



**WHITE
FLOWER®**

PAK FAH YEOW INTERNATIONAL LIMITED

(Incorporated in Bermuda with limited liability)

Stock Code: 239

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT
2025



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ABOUT THE GROUP

Pak Fah Yeow International Limited (the “Company”) and its subsidiaries (collectively the “Group” or “we”) are principally engaged in the manufacture, marketing and distribution of healthcare products using its brand “Hoe Hin”. One of its products, a renowned medicated oil, Hoe Hin White Flower Embrocation or Hoe Hin Pak Fah Yeow, has been manufactured since 1927 and is available globally, including Hong Kong, Macau, the People’s Republic of China (the “PRC” or “Chinese Mainland”), Southeast Asia and in the West.

The Group is also engaged in property and treasury investments. The property investments in the United Kingdom, Hong Kong and Singapore were acquired a long time ago and are intended to be held long term to generate steady income.

ABOUT THIS REPORT

This environmental, social and governance report (“ESG Report”) provides an insight into the Group’s policies, measures and performances in environmental, social and governance (“ESG”) aspects. It describes how the Group combines its commitments to responsible operations with business approach as well as the action it has taken, providing stakeholders with an overview of the Group’s progress towards sustainability.

Reporting Scope and Period

The ESG Report specifies the ESG activities and measures being taken during the financial year ended 31 December 2025 (“2025” or the “Reporting Year”). The Group focuses on its healthcare business segment, which accounts for more than 92% of the Group’s total revenue, therefore the scope of this ESG Report continues to cover operations of the head office and factory of the Group in Hong Kong, which aligns with previous reporting practices. The Group will consider expanding the scope of reporting when and where appropriate.

MANAGEMENT MESSAGE

The Group is delighted to present the tenth ESG Report of the Group.

As a renowned manufacturer of healthcare products, the Group has been dedicated to bringing quality products to alleviate the pain of many for 98 years. The Group makes seamless efforts in providing communities with high-quality healthcare products by advancing and systemising best practices. At the same time, the Group remains vigilant to the potential environmental and social impacts that its business may have on the communities in which it operates. Therefore, the Group is committed to achieving its business objectives within a framework of high standards with a focus on environmental sustainability and social responsibility within the Group and in the communities in which it operates, in accordance with its core values – honesty, obedience, excellence, humanism, innovation, and nurturing.

The Group believes that business sustainability can only be accomplished by operating successfully while ensuring the well-being of both society and the environment. The Group, therefore, incorporates ESG concepts into its business strategies to cultivate sustainable value for shareholders by seizing opportunities and managing risks associated with developments in the economy, society and environment. The Group’s ESG responsibility initiative depends critically on its ability to comprehend how various ESG issues may impact its business and its stakeholders. To ensure the effective integration of ESG considerations into its business model, the Group has established a group-level sustainability governance structure. The board of directors (the “Board”) plays a leading role in the governance structure and holds the collective responsibility for the Group’s ESG approach, management, performance and reporting supported by the ESG committee (the “ESG Committee”). The Board examines and approves the sustainability objectives, strategies, priorities, initiatives and goals, as well as related significant policies and framework of the Group. Under the Board’s delegation, the Group’s ESG Committee, which is chaired by an Executive Director and composed of executives from major departments, assists the Board in fulfilling its oversight responsibilities. By utilising the Board’s expertise and resources as well as consulting external expertise in ESG reporting, the Group seeks to empower its stakeholders, including investors, employees and community groups, empowering them to make informed decisions. Information about the Group’s ESG governance structure is detailed in the section headed “ESG Governance”.

The Group is guided by the principle of being a responsible corporation. Driven by its dedication to environmental sustainability, the Group actively takes measures to minimise carbon emissions within the workplace. The strategies encompass optimising energy efficiency, implementing a comprehensive recycling programme and enhancing packaging materials to reduce the overall environmental footprint. The Group has adopted Light Emitting Diode (“LED”) lights in its outdoor advertising signage along the Victoria Harbour. Since the Group strengthened its targets in the four areas which are more specific and quantitative in 2023, the Group has actively carried out various initiatives and activities at operational levels in order to meet the targets. The Board has delegated authority to the ESG Committee to gather ESG data, monitor and analyse its performance, and assess the Group’s progress toward its targets. Relevant results are detailed in the sections headed “GHG Emissions”, “Waste Management”, “Energy Consumption” and “Water Consumption and Effluents”.

Climate change gives rise to certain risks to our business, including the impact of extreme weather events on our properties, the rising energy cost and the environmental and social impact of greenhouse gas (“GHG”) emissions. We address climate change risks as part of our corporate risk management process and develop strategies in line with its practices to mitigate the impacts of climate change on our operations, adapt our operations to climate change and strengthen our resilience to climate change. In the meantime, the Group actively explores the financial and operational implications of climate change and has been identifying potential opportunities for improvement and development. Overall, we are committed to combating climate change and its impacts.

As a socially responsible corporation, customers’ health and well-being remains as the utmost priority of our business approach. As such, strong efforts are in force to establish a quality system based on the requirements of ISO 9001:2015 Quality Management System. Moreover, in recognition of its high-quality products, the Group has been from time to time honoured different certifications, including the Hong Kong Q-Mark certification issued by the Federation of Hong Kong Industries (“FHKI”) and the Good Manufacturing Practice (“GMP”) certifications issued by the Therapeutic Goods Administration from the Department of Health in Australia and the Chinese Medicine Council of Hong Kong.

To showcase the Group’s commitment to ESG performance, it actively engaged in initiatives such as the 2024 Hong Kong Awards for Environmental Excellence and the TVB ESG Awards 2025, reflecting its dedication to sustainability and responsible practices.

Looking ahead, the Group will continue to adhere to high management standards and also remain vigilant and responsive to challenges in its business environment in various aspects. The Group will continue to strengthen communication with stakeholders and keep exploring opportunities to enhance the ESG performance with development of more sustainable products so as to create long-term value for its stakeholders.



REPORTING FRAMEWORK

This ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “ESG Reporting Code”) set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

Information relating to the corporate governance practices of the Group has been set out in the Corporate Governance Report as included in the Annual Report 2025.

The Group has established an ESG Reporting Policy with appropriate internal control and review process to ensure that all information presented in this ESG Report is as accurate and reliable as possible. The ESG Committee of the Group has overall responsibility for the establishment and disclosure of the relevant measures and respective key performance indicators (“KPIs”). This ESG report has been approved by the ESG Committee and endorsed by the Board.

Reporting Principles

The content of this ESG Report follows the reporting principles of the ESG Reporting Code.

Materiality: This ESG Report is structured based on the materiality of the respective issues following a materiality assessment. The result of the materiality assessment was reviewed and confirmed by the Board and the ESG Committee. For further details, please refer to the section headed “Materiality Assessment”.

Quantitative: This ESG Report is prepared in accordance with the ESG Reporting Code and discloses KPIs in a quantitative manner. Information regarding the standards, methodologies, assumptions and/or calculation references, and sources of key conversion factors used for KPIs is stated wherever appropriate.

Balance: This ESG Report is based on an objective and impartial manner to ensure that the information disclosed faithfully reflects the overall performance of the Group in ESG aspects.

Consistency: Unless otherwise stated, the Group’s disclosure and statistical methods are consistent with the previous financial year for meaningful comparison. If there is any change that may affect the comparison with previous reports, the Group will make explanatory notes to the corresponding section hereof.

ESG GOVERNANCE

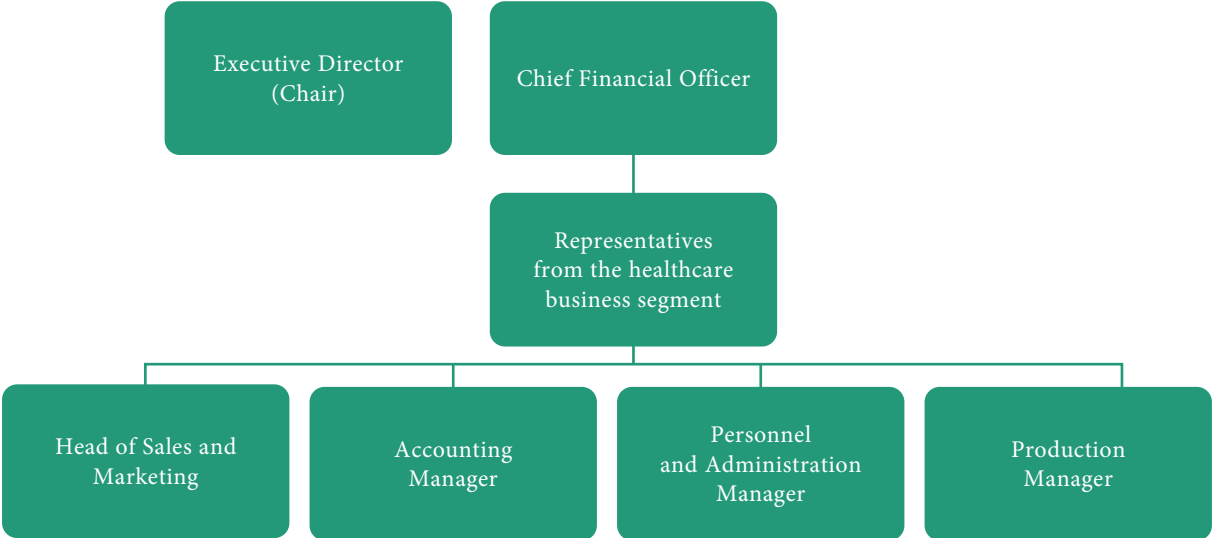
The Group’s sustainability governance structure provides a solid foundation for developing and delivering its commitment to sustainability, which is embedded at all levels of the Group, including the Board, the ESG Committee and employees of different functional departments.

The Board has ultimate accountability for the Group’s ESG approach, management, performance and reporting through the support of the ESG Committee. The Board and ESG Committee regularly communicate in verbal and written form. The Board and the ESG Committee also arrange meetings as needed, ensuring at least an annual discussion on ESG issues and their impact on the Group’s business. The Board examines and approves the Group’s ESG objectives, strategies, priorities, targets and goals, as well as the related policies and frameworks during board meetings at least on an annual basis. During the meeting, the Board also reviews the Group’s progress against ESG-related goals and targets.

The Group believes a diversified Board composition helps it fulfill its duties and responsibilities more effectively, as well as facilitate better decision-making on ESG and business strategies. Therefore, the Group has formulated and adopted a board diversity policy to strengthen the standardisation and effectiveness of the Group’s governance. For further details on the skills and expertise of its Board, please refer to the section headed “Board of Directors and Senior Management” in the Annual Report 2025.

The ESG Committee, chaired by an Executive Director, assists the Board in fulfilling the Board’s oversight responsibilities. The ESG Committee has an overarching role in supporting the Board on the matters of ESG and oversees the implementation of the policies, strategies, ESG initiatives and performance of the Group. The primary purposes of the ESG Committee include integrating ESG principles into the Group’s business approach and operations, enhancing transparency and accountability through effective ESG management and reporting, ensuring compliance with applicable ESG-related laws, regulations, and industry standards in which the Group operates in, and overseeing climate-related risks and opportunities. In addition, the ESG Committee is responsible for coordinating ESG matters, compiling ESG reports, monitoring the work progress towards ESG goals and targets, and reporting to the Board at least once per year.

