Pioneer

PIONEER GLOBAL GROUP LIMITED

建生國際集團有限公司*

(Incorporated in Bermuda with limited liability)

(Stock Code: 00224)

Environmental, Social and Governance Report
Year 2025/2026

* *For identification purpose only*

INTRODUCTION

Pioneer Global Group Limited (the "Company") and together with its subsidiaries (the "Group" or "We") is pleased to present this Environmental, Social and Governance ("ESG") Report ("This Report") for the year ended 31 March 2026.

The Group believes a successful enterprise should not maximize profit at all costs, but should endeavor to balance stakeholders' interests and social responsibility for maintaining an enterprise's sustainable development. Therefore, the purpose of This Report is to improve stakeholders' understanding and to introduce ongoing sustainability initiatives directed towards the community and the environment.

This Report supplements information disclosed elsewhere in our Annual Report 2025/2026. For the governance section, please refer to the Corporate Governance Report as set out on pages 22 to 35 of our Annual Report 2025/2026. The Company has adopted the principles and the Corporate Governance Code (the "CG Code") set out in Part 2 of Appendix C1 of the Rules Governing the Listing of Securities (the "Listing Rules") on the Main Board of The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). The Company has complied with all the code provisions set out in the CG Code throughout the year under review.

REPORTING STANDARD AND PRINCIPLES

This Report is prepared in accordance with Environmental, Social and Governance Reporting Code ("ESG Code") set out in Appendix C2 to the Listing Rules and the operational status of the Group. The preparation of This Report adheres to the reporting principles of "materiality", "quantitative", "balance" and "consistency".

This Report is prepared by engaging stakeholders and conducting materiality assessment as set out in the "Stakeholder Engagement" and "Materiality Assessment" of This Report. Key performance indicators are presented numerically so that they can be compared against our peers, industry standards and previous years figures. All information disclosed is unbiased and all key performance indicators calculation and assumption are consistent with previous year. Any changes in our methodologies are disclosed clearly to inform the stakeholders.

REPORTING BOUNDARY

We define our reporting boundaries using the operational control approach, in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) ("GHG Standard"). Under this approach, we account for all emissions from operations over which we have control and where non-financial sustainability data is available. It covers energy consumption from landlord-controlled operations. Energy consumption by tenants is excluded as it is not under the Group's operational control and relevant data is not readily available. The table below shows the list of properties included in our emissions. These properties accounted for 89% (2025: 89%) of the Group's total rental and property management service income.

Properties included:

Pioneer Place in Kwun Tong ("PP")
Club Lusitano Building in Central ("CL")
68 Yee Wo Street Building in Causeway Bay ("68 YWS")
(collectively, the "3 Properties")

GOVERNANCE STRUCTURE

The Group acknowledges the importance of strong sustainability governance, including clearly defined accountabilities, roles and responsibilities across all levels of the organization.

Board Oversight

The Board of Directors (the "Board") retains overall responsibility for the Group's ESG strategy and reporting, encompassing oversight of ESG-related issues, including climate-related risks and opportunities.

To oversee the Group's ESG management approach and strategy, the Board is kept informed of ESG-related issues and performance through regular management reporting and Board deliberation. The Board takes ESG-related considerations into account when reviewing the Group's strategy, major transactions and risk management processes and related policies. Relevant trade-offs between ESG-related issues and other financial, operational and strategic priorities are considered to support balanced decision-making and long-term sustainability.

The Board establishes ESG-related goals and targets aligned with the Group's strategy and business priorities, and reviews progress against such goals and targets through periodic review of management reporting. ESG-related performance metrics are considered in strategy formulation and resource allocation. However, such metrics are not currently linked to remuneration policies. The Group has not applied an internal carbon price in its decision-making process.

The Board assesses whether appropriate skills and competencies are available to oversee the Group's ESG strategy through periodic review of its overall composition and collective expertise. The Board's composition reflects competence in sustainability with appropriate skills and knowledge in areas such as governance, sustainability, property and capital markets. This diversity of knowledge enables the Board to oversee the Group's sustainability strategies effectively.

Management Implementation

Management is responsible for implementing the ESG strategies and policies approved by the Board. Day-to-day ESG oversight is delegated to the asset management team and the corporate secretary team, under the supervision of the designated senior management. These teams support ESG data collection and analysis, identify material ESG-related issues and are accountable to Management through regular reporting.

Management reviews ESG performance against goals and targets based on regular reporting, assesses material ESG-related issues, and provides direction on priorities and actions. Key updates are reported to the Board at least annually. Where ESG performance does not meet expectations, Management shall review and refine relevant policies and measures.

