Metric and Targets

Our Group uses key metrics to measure and manage climate-related risks and opportunities. Energy consumption and greenhouse gas (“GHG”) emissions are the primary indicators we consider material to our operations and critical for assessing our climate impact. We track these metrics regularly to evaluate the effectiveness of our emission reduction initiatives and to inform our ongoing sustainability efforts.

The Group reports on Scope 1 and Scope 2 GHG emissions on a mandatory basis. During the reporting period, the Group has commenced disclosure of its Scope 3 GHG emissions. This initial disclosure reflects our transport-intensive supply chain and includes key categories such as upstream transportation of raw materials and downstream transportation of finished goods. The Group will continue to refine its data collection methodologies and expand the scope of its Scope 3 reporting in future years.

Using 2021 as the baseline year, the Group is working towards reducing its Scope 1 and Scope 2 GHG emission intensity, energy consumption intensity, and water consumption intensity by 3% by 2026. Progress against these targets will be reviewed annually by the ESG Working Group and reported to the Board. The targets will be refined as our understanding of climate-related issues and our data capabilities evolve.

The Group also supports the national goal of achieving carbon neutrality by 2060 in the PRC and the Hong Kong SAR’s target of reaching carbon neutrality by 2050. Our near-term targets are aligned with these long-term objectives.

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Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Disclosure	Section
A. Environmental			
A1: Emissions			
Emissions General Disclosure		Disclosed	“Environmental Aspects”
KPI A1.1	The types of emissions and respective emissions data.	Disclosed	Emissions – Air Emissions
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity	Disclosed	Emissions – Air Emissions
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	Disclosed	Emissions – Waste Management
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity	Disclosed	Emissions – Waste Management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them	Disclosed	Emissions – Waste Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	Disclosed	Emissions – Waste Management

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Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Disclosure	Section
A2: Use of Resources General Disclosure		Disclosed	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	Disclosed	A2. Use of Resources – Energy Management
KPI A2.2	Water consumption in total and intensity	Disclosed	A2. Use of Resources – Water Management
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Disclosed	A2. Use of Resources – Resources Management
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	Disclosed	A2. Use of Resources – Water Management
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	Disclosed	Use of Resources – Packaging Materials
A3: The Environment and Natural Resources General Disclosure		Disclosed	A3. The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Disclosed	A3. The Environment and Natural Resources
General Disclosure		Disclosed	C. Climate Resilience
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Disclosed	C. Climate Resilience

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Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Disclosure	Section
B. Social Employment and Labour Practices B1: Employment General Disclosure		Disclosed	B1. Employment
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	Disclosed	B1. Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region	Disclosed	B1. Employment
B2: Health and safety General Disclosure		Disclosed	B2. Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	Disclosed	B2. Health and Safety
KPI B2.2	Lost days due to work injury	Disclosed	B2. Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Disclosed	B2. Health and Safety
B4: Labour Standards General Disclosure		Disclosed	General Disclosure
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	Disclosed	B4. Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered	Disclosed	B4. Labour Standards

THE STOCK EXCHANGE “ESG GUIDE” CONTENT INDEX

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Disclosure	Section
Operating Practices Employment and Labour Practices B5: Supply Chain Management General Disclosure		Disclosed	B5. Supply Chain Management
KPI B5.1	Number of suppliers by geographical region	Disclosed	B5. Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	Disclosed	B5. Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Disclosed	B5. Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Disclosed	B5. Supply Chain Management
B6: Product Responsibility General Disclosure		Disclosed	B6. Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Disclosed	B6. Product Responsibility – Quality Control
KPI B6.2	Number of products and service related complaints received and how they are dealt with	Disclosed	B6. Product Responsibility
KPI B6.3	Description and practices relating to observing and protecting intellectual property rights	Disclosed	B6. Product Responsibility
KPI B6.4	Description of quality assurance process and recall procedures	Disclosed	B6. Product Responsibility – Quality Control
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Disclosed	B6. Product Responsibility

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Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Disclosure	Section
B7: Anti-corruption General Disclosure		Disclosed	B7. Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case	Disclosed	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	Disclosed	B7. Anti-corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff	Disclosed	B7. Anti-corruption
Community B8: Community Investment General Disclosure		Disclosed	B8. Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	Disclosed	B8. Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	Disclosed	B8. Community Investment

THE STOCK EXCHANGE “ESG GUIDE” CONTENT INDEX

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)	Disclosure	Section
C. Climate Resilience		
Governance <ul style="list-style-type: none"> a. Describe the board’s oversight of climate-related risks and opportunities. b. Describe the management’s responsibilities in overseeing climate related risks and opportunities. 	Disclosed	“Governance”
Strategy <ul style="list-style-type: none"> a. Describe the climate-related risks and opportunities over different time horizons. b. Describe the impacts of the climate related risks and opportunities on the organization’s financial performance and business model, and their mitigation measures. Describe the resilience of the organisation’s strategy, considering various climate-related scenarios, including a global average temperatures 3 ° C or lower scenario.	Disclosed	“Strategy”
Risk Management <ul style="list-style-type: none"> a. Describe the organisation’s processes for identifying, assessing and managing climate related risks. Describe how the processes for identifying, assessing and managing climate-related risks are integrated into the organisation’s overall risk management.	Disclosed	“Risk Management”
Metric and Targets <ul style="list-style-type: none"> a. Describe the metrics used by the organisation to assess climate-related risks and opportunities. b. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions. Describe the climate-related targets to manage the risks and opportunities and performance against targets.	Disclosed	“Metric and Targets”