The following shows the composition of the ESG Committee:



Risk Management

Risk management is considered an integral part of the Group’s daily management processes and good corporate governance. The Board has the overall responsibility of overseeing the Group’s risk management and internal control processes with the support of the audit committee. A review of the Group’s approaches in addressing the identified risks is conducted at least once per year to ensure the effectiveness of the processes.

To consider environmental and social issues more comprehensively upon the Group’s risk assessment and internal control system, the Group has expanded and enforced risk management to include ESG risk topics to identify imminent ESG risks. More specifically, climate-related risks and opportunities are overseen by the ESG Committee, enabling the Group to determine action plans in a timely manner.

FEEDBACK MECHANISM

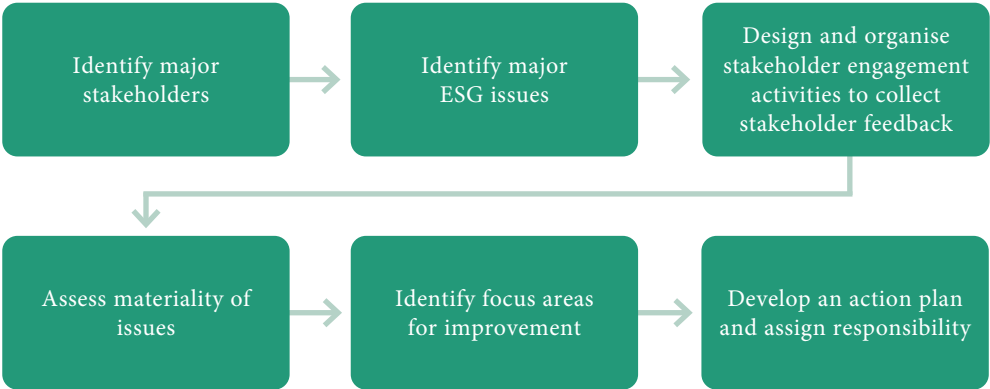
Stakeholder comments and suggestions can help define and strengthen the Group’s future sustainability approach. They are welcome to contact the Group’s ESG personnel by email at pfy@pfy.com.hk.

STAKEHOLDER ENGAGEMENT

Understanding and meeting the needs of the Group’s stakeholders is of paramount importance for it to move forward on the path towards sustainability. Every feedback will eventually facilitate the Group to identify material ESG issues and manage relevant risks and opportunities.

Stakeholders are those who have a considerable influence on the Group’s business and whom its business has a significant impact on. To better understand their expectations and interests and respond to their concerns, the Group has developed an engagement approach to ensure engagement activities are carried out on a systematic and regular basis.

The process of engagement is shown as follows:



The following table shows the Group's stakeholders, respective communication channels and their expectations and concerns being raised:

Stakeholders	Communication channels	Expectations and concerns
The Board and senior management	<ul style="list-style-type: none"> Regular meetings Training, seminars and briefing sessions 	<ul style="list-style-type: none"> Compliant operation Economic performance Employees' health and safety Protection of rights and interests
Employees	<ul style="list-style-type: none"> Training, seminars and briefing sessions Regular performance reviews Regular meetings (i.e. departmental and operations meeting) Community activities 	<ul style="list-style-type: none"> Protection of employees' rights and interests Employees' health and safety Employee development and training Compliant operation
Product customers	<ul style="list-style-type: none"> Customer satisfaction survey Customer support hotline and email Company website Social media 	<ul style="list-style-type: none"> Provision of quality products and services Protection of customers' interests Responsible marketing Compliant operation Protection of intellectual property rights Protection of customers' privacy
Investors and shareholders	<ul style="list-style-type: none"> General meeting and other shareholder meetings Financial reports Announcements and circulars Company website 	<ul style="list-style-type: none"> Compliant operation Risk management Economic performance
Suppliers	<ul style="list-style-type: none"> Supplier management meetings and events Supplier audit Procurement management 	<ul style="list-style-type: none"> Fair and open procurement Sustainable development of the supply chain
Distributors	<ul style="list-style-type: none"> Distributor meetings and events Sales team Emails, telephone and messaging service 	<ul style="list-style-type: none"> Provision of quality products and services Targeted communication Compliant operation Steady supply of products Protection of intellectual property rights
Non-governmental organisations and media	<ul style="list-style-type: none"> Community activities and partner programmes Social media External marketing company Company website 	<ul style="list-style-type: none"> Transparent information disclosure
Government bodies and regulatory authorities	<ul style="list-style-type: none"> Compliance Officer Compliance Adviser 	<ul style="list-style-type: none"> Compliant operation Transparent information disclosure

The Group aims to collaborate with stakeholders to improve its ESG performance and create greater value for the community on a perpetual basis.

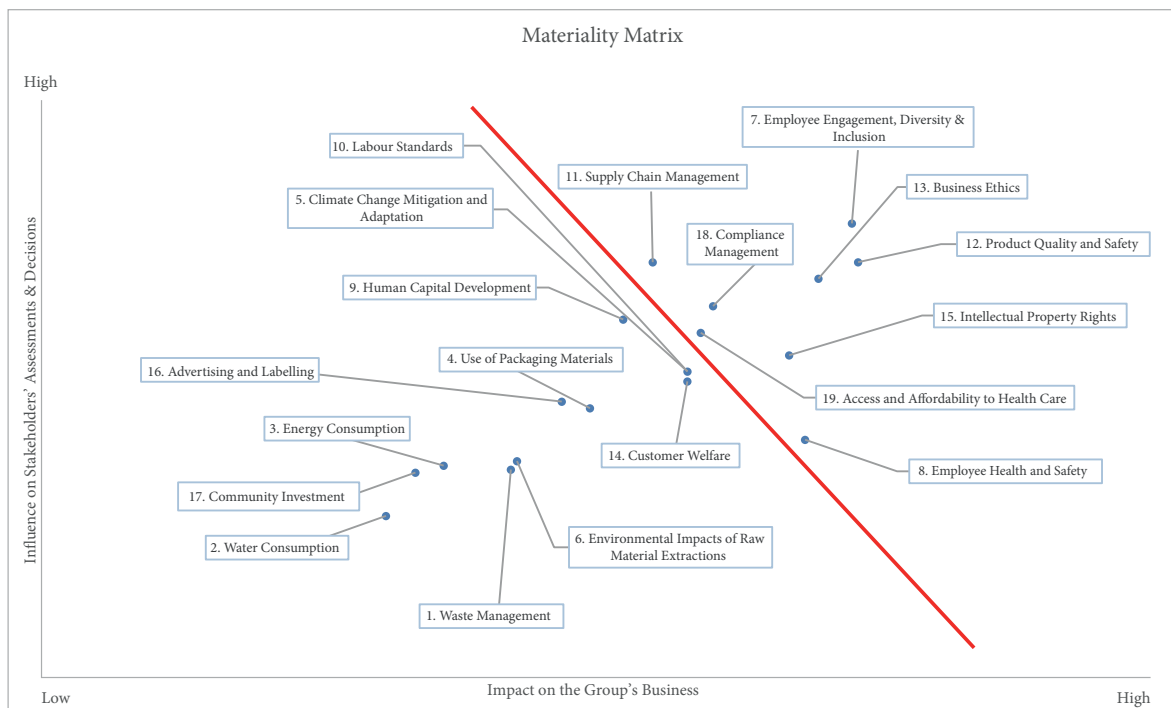
MATERIALITY ASSESSMENT

The Board, management and employees who are responsible for the key functions of the Group have participated in the process of preparing the ESG Report, identifying key ESG issues and assessing the significant level of these issues to the Group’s business and stakeholders. To identify the key ESG issues and ensure the Group’s disclosures reflect its significant ESG impacts, the Group conducts materiality assessments regularly. During this Reporting Year, a materiality assessment survey was carried out during the Group’s annual general meeting and via an online platform. The specific steps for the materiality assessments are as follows:

- Step 1 Based on the Group’s business development and the results of the previous materiality assessment, the Board and the ESG Committee have identified and confirmed a list of material ESG topics of the Group. An additional ESG topic, namely “Access and Affordability to Health Care”, was identified and taken into account in addition to the 18 topics that may have a significant impact on the Group’s business and a higher degree of impact on stakeholder assessment.
- Step 2 Typically, a materiality assessment would be conducted by designing a questionnaire and inviting stakeholders to evaluate the importance of the issues and express their views on the Group’s ESG aspects through open-ended questions. This involves key stakeholders, including but not limited to the Board and senior management, employees, product customers, suppliers and distributors.
- Step 3 The collected data would then be analysed to rank the importance of the 19 topics and compile an evaluation matrix for the Reporting Year.

The Board and the ESG Committee have reviewed and discussed stakeholder opinions and the previous materiality assessment results, determining the key points of disclosure in this ESG Report as well as identifying areas for future ESG performance improvement.

The outcome of the materiality assessment survey is presented in the form of the following materiality matrix:



List of material topics	
1. Waste Management	11. Supply Chain Management
2. Water Consumption	12. Product Quality and Safety
3. Energy Consumption	13. Business Ethics
4. Use of Packaging Materials	14. Customer Welfare
5. Climate Change Mitigation and Adaptation	15. Intellectual Property Rights
6. Environmental Impacts of Raw Material Extractions	16. Advertising and Labelling
7. Employee Engagement, Diversity & Inclusion	17. Community Investment
8. Employee Health and Safety	18. Compliance Management
9. Human Capital Development	19. (New) Access and Affordability to Health Care
10. Labour Standards	

In line with the Group’s business nature, “Access and Affordability to Health Care” has been introduced as an additional ESG topic. Based on the assessment result, it is considered more material to the Group’s business. Furthermore, respondents have indicated that “Intellectual Property Rights” is also of increased significance. Significance of employment-related issues including “Employee Engagement, Diversity & Inclusion”, “Human Capital Development” and “Labour Standards” has relatively declined, which may be attributed to a reduced proportion of employees among respondents. Nevertheless, the Group remains committed to caring for its employees.

During the Reporting Year, the Group confirmed that appropriate and effective risk management policies and internal control systems for ESG issues are in place and confirmed the information disclosed in the ESG Report meet the requirement of the ESG Reporting Code.

RESPONSIBLE OPERATING PRACTICES

Compliance Management

As a corporation that upholds business integrity, the Group emphasises compliance management in its operation. The Group keeps abreast of the latest updates on local and international laws that are related to its operation. It regularly reviews related policies and procedures to ensure conformity with the best practices.

Product Quality and Safety

The Group has always placed customers’ health as its first priority. Thus, in line with the result of the materiality assessment, product quality and safety remains as the most material issue both on the Group’s business and stakeholders’ assessments and decisions.

The Group is committed to maintaining and continuously improving the quality of its product not only to ensure customers’ health and safety but also to maintain competitiveness in the dynamic and ever-changing environment. The Group realises that responsible and ethical operating practices, as well as effective supply chain management, are essential to its sustainable development. Thus, the Group’s approach is underpinned by a commitment to acting as a responsible and reliable manufacturer along its value chain. Comprehensive product quality reviews covering its main value chain are conducted annually to ensure the consistency of the quality of the Group’s products.

The Group strictly complies with the regulatory requirements in relation to product safety. Product safety documents including test reports are provided to comply with the registration requirements of a Proprietary Chinese Medicine (“PCM”) in Hong Kong. For overseas markets, the Group complies with the local regulatory requirements correspondingly. The certificate of HALAL Product has been issued by Islamic Food Research Centre Hong Kong in 2023 to certain of the Group’s products, guaranteeing that those products meet the requirements of Islamic Law.