Management has also established internal controls and procedures to monitor and manage climate-related risks and opportunities. These controls and procedures are integrated into the Group's risk management and compliance framework. Relevant functions, including the asset management and corporate secretary teams, support implementation and reporting through established channels.

STAKEHOLDER ENGAGEMENT

The Group values the mutual understanding with its stakeholders and believes that fostering a sound relationship with the stakeholders is the premise of value creation for all. In order to strengthen our understanding of stakeholders' expectations and needs, as well as to identify material issues, the Group maintains diversified communication channels for the external and internal stakeholders (including but not limited to shareholders, tenants, suppliers, employees, governmental organizations, and regulated bodies).

Stakeholders	Communication channels	Expectations
Shareholders and investors	• Annual general meeting • Financial reports • Announcements and circulars • Company website	• Investment return and financial stabilities • Enhancement in company core value • Compliant operation and corporate governance
Management and employees	• Staff training • Direct emails • Face to face communication	• Rights, compensation and benefits • Safe and healthy working environment • Effective internal and external communication • Training opportunities and career development
Suppliers	• Face to face meetings and events • Direct contacts (phone calls and/or digital communication)	• Integrity • Cooperation • Stable and qualified products and services • Compliance with local laws and regulation
Customers	• Survey • Direct contacts (phone calls and/or digital communication) with asset management team	• Customer rights and interests protection • Rapid response and customer satisfaction
Government and regulatory bodies	• Direct correspondences • Regular reports and filing • Workshops	• Compliance with local laws and regulations • Tax payment in accordance with laws • Transparency of financial and ESG issues disclosure

MATERIALITY ASSESSMENT

The Group identified the ESG related issues which are considered to have impacts on the environment and the society during our operation in accordance with the disclosure requirements set out in the ESG Code and the business nature and operation of the Group. Through a variety of open communication channels, the Group has a deeper understanding of its stakeholders' concerns and expectations, which facilitates the Group to better position itself in the competitive market and to make rapid and appropriate strategic adjustments and helps the Group to determine the materiality of ESG issues. The ESG issues considered to be material and with areas of improvement in the future ESG work of the Group are listed below:

Aspects	Material Issues
Environment	• Greenhouse gas emissions • Resource consumption and savings • Climate change mitigation actions
Employment management	• Employee welfare and working conditions • Work-life balance • Occupational health and safety • Staff training and development • Human rights and equal opportunities
Operating practices	• Supplier selection mechanism • Quality management • Customer satisfaction • Whistle-blowing mechanism • Business ethics
Community investment	• Community Services • Charity

A. ENVIRONMENTAL

Our policy is to minimize environmental impacts and to fully comply with laws and regulations in relation to air and greenhouse gas ("GHG") emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes. During the reporting year, the Management provided confirmation on the compliance of those laws and regulations. In our business, we focus on minimizing our environmental footprint and making a positive impact on the environment. We also engage our staff, tenants and partners to promote environmentally sustainable business practices.

Emissions

As a property owner, our operation does not result in significant Scope 1 GHG emissions, discharges into water and land or generation of hazardous and non-hazardous wastes. Our environmental footprint is mainly comprised of Scope 2 GHG emissions from electricity and water consumption from our rental property operation and Scope 3 GHG emissions as disclosed in the table below.

Scope	Sub category	Methodology	2025/2026 kg CO_2e	2024/2025 kg CO_2e
1	–	Not applicable	Immaterial	
2	Purchased electricity and water	Applying emission factors of CLP Power Hong Kong/Hongkong Electric to purchased electricity Applying unit electricity consumption of Water Supplies Department to purchased water	2,904,200	3,145,300
		Intensity	5.40 per ft^2	5.67 per ft^2
3	1 Purchased goods and services	Applying applicable emission factors derived from the USEEIO model to financial spend	438,000	435,900
	2 Capital goods 3 Fuel and energy related activities 4 Upstream transportation & distribution 5 Waste generated in operations 6 Business travel 7 Employee commuting 8 Upstream leased assets	Not applicable	Immaterial	
	9 Downstream transportation & distribution 10 Processing of sold products 11 Use of sold products 12 End-of-life treatment of sold products 13 Downstream leased assets 14 Franchises	Not applicable	We do not involve in the manufacturing and selling of any goods to customers nor involve in any franchising business	
	15 Investments	Not applicable	Out of reporting scope	

We support environmental conservation at both office and rental properties. At office level, we participate in the Green Office Awards Labelling Scheme organized by World Green Organisation to implement green initiatives, encourage staff to join environmental related training, initiate recycling programs at office, e.g. red packet envelopes recycling campaign and provide greenery in rooms and common areas of office. At rental property level, we advocate e-bill, e-receipt and e-circular to our tenants and actively participate in various energy saving programs, e.g. participating in Earth Hour and waste recycling programs, e.g. participating in moon cake box recycling program. Also, we built green walls in the lobby of all 3 Properties, closely monitored the chiller plant operations and replaced traditional lightings with LED lightings and energy saving fluorescent light tubes in the common areas and carparks of the 3 Properties. Our 68 YWS and CL have achieved the excellent grade in management aspect of BEAM Plus EB V2.0 Selective Scheme by Portfolio Assessment Mechanism established by The Hong Kong Green Building Council Limited. We will continue to adopt more green management when it is feasible to our properties.