Quality Management System

The Group's quality management system is established in accordance with the Pharmaceutical Inspection Convention/Pharmaceutical Inspection Co-operation Scheme ("PIC/S") Guide to Good Manufacturing Practice for Medicinal Products and is certified with ISO 9001:2015. The Group's manufacturing facilities are GMP-certified with certificates issued by the Therapeutic Goods Administration of Australia and the Chinese Medicine Council of Hong Kong. Furthermore, the Group has been awarded the Hong Kong Q-Mark certification annually for White Flower Embrocation since 2000 and Hoe Hin Strain Relief since 2002 as recognition for excellence in product quality.

As of 31 December 2025, the Group has three products registered as PCMs in the PRC, which include Hoe Hin White Flower Embrocation – Traditional Formula, Hoe Hin Strain Relief and Hoe Hin White Flower Ointment.

The Group has in place a comprehensive quality management system of the products, covering raw material sourcing, production, labelling and distribution.

All incoming materials are tested and inspected prior to production according to the Policy on Receiving Inspection and Testing to ensure the raw materials do not jeopardise the quality of the final product.

The Group has implemented related policies, including but not limited to the Quality Planning and Quality Risk Management Policy, to support the mature quality management system in assuring product quality. The mentioned policy has defined and documented how the objectives and requirements for quality will be met, and during the course of quality planning how quality risk is to be identified and managed. Under the coordination of the Quality Assurance Department Head ("QA Head"), together with other department heads, risk assessment is conducted relating to quality management and product quality.

To ensure product quality, product reviews are regularly conducted with standard procedures. The Group has also established related policies, including but not limited to the Policy on Product Quality Review, in governing the annual product and process review procedures to identify areas for improvement. The Policy on Distributor Evaluation and its commitment to Product Training has been in place to ensure distributors meet the specifications and requirements set forth by the Group. Related training is provided to distributors to equip them with product knowledge.

The Group has also formulated and implemented a sound Product Recall Procedure. In the event a recall is deemed necessary whether or not it resulted from a product complaint, QA Head will call for a Product Recall Meeting within 24 hours in which the problem is identified and the extent of the recall and impact on other batches of products are assessed and resolutions proposed and actions are agreed. Direct customers and relevant health authorities including the Chinese Medicine Board under the Chinese Medicine Council of Hong Kong will be notified on the recall by the Marketing Head. Public announcement will also be made if the Executive Director deems necessary. Such procedures are formally documented and communicated to the relevant parties. During the Reporting Year, no products were recalled for safety and health reasons.

To enhance customer knowledge on Hoe Hin products and ensure users can easily access information on its products, the Group periodically updates the FAQ section on its website to include answers to the most frequently asked questions.

During the Reporting Year, the Group was not aware of any incidents of non-compliance with related laws and regulations, including but not limited to the Chinese Medicine Ordinance (Cap. 549) and the Import and Export Ordinance (Cap. 60) of Hong Kong that would have a significant impact on the Group concerning health and safety, advertising and labelling relating to products and services provided.

Access and Affordability

We recognise that the pharmaceutical sector is fundamental to the right to health, and we are committed to ensuring broad access to our products.

All Hoe Hin products including Hoe Hin White Flower Embrocation, Fuzai 239, Hoe Hin Strain Relief and Hoe Hin White Flower Ointment are widely available in major personal care chain stores, supermarkets or drugstores in Hong Kong. Our distribution network has also expanded globally, reaching markets including Chinese Mainland, Macau, Korea, Philippines, Indonesia, Malaysia, Thailand, Myanmar, Cambodia, Singapore, Holland, Australia, Canada and USA.

We are dedicated to providing the public with high-quality medicated oil at reasonable prices. Our pricing strategy takes into account the economic development levels of each region, allowing us to continuously improve the affordability of our products in the global market. We implement equitable pricing policies based on product accessibility. Additionally, our products are available in the Hoe Hin Pak Fah Yeow e-Store, where members can earn reward points for future purchases.

In line with our corporate social responsibility, the Group has sponsored and donated products as part of our community investment initiatives during the Reporting Year, ensuring that healthcare remains accessible across all social levels. Details could be referred to the section headed “Community Investment” in this ESG Report.

Protection of Customer Data and Privacy

The Group respects the values and rights of the customers’ information assets. The Group abides by relevant laws and regulations, including but not limited to the Personal Data (Privacy) Ordinance (Cap. 486) of Hong Kong. During the Reporting Year, the Group was not aware of any material non-compliance cases in relation to privacy matters relating to products and services provided that would have a significant impact on the Group.

All employees are required to comply with the data protection principles as stated in the Staff Handbook and Code of Ethics. Access to information provided by the customers and suppliers is limited to employees with a legitimate need.

The Group has made the Privacy Policy Statement available for the public on its website (whiteflower.com). Such statement explains the Group’s policies and practices and it applies to information collection and use, including but not limited to when users visit the website and other domains owned by Hoe Hin Pak Fah Yeow Manufactory Limited. It clearly states that the Group only stores personal data for so long as it is necessary for the fulfilment of the purpose (including any directly related purpose) for which the data is or is to be used, and personal data retained will be kept confidential.



Privacy Policy Statement on the company website

To prevent leakage of confidential information, the Group has installed appropriate firewall, anti-virus and anti-spam solutions for its IT systems which are regularly upgraded. As a precautionary measure, the Group has a data back-up system through which its back-up data is stored in different locations to reduce the risk of data loss.

Customer Services and Complaint Management

The essence of the Group's success is satisfying the needs of customers. This echoes with its vision "To be the premier provider of top-quality medicated products that are superior to other choices in the markets for all walks of life." The Group is dedicated to fulfilling customers' requirements and even exceeding their expectations.

Customer Satisfaction

The Policy on Customer Satisfaction Measurement is in place which sets out procedures for collecting and reviewing customers' feedback regularly with the aim to attain their satisfaction. Feedback collected from end-users and distributors is documented and analysed.

According to the Group's Recall Procedure, any deficiency identified is transferred to the respective departments for follow-up actions and QA Head for monitoring and coordination. For distributors, the Group conducts regional customer satisfaction review annually, rating its product quality, service quality and their overall satisfaction, and the Marketing Head reviews the results and takes improvement actions as necessary.

Complaint Management

Under the Policy on Product Complaint, all complaints are directed to the Marketing Department at the time of receipt and then forwarded to the Quality Assurance Department for investigation. Quality Control Department may assist in the testing, retesting or the inspection process upon request.

During the Reporting Year, the Group received 8 complaints on product leakage, mainly stemmed from either cracked bottles or loose caps. The leaking products were returned by end users for our thorough investigations to identify the root causes and implement effective solutions. Meanwhile, a replacement product was immediately provided to the affected consumer, thereby rebuilding their confidence in our products. By prioritising the improvement of packaging materials, we aim to fortify the resilience of our goods and ensure that they reach customers in optimal condition. 2 other complaints about counterfeit products found and bought by consumers were reported to relevant authorities and handled by the Group's solicitor for legal actions as described in the following section headed "Intellectual Property Rights".

Intellectual Property Rights

While intellectual property rights may not rank among the Group's most significant concerns, they will not be neglected due to the risk that counterfeit products in the market which may undermine consumers' confidence in our brand. The Group is aware of its intellectual property rights and has formulated related policies for protection. The trademark of the Group's products was registered in Singapore back in 1935. Up to 31 December 2025, the Group has 364 registered trademarks globally and 1 registered design mark to protect its unique manufacturing technologies, prescriptions and innovations.

Employees are required to observe the relevant regulations stated in the Group's Code of Ethics. Any unauthorised utilisation or dissemination of the Group's proprietary information will be considered a violation of the policy, and it may also be deemed illegal, leading to potential civil or criminal consequences.

On the other hand, the Group equally respects the intellectual property rights of others. According to the guidelines outlined in the Staff Handbook, employees are prohibited from downloading any illegal or unlicensed software as well as copyrighted works. Regular check-up on all office computers is performed to ensure there is no infringement. Should any violations be detected, employees may face disciplinary action.

Advertising and Labelling

The Group realises the importance of advertising and labelling to enable its products to stand out in the market and, more importantly, provide accurate information to consumers. The Group abides by the relevant laws and regulations, including but not limited to the Trade Descriptions Ordinance (Cap. 362) of Hong Kong. During the Reporting Year, the Group was not aware of any material non-compliance cases in relation to advertising and labelling matters that would have a significant impact on the Group.

The Group has established related policies, including the Policy on Control of Labelling and Packaging and Advertising Policy, to ensure no biased, misleading or deceptive information is being communicated. The Head of Sales and Marketing is responsible for ensuring that all marketing and advertising materials and activities are in accordance with the related policies.

The Policy on Control of Labelling and Packaging is established to ensure correct labels and other pre-printed packaging materials are used and the respective instructions have been complied with. The Group has ensured all information in relation to the main ingredients, methods of use and storage instructions are clearly labelled on the packaging in compliance with the local labelling requirements for the respective markets.

The Group's Advertising Policy under the Group's ESG Policy provides guidelines in handling all marketing activities and materials according to the related advertising regulations in the respective countries. Moreover, to align with the Group's core values as well as its sustainability and social goals, it has committed to avoiding engagement in any advertising campaigns and promotions that may pose adverse or negative health consequences to the public such as tobacco, alcohol and gambling-related affiliations.

In addition, environmental protection and sustainability development are targeted in the Group's advertising practices. The Group uses environmentally friendly resources such as recycled paper for brochure printing and LED lighting displays as far as possible. For further details, please refer to the section headed "GHG Emissions".

Supply Chain Management

The Group strives to maintain long-term and stable relationships with its suppliers and distributors and seeks to work with suppliers and distributors by sharing its commitment to managing social and environmental risks of the lifecycle of its business operations.

All suppliers are evaluated carefully and are subjected to regular monitoring and assessment. During the Reporting Year, the Group sourced raw and packaging materials from 38 suppliers (2024: 36 suppliers) based in Hong Kong, Australia, Taiwan, USA, the PRC, Singapore and delivers products through distributors and wholesalers to destinations worldwide. The same set of engagement practices has been implemented to all counterparties.

Fair and Open Procurement

The Group has established rules to ensure that the suppliers and distributors could compete in an open and fair way. The Group does not differentiate or discriminate any supplier and it strictly monitors and prevents all kinds of bribery. Employees or personnel who have an interest or a relationship with a supplier will not be allowed to be involved in the related business activity.

The Policy on Vendor Evaluation of the Group provides a comprehensive account of the selection process of potential vendors. Potential vendors are assessed in one of three prescribed methods: past performance, first article evaluation and vendor evaluation. Certificates and licences such as GMP certification will be taken into consideration. Approved and qualified suppliers are included in the approved vendor list and are subject to annual review. The Group will only purchase materials from vendors meeting the specifications and requirements set forth by the Group to ensure the quality of materials purchased. The Group's Policy on Distributor Evaluation requests the Marketing Department and Finance Department to evaluate and record the ability of distributors in meeting the requirements set forth by the Group.

Promoting Environmentally Preferable Products

The Group strives to engage suppliers who incorporate the consideration of environmental and social impacts into their supply chain management. Consideration would be given to suppliers and contractors who demonstrate a commitment to sustainable development and adopt internationally recognised ESG management framework. The Group is actively conducting durability tests on its biodegradable packaging materials sourced from suppliers as part of its commitment to minimise plastic usage and lessen its environmental footprint. With an aim to protect animals' life, selection criteria on potential raw materials manufacturers have been set out in the Policy on Vendor Evaluation to ensure the materials supplied are from non-animal-based source. With the implementation of the above practice, the Group hopes to promote environmentally preferable products in view of maintaining a green supply chain.

Environmental and Social Risks of Suppliers

The Group is committed to integrating sustainability into its procurement practices to minimise its social risks as well as negative impacts on natural resources and ecosystems, and to having its suppliers share these commitments.

To identify and manage environmental and social risks along the supply chain, the Group regularly reviews its internal policies relating to supply chain management. In view of possible violation of the social risk of violating Islamic Law (i.e. being haram), provision of HALAL certificate by potential raw materials manufacturers has been required under the Policy on Vendor Evaluation.

The Group has designed and implemented a self-evaluation and assessment scheme for its vendors and distributors under its policy on Supply Chain Management on ESG which provides guidance on how to evaluate and record their ESG performance. To support the evaluation process, the Environmental and Social Assessment Report on distributor and vendor is prepared to assist the Group to better evaluate the sustainability performances of its supply chain counterparties. Whether the distributors and vendors have formulated and implemented related environmental and social sustainability practices are taken into consideration when considering including them in the Group's suppliers list. Various ESG aspects such as legal compliance, social sustainability, environmental sustainability and anti-corruption are assessed as well. Any findings from the completed Environmental and Social Assessment Report are used to make appropriate recommendations to appoint or reject the distributors or vendors.

During the Reporting Year, the Group was not aware of any key suppliers that had any actions or practices which have a significant negative impact on related ESG aspects.

Anti-Corruption

The Group values and upholds integrity, honesty and fairness in how it conducts business and has zero tolerance for bribery, extortion, fraud and money laundering. As stated in the Staff Handbook and the Code of Ethics, all employees are prohibited from soliciting or receiving any form of advantage from any business associates. A reporting channel to the Audit Committee of the Group is also provided in the Code of Ethics.

In addition, the Group has stated in the Code of Ethics the preferred method of handling situations of conflict of interest. Any employee who becomes aware of a conflict or potential conflict of interest should bring it to the attention of his/her supervisor, manager or other appropriate personnel. Employees are encouraged to consult his/her supervisor or manager for any uncertainty of situations related to conflict of interest.

The Group abides by the relevant anti-corruption laws and regulations, including but not limited to the Prevention of Bribery Ordinance (Cap. 201) of Hong Kong. During the Reporting Year, the Group was not aware of any material non-compliance with relevant laws and regulations of bribery, extortion, fraud and money laundering that would have a significant impact on the Group, or any concluded legal cases regarding corrupt practices brought against the Group or any of its employees.

Whistle-blowing Mechanism

In order to further achieve and maintain the highest standards for openness, probity and accountability, the Group has also implemented a Whistle-blowing Policy. This policy applies to all directors, department heads, managers, officers and employees of the Group and allows individuals to disclose internally and at a high level, information that the individual believes shows malpractice or impropriety. Whistle-blowing matters include but are not confined to malpractice or impropriety relating to internal controls, accounting, auditing, financial matters or any other wrongful doings (such as misconduct, dishonesty, bribery, criminal acts, discrimination and ethical issues) that may affect the overall interest or reputation of the Group.

The Group has set out a proper reporting and detailed investigative procedure to encourage employees to report any fraudulent activities. The format and length of an investigation will vary depending upon the nature and particular circumstances of each complaint made. Where necessary, the matter raised may be escalated to external parties or regulatory authorities such as the Independent Commission Against Corruption, the external auditor or the Hong Kong Police Force.

The Group intends to protect the whistle-blower from common concerns such as confidentiality and potential retaliation. Therefore, the employee reporting in good faith under this procedure shall be assured of the protection against unfair dismissal or victimisation, even if the reports are subsequently proved to be unsubstantiated.

Anti-corruption Training

The Group proactively implements annual integrity promotion, training and education campaigns for its employees, management as well as the directors. To further enhance self-discipline awareness among the Group, an annual anti-corruption seminar of 1.5 hours was arranged in the Reporting Year for its key personnel including 1 director and 5 employees (2024: 1 director, 2 management staff and 7 employees). This training provided alert of anti-money laundering laws complemented with case studies. Furthermore, 3 staff members participated in another training workshop on anti-corruption laws and case studies.

CARING FOR EMPLOYEES

Health and Safety

The Group's ongoing success relies heavily on human resources. Therefore, the Group is committed to providing a healthy and safe workplace for all its employees.

Employees' Safety

The Group believes that employees are the valuable assets of an enterprise and regards human resources as its corporate wealth. To this end, the Group has established a Safety Management System ("SMS") and implemented the Safety Policy to protect employees from workplace injuries. The SMS sets out the roles and responsibilities of different personnel such as QA Head, Production Head, supervisors and workers. Under the SMS, all employees are required to adhere to safe work practices and report any workplace hazards to their supervisors immediately. Investigations will be made to identify the cause in order to come up with prompt contingent arrangements to prevent re-occurrence. The Group's premises feature strategically positioned fire extinguishers and first aid boxes and unobstructed fire exits throughout the area.

Safety inspection is conducted annually to identify potential risks at work or non-performance to the SMS while ensuring sustained effectiveness. Annual safety review is also carried out to ensure policies and initiatives in place are in line with the industrial best practices and seek for potential improvements. The Group reviews and, if necessary, revises its health and safety policies and practices at least once a year to ensure improvements of its health and safety standards. The Group submits a safety review to the Hong Kong Labour Department annually.

The Group follows the occupational health and safety guidelines recommended by the Labour Department and Occupational Safety and Health Council and regularly encourages employees to attend related workshops or training courses organised both internally and externally. During the Reporting Year, a staff member attended an external first-aid training course to enhance their knowledge and skills.

The Group has also implemented a Risk Assessment and Personal Protective Plan, which includes risk assessment to identify and manage potential chemical exposure. For the handling of certain raw materials classified under regulated hazardous and chemical waste categories, appropriate Personal Protective Equipment (“PPE”) is provided to staff prior to entering designated controlled areas.

In addition to the above policies and measures, the Group has commissioned a third party to conduct an annual safety review. The result showed that the overall performance of the Group’s SMS was satisfactory and it was maintained properly to fulfil the legal requirements.

During the Reporting Year, the Group was not aware of any material non-compliance with health and safety-related laws and regulations, including but not limited to the Occupational Safety and Health Ordinance (Cap. 509) and the Factories and Industrial Undertaking Ordinance (Cap. 59) that would have a significant impact to the Group.

Employees’ Health

The Group places importance to the health of its employees. Internal hygienic measures are in place to safeguard employees as well as ensuring business continuity. To enhance the healthcare benefits, hospitalisation and surgical coverage have been extended for management staff since mid-2024. Apart from physical care, the Group also sees the importance of providing mental care and support to its employees. Effective from 2022, the yearly medical incentives and allowances increased and were extended to cover visits to psychologists. To strengthen the incentive to support green and healthy lifestyles, the Group continued to provide weekly vegetarian lunch subsidies for employees who participate in Green Mondays amounting to HK\$126,175 in 2025.



Employees’ Rights and Welfare

As a caring and responsible employer, the Group is devoted to providing a quality workplace for the employees. Apart from nurturing a safe, supportive and collaborative working environment, the Group also values the career development of employees and labour rights protection.

The Group has established related employment policies, including but not limited to Staff Handbook and ESG Policy, covering employment-related practices, such as compensation and dismissal, recruitment and promotion, working hours, rest periods, diversity, equal opportunity, anti-discrimination and other benefits and welfare for employees. Such policies are subject to regular review and will be revised, where necessary, to ensure steady improvements of its employment standards.

During the Reporting Year, the Group was not aware of any material non-compliance with employment-related laws and regulations, including but not limited to the Employment Ordinance (Cap. 57) of Hong Kong that would have a significant impact on the Group.

Recruitment, Remuneration, Promotion and Dismissal

Sustainable growth of the Group relies on the diversity of talents. Therefore, the Group endeavours to recruit prospective employees under a robust and transparent recruitment process and provide all employees with a comprehensive remuneration package.

The Group's prospective employees are recruited under a transparent and fair recruitment process based solely on their suitability for the position and potential to fulfil the Group's current and future needs.

The Group provides employees with comprehensive remuneration packages. While employers' contribution to the Mandatory Provident Fund ("MPF") is a legal requirement, the Group strives to further enhance the retirement benefits of its employees. During the Reporting Year, the Group was again honoured as a "Good MPF Employer" and presented with "e-Contribution Award" and "MPF Support Award" by the Mandatory Provident Fund Schemes Authority as recognition.

Remuneration packages include leaves such as annual leave, sick leave, maternity and paternity leave; and other special leaves such as marriage leave, examination and study leave, compassionate leave etc. On certain traditional festivals such as Chinese New Year, cash red packets and additional holidays, subject to work commitment, are provided to staff for celebration. Other benefits include medical and dental allowances. In addition, the Group budgets funds for social activities and entertainment functions for staff where possible. This helps to build a good relationship between employees and management in a social and relaxed manner.

The basis for compensation and promotion are job-related skills, qualifications and performances to ensure that the Group fairly treats, evaluates and compensates employees to be competitive in the industry and local labour markets in which the Group operates. Performance appraisal and counselling for all staff are conducted at least once a year by department heads or Executive Directors before the annual salary review. Besides assessing an individual's merits for a salary review, the purpose of the appraisal is to improve performance and set objectives for both the individual and the Group.

Unreasonable dismissal under any circumstances is forbidden in the Group. Counselling session with the individual will usually be conducted by department heads or Executive Directors to ensure there is sufficient communication on the problems prior to a dismissal.

Diversity, Equal Opportunity and Anti-discrimination

The Group recognises the value of a diverse and skilled workforce and is committed to creating and maintaining a harmonious and collaborative workplace in which all can thrive. The Group has formulated the Code of Ethics, which is dedicated to providing equal opportunity in all aspects of employment and maintaining a workplace that is free from discrimination, physical or verbal harassment against any individual on the basis of race, religion, colour, gender, physical or mental disability, age, place of origin, marital status and sexual orientation. This covers all aspects of employment, including selection, job assignment, compensation, discipline, termination and access to benefits and training. With the aim of ensuring fair and equal protection for all employees, the Group has zero tolerance for sexual harassment or abuse in the workplace in any form. The Group strives to ensure that complaints, grievances and concerns, including whistle-blowing, are dealt with promptly and confidentially.

Working Hours and Rest Periods

The Group complies with the Employment Ordinance (Cap. 57) of Hong Kong in determining the working hours and rest periods for employees. The Staff Handbook specifies the working time slots for employees at Wanchai office and different departments in Chaiwan factory. Various types of leave and early leave arrangement on certain festivals are also set out in the Staff Handbook.



Labour Standards

Prevention of Child and Forced Labour

Child and forced labour are strictly prohibited. The Group strictly complies with local laws and conducts recruitment based on the Employment Ordinance (Cap. 57) of Hong Kong. During the Reporting Year, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations, including but not limited to the Employment of Children Regulations (Cap. 57, section 73) of Hong Kong that would have a significant impact on the Group.

To prohibit the use of child or forced labour, the Group has formulated the Policy on Child and Forced Labour. In the recruitment process, the Personnel Department will be responsible for checking the identity documents of candidates to ensure all applicants are adults and no child labour is hired. Personal data will also be collected during the process to assist in the verification of candidates' personal data. If an employee suspects that child or forced labour is involved, the employee should report to the respective Department Head or Executive Director. In the event that the Group identifies and confirms any instance where non-compliance with applicable labour laws, regulations, or standards occurs, the relevant employment contract will be immediately terminated.

Through the well-established recruitment policies and procedures, the Group ensures that its employees are all above the minimum legal working age and no forced labour is hired. If any violation is involved, it will be dealt with in light of the circumstances as clearly stated in the Group's Policy on Child and Forced Labour.

Training and Development

The Group recognises and values the important role its talents play in its continued achievement. At the same time, training and continuous development are indispensable to the Group's employees to keep them abreast of the latest trend in the industry. Therefore, the Group takes a proactive stance in providing employees with opportunities to advance their careers.

Training and Development Management

To ensure the effectiveness of training and development programs, the Group has developed a Policy on Training Procedure in guiding the design of training programmes according to the actual needs of different departments and functions. Training programmes are compiled by the Quality Assurance Department on a quarterly basis. Executive Directors and all department heads are responsible for facilitating training and development programmes.

The Group is committed to the continuing development of all staff, through both on-the-job and off-the-job training. Other than internal training programmes, courses and seminars are provided through external professional institutions. The Group will reimburse the fees for skills improvement training that are considered necessary and job-related.

Training Opportunities

All newly recruited production employees are required to attend a mandatory safety training course. The Group has provided training for employees for different job functions, with contents ranging from production procedures and safety to office administration and business approach. In addition, the Group also allows employee application of duty reassignment and interdepartmental transfer to promote knowledge enhancement and career development.

In view of the global concern of ESG, employees and the Board were provided with training for enhancement for awareness on ESG issues in ESG practices. Apart from internal training, they were encouraged to attend external ESG courses and events whenever possible. For example, management staff attended an ESG forum titled "Empowering SMEs for an ESG-Driven Tomorrow" co-organised by Business Environment Council and Hang Seng Bank. Participants gained a deeper understanding of how aligning with ESG principles can enhance competitive advantage, build stakeholder trust, and foster sustainable growth in today's dynamic market. The management staff was also supported to attend a workshop organised by the International Chamber of Sustainable Development which offered ways on how ESG reporting can be integrated with strategic core business processes and achieve practical and actionable outcomes.

Moving forward, the Group will continue to organise sustainability training for more employees to raise their awareness and serve as a foundation for exploring ways of implementing sustainability strategies in the workplace.

PROTECTING THE ENVIRONMENT

Use of Packaging Materials

Packaging materials commonly consumed during the Group's operations include but are not limited to bottles, caps, labels, leaflets, paper boxes, bubble bags, cellophane, sealing tape, shrinkable bags and carton boxes which are mainly made of glass, paper and plastic. Acknowledging the Group's daily operations involve significant consumption of different types of raw materials and packaging materials, the Policy on Environment and the Responsible Use of Natural Resources is in place to demonstrate the Group's commitment to using the resources sustainably through source reduction, reuse and recycling.

In order to echo with the Group's commitment to sustainable packaging, the Group has formulated the guideline on reconciliation of packaging materials and conducted an annual review based on the damage rate of packaging materials. The following measures have also been adopted:

- Use FSC paper whenever possible for all paper packaging materials;
- Actively explore the use of biodegradable packaging materials; and
- Use recycled paper for all product leaflets.

To further promote recycling and reduce waste generation, the Group supported glass bottle recycling to recover into bricks and other construction materials. During the Reporting Year, the Group has recycled approximately 3,487.27 kg (2024: 2,384.40 kg) of glass bottles. The increase in collected amount reflected the Group's commitment to quality control on defect items.

Average amount of packaging materials used per million pieces of products produced during the Reporting Year increased by approximately 9.96% compared to last financial year. This increase was primarily driven by the operational requirements associated with new product development. Additionally, a minor machinery malfunction contributed to a small amount of additional production waste. The Group will keep track of the use of packaging materials and improve and minimise material consumption through daily management. Please refer to the section "ESG Data Highlights" for further information on the use of packaging materials.

During the Reporting Year, the Group has taken initiatives to explore the feasibility of reducing plastic package in its product and using biodegradable plastic for bubble bags. Looking ahead, the Group will dedicate effort in further enhancing its packaging in line with its environmental goals.

Waste Management

The Group produced both chemical and non-chemical wastes in its operations. For production, three types of waste were generated, including waste oil, laboratory organic waste and solid waste. Related waste management policies, including but not limited to the ESG Policy, Waste Disposal Flow Chart and Waste Oil Management Flow Chart, have been formulated to ensure appropriate management and handling procedures are in place.

In alignment with the World Recycling Day's call for recycling and reusing resources, the Group marked the occasion by celebrating and propagating the message on its official website to enhance public awareness. In addition to the initiative to reuse waste paper, the Group continued to replace paper circulation with electronic messaging, thereby minimising paper consumption while addressing the essential administrative and operational needs during the Reporting Year. Meanwhile, the Group has been actively implementing different waste reduction initiatives and measures to reduce the amount of waste generated and increase the recycling rate.

During the Reporting Year, the Group was not aware of material non-compliance with waste disposal-related laws and regulations, including but not limited to the Waste Disposal Ordinance (Cap. 354) of Hong Kong, that would have a significant impact on the Group's operation.

Chemical Waste Handling Method

The Group has put in place step-by-step instructions for handling waste oil and other types of wastes. Waste oil generated from the factory and organic waste generated from the laboratory are collected periodically by collectors approved by the Environmental Protection Department of Hong Kong for further treatment. The Group also implemented clear guidelines on the temporary storage of chemical waste. Chemical wastes are handled separately with other general wastes to ensure safety and prevent contamination or spillage.

During the Reporting Year, the Group disposed of expired raw materials of 4.25 tonnes (2024: 2.66 tonnes), resulting in an increase in chemical waste by approximately 60% compared to the last financial year. The Group will continue to make an effort to keep chemical waste generation from its production processes at a minimum level.

Non-chemical Waste Handling Method

The Group upholds the principle of “Minimise Waste and Increase Recycling” in its waste management. While both domestic waste and paper waste were collected and handled by the property management service providers where the Group’s premises are situated, the Group has formulated the ESG Policy in governing the Group’s management approach.

In addition, the Group has implemented relevant measures to handle non-chemical waste generated from its business operations and launched different reduction initiatives. The Group has expanded general waste measurement to the office and factory. Staff in the human resources department and production department assist other departments in taking the collective responsibilities for waste management. With reference to the established environmental policies, the Group has implemented waste management approach and initiatives including but not limited to the following:

- Make efforts to minimise the general use of office paper;
- Distribute, file and archive documents electronically to reduce printing;
- Place recyclable products into the bins at the designated recycling areas;
- Enhance the regularity of recycling waste paper at office and factory;
- Recycle carton box which is a packing material used in the factory;
- Use durable reusable beverage containers, plates and utensils;
- Use reusable envelopes for interoffice mail; and
- Reuse certain raw material containers as storage drum.

During the Reporting Year, we took significant strides by engaging in the recycling of various materials. Approximately 29 pounds (2024: 23 pounds) of plastic bottles and 9 pounds (2024: 15 pounds) of aluminium cans have been collected with recycling bins in our workplace. Another achievement was the responsible recycling of plastic storage drums, which served as essential containers for raw materials, collectively weighing an impressive 795 kg (2024: 626 kg). Similarly, metal containers for materials weighing a total of 3,378 kg (2024: 3,904 kg) were collected for recycling. These drums were conscientiously sent to trusted local recyclers, reinforcing our commitment to sustainable practices.

The Group also realises that packaging waste contributes to a certain amount of the overall waste disposal amount. For details on how the Group manages its packaging waste, please refer to the preceding section “Use of Packaging Materials”.

With the above measures, the Group’s total non-chemical waste decreased by approximately 3.46% during the Reporting Year. While the intensity has slightly increased from 2024 with reduced production, it has decreased by approximately 39.34% when compared with 2023 as the baseline. Thus, the Group considers existing measures are effective in reducing waste being directed to disposal. Please refer to the section “ESG Data Highlights” for further information on waste disposal amount.

Looking ahead, the Group is on track towards the target to reduce the intensity by 3% by 2026, using 2023 as the baseline. The Group will be committed to exerting efforts in attaining the goals.

Energy Consumption

The Group recognises the scarcity of finite natural resources and has therefore implemented policies to better govern the effective use of resources. The responsibility of conserving finite resources lies not only on the Group but also on its employees. The Group believes that employees should share the responsibilities in the Group's ESG issues. Energy conservation is mentioned in both the Group's Staff Handbook and ESG Policy. All employees must implement the adopted measures and be responsible for the Group's overall energy efficiency. The Group will regularly review the related policies to ensure they are in line with the market practice.

The Group has performed the following measures to reduce energy consumption:

- Turn off lights when not in use and use natural light when possible;
- Turn off, not just log off, all computers, speakers and other office equipment at the end of every workday;
- Turn off the power strip at the end of every workday;
- Activate the power down features on computers and monitor to enter into a low-power or sleep mode when not in use;
- Maintain air-conditioning at 25 degrees Celsius whenever possible;
- Use automatic light sensors in the office where practicable;
- Replace conventional lamps with LED lights gradually; and
- Turn on advertising signage for only 4 hours per day.

The Group actively participated in the World Wildlife Fund's Earth Hour 2025 campaign. Knowing that every action counts and that the choices we make today will affect the future of our planet, the Group has pledged to encourage our staff, customers and partners to support the campaign. Over the weekend of 22 March 2025, the outdoor advertising signage in Gordon House was switched off for three consecutive nights as part of this campaign.

Further to this commitment, the Group has become a signatory of the Charter on External Lighting and was granted the Diamond Award by pledging to switch off the advertising signage during the designated timeslot every day.



During the Reporting Year, the Group's total energy consumption decreased by approximately 4.66% compared to the last financial year due to the effective implementation of using the above energy-saving measures. Please refer to the section "ESG Data Highlights" for further information on the Group's energy consumption.

Looking ahead, the Group strives towards the target to reduce the intensity by 3% by 2026, using 2023 as the baseline. To achieve the target, the Group will persistently improve energy efficiency through daily management and monitoring of energy consumption.

GHG Emissions

With reference to GHG Protocol and using operational control approach due to the access to operational data, our GHG emissions are disclosed in tonnes of carbon dioxide (“CO₂”) equivalent (“tCO₂e”). The GHGs include but are not limited to CO₂, Nitrous oxide (“N₂O”) and methane (“CH₄”). The measurement is divided into three scopes:

Scope 1: direct emissions caused by fuel combustion in company-owned petrol vehicles and refrigerant consumption

Scope 2: energy indirect emissions from purchased electricity for offices and electric vehicles (“EV(s)”)

Scope 3: other indirect emissions from the upstream of the value chain, covering business travel by air, paper disposal to landfill and electricity used for fresh water and sewage processing

During the Reporting Year, the Group was not aware of material non-compliance with GHG emissions-related laws and regulations, including but not limited to the Air Pollution Control Ordinance (Cap. 311) of Hong Kong that would have a significant impact on the Group’s operation.

The Group has implemented related policies and initiatives to minimise emissions from the major source of GHG (i.e. Scope 2) by promoting energy efficiency and conservation. Apart from those practices mentioned in the section “Energy Consumption”, the Group has also put in place various energy-saving initiatives, including but not limited to:

- Install light motion detectors not only in the office pantry, but also in rooms for printing, photocopying, filing and in the factory warehouse for raw and packaging materials to reduce electricity usage; and
- Use a direct digital control system that permits real-time monitoring of the condition for heating, ventilation and air cooling.

To reduce the direct GHG emissions (Scope 1) from the fuel combustion of company-owned vehicles, after replacing one of the gasoline vehicles with an EV in 2023, the Group has made another replacement in 2024. By reducing the combustion of gasoline, it helps mitigate air pollution and contribute to combating the adverse effect of climate change. Further information could be referred to the section headed “Air Emissions”. Moreover, there has been a significant reduction in Scope 1 GHG emissions due to the fact that refrigerants were not replenished during the Reporting Year.

During the Reporting Year, despite the increase in Scope 3 GHG emissions mainly attributable to business air travel for notable international exhibitions and conferences, the Group’s overall GHG emissions decreased by approximately 16.90% from the last financial year with the effective implementation of the above-mentioned energy-saving measures. As a result, the GHG emissions intensity has decreased by approximately 9.66% as compared to 2024. Looking ahead, the Group is on track towards the target to reduce the intensity by 3% by 2026, using 2023 as the baseline. With a strong sense of dedication, the Group will actively pursue strategies and initiatives that align with these targets.

Following the purchase of carbon credits since 2023, the Group extended its contributions to three additional carbon projects by purchasing and retiring voluntary certified emission reductions (“CERs”) on the platform of United Nations Framework Convention on Climate Change (“UNFCCC”) during the Reporting Year.

All three projects are technological in nature and are designed to achieve carbon offset through carbon reduction. The main objective of the Jilin Gongzhuling Biomass Generation Project activity is the generation of electrical energy through biomass, which contributes to climate change mitigation efforts via avoiding CO₂ emissions from the same amount of electricity generated. The Bundled Waste Processing Facilities project is a pioneering initiative in India’s journey toward sustainable waste management. By diverting waste from dumpsites, the project reduces the risks of landfill fires, groundwater contamination, and air pollution, thereby addressing the community’s health challenges. Meanwhile, the cook stove project in Malawi has benefitted approximately 200,000 people by improving livelihood, preventing deforestation and reducing respiratory diseases, burns and GHG emissions.

A total of 200 CERs have been retired to offset 200 tCO₂e of GHG emissions, equivalent to 100% of the Group’s business air travel emissions and over 60% of Scope 1 and 2 GHG emissions for the Reporting Year.

The summary of the carbon projects is as follows:

Project nature	Location	Quantity purchased
Biomass generation	Jilin, China	100
Bundled waste processing facilities	India	70
Improved cook stove	Malawi	30

Looking forward, we will continue to source high-quality carbon projects to offset the carbon footprint arising from our operation.

Regarding KPIs on the GHG emissions, please refer to the section of “ESG Data Highlights”.

Air Emissions

Nitrogen oxides (“NO_x”), sulphur oxides (“SO_x”) and particulate matter (“PM”) are the common air pollutants being generated during the Group’s business activities. 0.84 kg of NO_x, 0.02 kg of SO_x and 0.06 kg of PM were emitted during the Reporting Year from the use of company-owned petrol passenger car.

As emissions arising from the use of transportation is one of the major contributors to air emissions in Hong Kong, the Group continues to explore ways to further reduce its emissions, for example:

- Encourage employees to use video or telephone conferences to reduce unnecessary business travels; and
- Utilise social media platforms to conduct online product training in reducing the multiple travels for on-site training for retail outlets and chain-stores at different locations.

As at the end of the Reporting Year, most of the company vehicles have been replaced with EVs, leaving only one petrol vehicle remaining. In general, EVs offer a remarkable alternative to traditional vehicles powered by fossil fuels. In addition to reducing the frequency of transportation, the EVs help lower the air emissions as they produce zero tailpipe emissions during operation. The Group will replace the remaining petrol vehicle with EV upon its end of life.

Regarding KPIs on the air emissions, please refer to the section of “ESG Data Highlights”.

During the Reporting Year, the Group was not aware of any material non-compliance with air emissions-related laws and regulations, including but not limited to the Air Pollution Control Ordinance (Cap. 311) of Hong Kong that would have a significant impact on the Group’s operation.

Water Consumption and Effluents

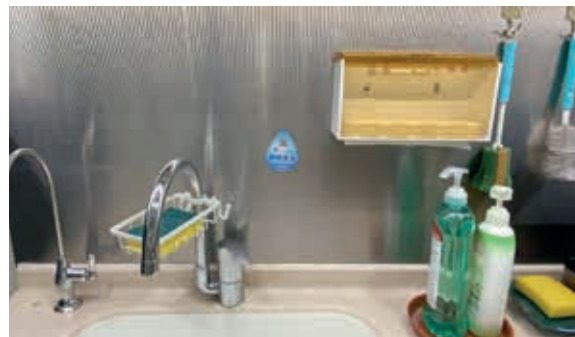
Water is mainly consumed for washing staff uniform and towels in the factory and for domestic usage in the office during the Group’s operation but not for cleaning production equipment in the factory. Domestic wastewater produced by the Group is sent to the municipal sewage network. Therefore, the Group’s effluents discharged is deemed equivalent to water consumed. During the Reporting Year, there were no significant environmental impacts associated with use of water by the Group.

During the Reporting Year, the Group was not aware of material non-compliance with discharge into water and land-related laws and regulations, including but not limited to the Water Pollution Control Ordinance (Cap. 358) of Hong Kong that would have a significant impact on the Group’s operation. Due to the Group’s operating locations, it has not identified any issues in sourcing water that is fit for its purpose.

Water Conservation

To promote water conservation, the Group has formulated related policies and initiatives, including but not limited to the ESG Policy. The Group actively encourages all employees to develop the habit of conserving water consciously. During the Reporting Year, the Group has taken steps to raise awareness by posting water-saving reminders in prominent locations. In addition, the Group has been strengthening its water-saving promotion and employees are reminded to take the following water-saving actions:

- Make effort to minimise the general use of potable water;
- Only heat the amount of water personally needed when using the kettle; and
- Post signage at water faucets to remind staff to conserve water usage.



During the Reporting Year, the Group's water consumption intensity increased by approximately 28.28% compared to that of 2024, mainly attributable to increase in cleaning frequency of pallets in the factory. Looking ahead, the Group strives towards the target to reduce the intensity by 3% by 2026, using 2023 as the baseline.

Regarding detailed KPIs on water consumption, please refer to the section of "ESG Data Highlights".

Environmental Impacts of Raw Material Extractions

The Group's business operation might bring potential impacts on the environment during the extraction of materials to produce the Group's products. Therefore, the Group strives to fulfil its responsibility to minimise the potential negative environmental impacts.

Since the Group is not directly responsible for the raw material extraction process, the Group places great emphasis on ensuring the raw materials are responsibly sourced. In achieving this, the Group adopts industry best practices and regularly monitors its supply chain management practices. As mentioned in the section "Supply Chain Management", the policy titled Supply Chain Management on ESG is in place. To better evaluate the environmental impacts of its supply chain, environmental topics including but not limited to the quality management system, environmental policies, energy consumption, water usage, waste management, environmental management and environmental audits are covered in the regular supplier assessment.

During the Reporting Year, the Group was not aware of any significant direct impact on the environment and natural resources. In the long run, a good supply chain management on raw material extractions would not only ensure that the environment and natural resources are not exploited, but also help to generate long-term values to stakeholders and the community.

CLIMATE CHANGE MITIGATION AND ADAPTATION

Climate change is one of the most serious challenges that the world faces in the 21st century. The Group is well aware of the profound and long-term impact of climate change imposed on the Group's business operations. Therefore, the Group strives to strengthen its climate resilience by identifying related challenges and by developing strategies in line with global best practices to mitigate and adapt to the impact of climate change on its operations.

Governance

The Group assesses climate-related risks and opportunities as part of its operational planning and day-to-day activities, including during major transaction decision-making. These risks and opportunities are identified through regular materiality assessments and risk review processes. As with other material risks, the Group applies a consistent risk matrix and enterprise risk management ("ERM") and internal control mechanisms to identify, evaluate and manage relevant risks and opportunities with oversight from management to the Board. As described in the section headed "ESG Governance", the ESG Committee chaired by an Executive Director is delegated to assist the Board in fulfilling the Board's oversight responsibilities on ESG issues including climate-related risks and opportunities. The Board and ESG Committee regularly communicate in verbal and written form. The Board and the ESG Committee also arrange meetings as needed, ensuring at least an annual discussion on ESG issues, including climate-related risks and opportunities, and their impact on the Group's business.

The Group has formulated the ESG Policy, in which the section "Climate Change" outlines the Group's management on climate-related issues and commitments to climate mitigation, adaptation and resilience across its operations and along the value chain.

As described in the section headed "Training and Development", employees and the Board were provided with training for enhancement for awareness on ESG issues in ESG practices. Apart from internal training, they were encouraged to attend external ESG courses and events whenever possible. One of the management staff has obtained an Executive Certificate in ESG Planning. Apart from ESG advisory, the Group will engage an external consultant, when appropriate, to provide necessary assistance with regards to climate-related issues.

Currently, the Group has not incorporated climate-related targets or performance metrics into its remuneration arrangements for directors, senior management, or employees. The Group will continue to monitor best practices in this area and review its position as appropriate in the future.

Strategy

During the Reporting Year, the Group underwent a climate risk assessment by examining and evaluating its climate-related risks with regards to the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"). Benchmarking the disclosure recommendations of the TCFD framework, the Group strives to make persistent efforts to assess the implications of climate impacts and to address the potential risks while capturing the opportunities for transitioning towards a low-carbon economy.

Considering the Group's goals as well as Hong Kong Government's Climate Action Plan 2050, we have defined the time horizon as below:

- Short term: The upcoming year, 2026, aligns with our prevailing environmental targets set in 2023 using the performance in that year as the baseline.
- Medium term: 2035, which is 10 years from now, aligns with the interim target of Hong Kong Government's Climate Action Plan 2035.
- Long term: 2050, which is 25 years from now, aligns with the ultimate target of Hong Kong Government's Climate Action Plan 2050.

Climate-related risks		Potential impacts	Time horizon	Mitigation and adaptation strategies
Transition Risks	Market	Higher awareness of climate change may alter investors' and customers' preference and expectation. Change in demand for our products may affect the Group's capital and revenue.	Medium term	Conduct a regular climate risk assessment, and ensure that timely and accurate disclosure is made regarding the Group's ESG-related issues to build trust and confidence among its investors and customers.
	Policy and Legal	More ambitious climate policies and regulations may increase the Group's compliance cost, as well as exposure to reputation and litigation risks. Litigation or compliance costs may incur.	Medium term	Regularly monitor existing and emerging trends, policies and regulations relevant and be prepared to alert the management where necessary.
Physical Risks	Acute	Increasing severity and frequency of extreme weather events, such as typhoons and heavy rainstorms, which may possibly impact the Group's stability of production by causing damage to the property, plant and equipment, leading to supply chain disruption. These incidents may also endanger the safety of its employees.	Short term	Provide special working arrangement to the staff during adverse weather conditions as stated in the Group's Staff Handbook. Relevant procedures will be reviewed from time to time.
	Chronic	Changes in climate conditions may affect the quantity and quality of raw materials, which will be largely reflected in the price of materials. Production costs may increase as a result.	Long term	Actively conduct analysis on raw material price and keep close attention to factors that may affect the prices.
Climate-related opportunities		Potential impacts	Time horizon	Implementation strategies
Opportunities	Resource Efficiency	Higher resources efficiency across the Group's production and distribution processes can reduce the operating costs.	Medium term	Constantly strive to lower carbon emissions by implementing different measures to improve resources efficiency and establishing carbon emissions reduction target.
	Market	Growing stakeholder preference for companies that concern for the environment may increase the Group's competitive position.	Medium term	Design products that use less plastic packaging.

Given that the scope of this ESG Report covers operations of the head office and factory of the Group in Hong Kong, the climate-related risks and opportunities are geographically concentrated in Hong Kong. The Group is aware of the growing climate-related risks to our business such as business model, strategy, resource allocation and the carrying amounts of assets and liabilities. The Group will continue to conduct risk assessment to identify the anticipated financial effect, quantify the effects and estimate relevant changes to financial position. The Group will continuously develop its skills and capabilities over time and acquire additional resources if necessary.

Based on the information that is available to the Group at the reporting date, it is unable to assess climate-related risks using scenario analysis, and to separately identify the current and anticipated financial effect of the climate-related risks and opportunities and quantify relevant amounts and changes. The Group will continue to enhance its data capabilities and will disclose such effects as they become measurable in the future.

To reinforce its resilience against the impact of climate change on its operations, the Group is at an early stage of assessing its climate resilience, with significant uncertainty in quantifying potential impacts and their timing. The Group's capacity to adapt its business approach over time is supported by the operational and planning flexibilities within its current business model. The Group will explore the use of climate-related scenario analysis that is commensurate with its circumstances, including scenarios aligned with the latest international climate agreements, in order to enhance its understanding and reporting of climate-related risks and opportunities through regular risk assessments in the future.

Comparing with the previous reporting year, the Group's climate mitigation measures remain the same. The Group has been taking comprehensive environmental protection measures as detailed throughout the section headed "Protecting the Environment". The Group has budgeted for the replacement of the air-conditioning chillers at the factory premises as part of its contribution to combating the adverse effect of climate change.

As of the end of the Reporting Year, the Group does not have a formal climate-related transition plan in place. Despite recognising the importance of addressing climate-related risks and opportunities, the Group is currently in the process of developing a plan to align its operations with sustainable practices and mitigate environmental impacts. The Group is committed to the development of this plan to enhance transparency and accountability in its environmental initiatives.

Risk Management

Climate-related risks are addressed as part of our enterprise risk management ("ERM") framework along with other types of risk such as strategic, financial and operational risks. The risk management framework is comprised of key risk management processes to ensure key corporate risks are properly identified and adequately assessed, managed and monitored.

To identify and assess the climate-related risks, our ERM process includes pre-determined risk appetite limits which take into account the likelihood and impact of risks. The impact assessment considers factors such as financial loss, legal implications, corporate reputation, environmental safety, and business operations. The likelihood assessment is based on historical data and the information that is reasonably available to the Group during the Reporting Year. The combined scores of likelihood and impact are used to classify risks into categorised severity levels. Risks that are material would require mitigation plan and bring up to management accordingly. The management reviews the findings of the risk management exercise regularly. Our integrated risk management model also ensures periodic risk assessment and monitoring cycles are in place to understand the relevant risks and assess the needs to refresh our risk appetite.





Metrics and Targets

The Group's measurement of GHG emissions is described in the paragraph headed "GHG Emissions" above. For further information of emissions data, please refer to the "ESG Data Highlights" section. We currently do not possess reasonable and supportable information to quantify the amount or percentage of assets or business activities that are vulnerable to transition and physical risks, or aligned with related opportunities.

The Group did not maintain an internal carbon price during the Reporting Year. Nevertheless, the Group will continuously monitor the relevant carbon price in the market and the latest regulations associated with carbon tax to assess the potential increase in costs. The Group will reference industry-based metrics for enhanced climate disclosure in the future.

In Hong Kong where the Group mainly operates, the Government has announced that Hong Kong would strive to achieve carbon neutrality before 2050, and the interim decarbonisation target to reduce Hong Kong’s carbon emissions by 50% before 2035 as compared to the 2005 level. We remain committed to pursuing reduction objectives in alignment with the Government’s direction.

The Group has established quantitative targets which are focused on reducing or preventing GHG emissions, including reduction in consumption and emission by intensity per million pieces of products produced. The Group is committed to the following climate-related targets, using the performance in 2023 as the baseline with steady progress.

	Targets for 2026	Progress in 2025
GHG emissions	reduce its GHG emissions intensity by 3%	on track 
Waste disposal	reduce the non-chemical waste disposal intensity by 3%	on track 
Energy consumption	reduce the energy consumption intensity by 3%	in progress 
Water consumption	reduce the water consumption intensity by 3%	in progress 

The abovementioned targets apply to applicable segments within the reporting scope, mainly located in Hong Kong, covering Scope 1, 2 and 3 emissions. As the Group is not engaged in a heavy-emitting sector, the target was not derived using a sectoral decarbonisation approach. Rather, an absolute contraction approach was adopted for setting a linear reduction target. The Group strives to review our environmental targets when our short-term targets are due in 2026, in particular, to set an absolute GHG reduction target.

To achieve the above targets, particularly the GHG reduction target, details of the Group’s action plans and measures have been set out in the corresponding paragraphs in this section above. Although the Group has voluntarily supported environmental initiatives by purchasing carbon credits, we do not rely on carbon offset to achieve the gross GHG target.

COMMUNITY INVESTMENT

In line with the Group’s value, the Group attaches great importance to driving positive change in the communities where it operates and endeavours to foster a sense of social responsibility within the Group’s structure. The Group has established the Policy on Community Investment to emphasise its commitments to strengthening communities’ resilience and making positive contributions to society. The Group does not only focus on serving vulnerable communities in Hong Kong, but has also been working relentlessly on fundraising and collaborating with charities at both the local and national levels.

Community Health and Well-being

For the purpose of giving back to Hong Kong society and helping more communities in need, the Group organised multiple charity sales and made donations to selected beneficiaries, including Banyan Elderly Services Association Limited, Children’s Thalassaemia Foundation and UNICEF as well as others. During the Reporting Year, the Group made cash donations of approximately HK\$465,000, donated over 45,000 pieces of White Flower Embrocation, White Flower Ointment and Strain Relief, sponsored approximately 3,000 pieces of products for various activities, gave approximately 4,000 packets of wet wipes, and provided approximately HK\$62,000 worth of other items such as mealboxes and electric fans to those in need.

Sponsorships and donations

With healthcare as our core business segment, we have continued and extended our support for healthcare.

During the Reporting Year, the Group continued its commitments to community support through various sponsorships and initiatives. These included contributions to health and wellness causes such as the Cancer Fund for breast cancer support. Through these efforts, the Group aimed to foster community engagement, promote healthy living, and support meaningful causes.

Following our internal tradition, the Group generously donates HK\$500 to charity organisations on behalf of each employee on their birthday, adding an extra meaning to their birthday celebrations. A total of HK\$49,500 has been donated to organisations such as UNICEF, The Salvation Army and Food Angel. By making these charitable contributions, the Group encourages a culture of giving and social responsibility among its employees. While goodwill is fostered, the Group hopes to align its business operations with philanthropic efforts to create a positive and meaningful impact beyond the workplace.

The Group has always been actively promoting sports activities. Wet wipes and Hoe Hin Strain Relief products, designed to alleviate tendon and muscle pain, were sponsored to the CRC OPEN 2025 Tennis Tournament organised by Chinese Recreation Club, Hong Kong in 2025.

Charity sales

During the Reporting Year, the Group engaged customers for community investment by organising charity sales, from which the proceeds were donated for charity:

In January 2025, the Group participated in the New Year Fair at the Victoria Park. Together with the effort of volunteers of Banyan Services Association, we have successfully raised HK\$190,000 in one week. All proceeds were donated to Banyan Services Association without deducting any costs in order to support elderly service work. Such charity sales was arranged again during Mid-Autumn Festival, raising more than HK\$135,000 for Food Angel to support their food assistance.

Charity sales were organised from time to time to raise funds for emergency relief. To support the victims of earthquake in Myanmar for rebuilding their homes. Charity sales packs were sold on our online shop, from which all proceeds of more than HK\$70,355 were donated to Hong Kong Red Cross. Subsequent to a large fire broke out at the Wang Fuk Court apartment complex in Tai Po in November, the Group launched another charity sales in December for donation to the “Support Fund for Wang Fuk Court in Tai Po” to render assistance to the residents.

Volunteer service

To extend our loving care to vulnerable groups in Hong Kong, seven of our staff members came together as members of a group of other dedicated volunteers in support of Food Angel. The volunteers generously devoted four hours to prepare and sort raw vegetables to be included in meal boxes that would later be distributed to people who are in need of food assistance.

Through their collective efforts, the volunteers contributed significantly to alleviating hunger and supporting the well-being of vulnerable members of our community. The commitments to making a difference in the lives of others exemplifies the values of community engagement, social responsibility, and sustainability that are at the core of our ESG initiatives.

ESG DATA HIGHLIGHTS

Environmental Performance

GHG emissions (Note 1)			
Indicator	Emissions (in tCO ₂ e)		
	2025	2024	2023
Scope 1 Direct GHG emissions	2.8	29.1	11.1
Scope 2 Energy indirect GHG emissions	286.1	329.9	329.9
Scope 3 Other indirect GHG emissions (Note 2)	23.8	17.3	11.5
– Category 1: Purchased goods and services (Fresh water processing)	0.2	0.3	0.3
– Category 5: Waste generated in operations (Paper waste disposal and wastewater treatment)	2.5	2.0	2.6
– Category 6: Business travel	21.1	15.0	8.6
Total GHG emissions	312.7	376.3	352.5
GHG emissions intensity (Note 3) (in tCO₂e/million pieces of products)	39.3	43.5	40.7
Carbon offset	200.0	200.0	63.0
Total GHG emissions after carbon offset	112.7	176.3	289.5

Note(s):

- GHG emission data is presented in terms of carbon dioxide equivalent and are based on, but not limited to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development; the Sustainability Report 2024 published by HK Electric Investments; Annual Report 2023/24 published by Water Supplies Department; Sustainability Report 2023-24 published by Drainage Services Department; “How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange, and “Global Warming Potential Values” from the Sixth Assessment Report (AR6) published by the Intergovernmental Panel on Climate Change (“IPCC”).
- Breakdown are disclosed in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011) since the Reporting Year.
- During the Reporting Year, the Group produced approximately 7.95 million pieces (2024: 8.66 million pieces; 2023: 8.67 million pieces) of products in Hong Kong, representing a decrease of approximately 8.20% from 2024. The data is also used for calculating other intensity data.

Air emissions			
Air pollutants (Note 4)	Emissions (in kg)		
	2025	2024	2023
NO _x	0.84	0.92	2.47
SO _x	0.02	0.02	0.06
PM	0.06	0.07	0.18

Note(s):

- The calculation method of air emissions is based on “How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange.

Waste				
Waste produced	Amount (in tonnes)			
	2025	2024	2023	
General waste of the office	0.25	0.27	0.27	
General waste of the factory	1.47	1.40	1.40	
Production waste of the factory	Recycled glass bottles	3.49	2.38	8.25
	Other production waste	0.16	0.23	0.35
Packaging recycled/disposed	0.49	1.79	0.31	
Total non-chemical waste	5.86	6.07	10.58	
Non-chemical waste intensity (in tonnes/million pieces of products)	0.74	0.70	1.22	
Total chemical waste	4.25	2.66	2.94	
Chemical waste intensity (in tonnes/million pieces of products)	0.53	0.31	0.34	

Energy usage			
Energy type (Note 5)	Amount of energy consumed (in MWh)		
	2025	2024	2023
Direct energy consumption			
• Petrol	11.7	12.6	40.2
Indirect energy consumption			
• Electricity	476.8	499.8	485.2
Total energy consumption	488.5	512.4	525.4
Energy intensity (in MWh/million pieces of products)	61.4	59.2	60.6

Note(s):

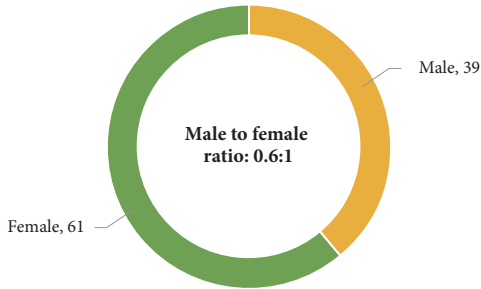
- The unit conversion method of energy consumption data is formulated based on the “Energy Statistics Manual” issued by the International Energy Agency.

Water usage			
Water use	Amount of water consumed (in m ³)		
	2025	2024	2023
Total water consumption	840.1	713.3	690.9
Water intensity (in m³/million pieces of products)	105.7	82.4	79.7

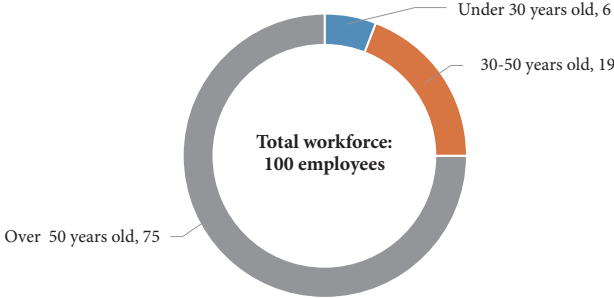
Packaging materials usage			
Packaging materials	Amount of packaging materials used (in kg)		
	2025	2024	2023
Bottle	367,846	362,852	447,920
Cap	7,084	4,565	8,472
Label, leaflet and paper box	44,145	46,379	55,422
Bubble bag	3,927	4,516	7,191
Cellophane/TOPP	2,663	2,476	2,773
Sealing tape	186	169	196
Shrinkable bag	1,863	2,136	2,023
Carton box	20,094	20,704	26,675
Total packaging materials used (in tonnes)	447.8	443.8	550.7
Intensity of packaging material used (in tonnes/million pieces of products)	56.3	51.2	63.5

Social Performance
As at 31 December 2025

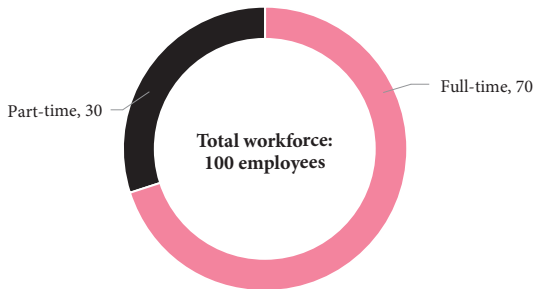
Employees by gender



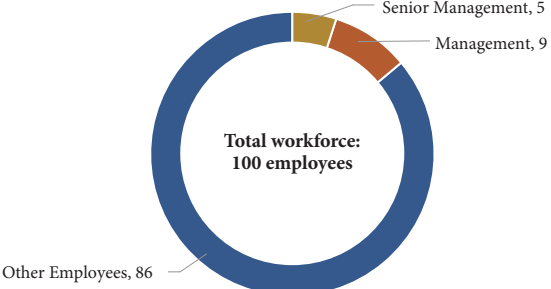
Employees by age group



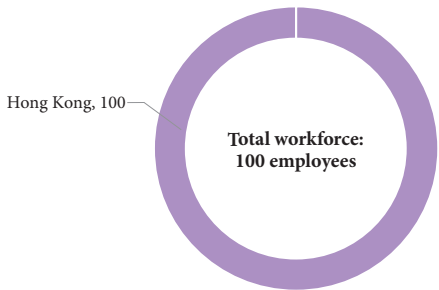
Employees by employee type



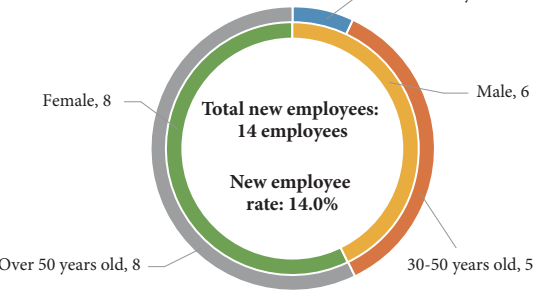
Employees by employee category



Employees by geographical region



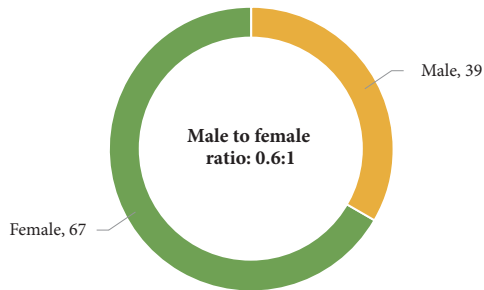
New employees



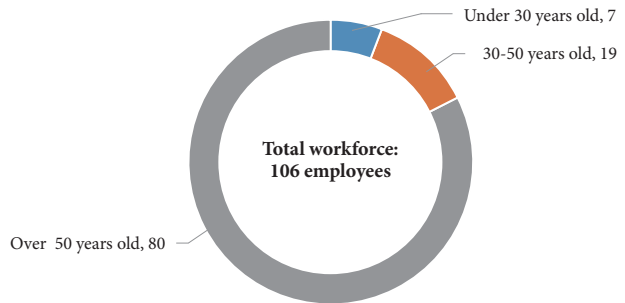
- Female
- Male
- Hong Kong
- Under 30 years old
- 30-50 years old
- Over 50 years old
- Senior Management
- Management
- Other Employees
- Full-time
- Part-time

As at 31 December 2024

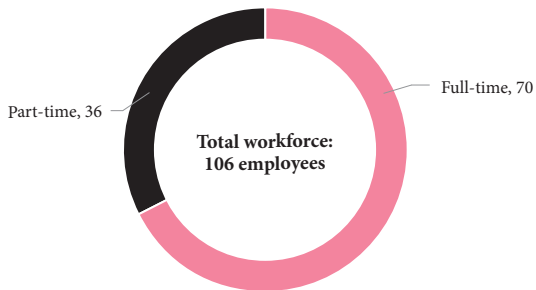
Employees by gender



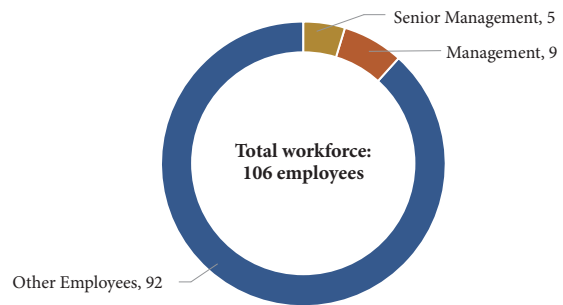
Employees by age group



Employees by employee type



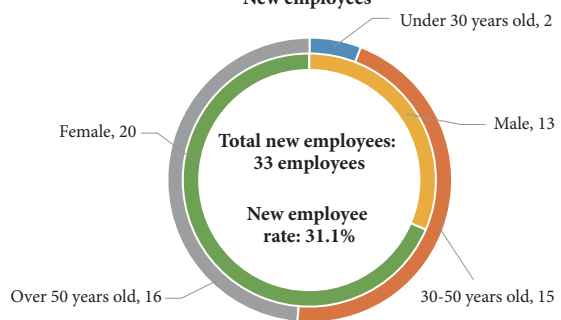
Employees by employee category



Employees by geographical region



New employees



- Female
- Male
- Hong Kong
- Under 30 years old
- 30-50 years old
- Over 50 years old
- Senior Management
- Management
- Other Employees
- Full-time
- Part-time

Employee turnover (Note 6)			
Category	Percentage		
	2025	2024	2023
By gender			
Male	15.38%	20.51%	35.29%
Female	22.95%	31.34%	23.53%
By age group			
Under 30 years old	33.33%	14.29%	16.67%
30-50 years old	26.32%	42.11%	108.33%
Over 50 years old	17.33%	25.00%	16.67%
By geographical location			
Hong Kong	20.00%	27.36%	27.45%

Work-related fatality and injury						
	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
Number of work-related fatalities	0	0	0	0	0	0
Number of work-related injuries	0	1	0	1	0	0
Number of days lost due to work injury	0	96.5	0	1	0.0	32.0 (Note 7)

Note(s):

- The percentage of employee turnover is calculated by dividing the number of employees left in the specific category during the reporting period by the total number of employees in the specific category as at the end of the reporting period.
- The lost days due to work injury were carried forward from the injury that occurred in 2022.

Training data					
Year	Category	Number of employees trained	Percentage (Note 8)	Training hours	Average training hours (Note 9)
2025	By gender				
	Male	37	94.9%	620.00	15.90
	Female	53	86.9%	280.00	4.59
	By employee category				
	Senior management	2	40.0%	35.00	7.00
	Management	8	88.9%	142.00	15.78
Other employees	80	93.0%	723.00	8.41	
2024	By gender				
	Male	39	100.0%	298.30	7.65
	Female	55	82.1%	458.40	6.84
	By employee category				
	Senior management	2	40.0%	67.30	13.46
	Management	9	100.0%	147.50	16.39
Other employees	83	90.2%	541.90	5.89	

Training data					
Year	Category	Number of employees trained	Percentage (Note 8)	Training hours	Average training hours (Note 9)
2023	By gender				
	Male	29	85.3%	220.80	6.49
	Female	61	89.7%	364.60	5.36
	By employee category				
	Senior management	4	80.0%	43.10	8.62
	Management	7	100.0%	30.40	4.34
	Other employees	79	87.8%	511.90	5.69

Note(s):

8. The percentage of trained employees by category is calculated by dividing the number of employees in the specific category who took part in training during the reporting period by the total number of employees in the specific category as at the end of the reporting period.
9. The average training hours by category is calculated by dividing the total training hours for employees in the specific category during the reporting period by the total number of employees in the specific category as at the end of the reporting period.

Supplier						
Region	2025		2024		2023	
	Raw Materials	Packaging Materials	Raw Materials	Packaging Materials	Raw Materials	Packaging Materials
Hong Kong	3	9	3	9	3	9
Australia	1	0	1	0	1	0
Taiwan	0	2	0	2	0	1
USA	2	1	2	1	2	1
PRC	12	3	12	2	12	2
Singapore	1	0	1	0	1	0
Others	3	1	3	0	3	0
Total	22	16	22	14	22	13

Contributing to the community			
	2025	2024	2023
Cash donation	HK\$465,000	HK\$577,000	HK\$305,000
Product donation/ sponsorship	Over 52,000 pieces	Over 23,000 pieces	Over 14,000 pieces
Other item donation	HK\$62,000	HK\$18,000	HK\$15,000