As our GHG emission is the energy indirect GHG emission, we target to reduce our GHG emission by reducing our electricity and water consumption intensity. Details of our targets and steps taken to achieve them were set out in "Resources Management" of This Report.

Resources Management

The Group consumes electricity and water during operation and our policy is to ensure efficient use of resources including energy and water in the 3 Properties. We place high priority on the efficient use of resources, and we have introduced saving measures in our properties to help reduce the energy and water consumption as follows:

- participating in Earth Hour every year by switching off the lights to show support for our planet;
- maintaining the indoor temperature of common areas at 25 degrees Celsius;
- reusing the wastewater from the cooling towers for toilets flushing;
- using more environmental friendly water-cooled air conditioning system and the high interfacing control system for chiller system;
- enhancing the fresh air ventilation to improve the cool air flow efficiency;
- switching-off lighting installations of decorative, promotional or advertising purposes that affect the outdoor environment between 11:00 p.m. to 7:00 a.m.;
- using of water efficient and/or low-flow water fixtures including automatic faucet and automatic flushing system;
- replacing energy wasting lights with LED lightings or energy saving fluorescent light tubes in most of the common areas and carparks; and
- implemented an energy management system to effectively monitor and control our heating, ventilation, air conditioning and lighting systems, enabling optimal energy usage.

During the year, the Group consumed approximately 5,416,200 kWh (2025: 5,685,700 kWh) of electricity and an energy consumption intensity of approximately 10.07 kWh per square feet (2025: 10.24 kWh per square feet). The Group's total water consumption was approximately 24,300 m^3 (2025: 33,300 m^3). The water consumption per service area was approximately 0.05 m^3 per square feet (2025: 0.06 m^3 per square feet). During the reporting year, there was no issue for the Group in sourcing water.

The Group aims to manage and progressively reduce its Scope 2 greenhouse gas emissions (on a gross basis), which primarily arise from purchased electricity and water consumption for the 3 Properties. This objective is principally focused on climate change mitigation through improving energy efficiency and reducing indirect emissions intensity over time.

The Group established, in the fiscal year 2021/2022, a target to achieve a 15% reduction in Scope 2 GHG emissions intensity from the fiscal year 2018/2019 baseline, 9.06 kg CO_2e per sq. ft., to 7.70 kg CO_2e per sq. ft. by fiscal year 2031/2032. This target has been achieved ahead of schedule reflecting the Group's ongoing efforts to improve energy efficiency and reduce electricity consumption. In addition, the Group aims to maintain water consumption intensity at approximately 0.06 m^3 per sq. ft. over the next five years, using the fiscal year 2024/2025 as the baseline. The lower water consumption intensity recorded for the reporting year reflects the Group's continued focus on monitoring and managing water usage across its operations. The Group will maintain its approach to prudent resource management and periodically assess its performance against the established target, with a view to supporting sustainable use of resources.

In setting its targets, the Group has primarily considered its operational data, historical performance and expected efficiency improvements, and the targets were not derived using a sectoral decarbonisation approach and were developed without direct reference to any international climate-related frameworks or Hong Kong climate commitments. The targets have not been subject to external third-party validation. Progress is monitored using electricity and water consumption data and reviewed periodically by Management through established reporting processes. The Group has no current plan to use carbon credit and will continue to promote effective energy use across its operations, including through monitoring and optimization of heating, ventilation, air-conditioning and lighting systems. The Group will also keep its targets under review and may enhance them over time, where appropriate, taking into account operational performance and evolving practices.

The Environment and Natural Resources

Due to the nature of our business, apart from electricity and water consumption as discussed above, the Group's business activities on the impacts of the environment and natural resources during the reporting year is immaterial.

Actions have been taken by the Group to reduce its impact on the environment by adopting energy-saving measures as set out in "Resources Management" of This Report.

B. CLIMATE CHANGE

Climate-related risks and opportunities

Climate change gives rise to a range of risks and opportunities for our business. Consistent with previous period, relevant risks and opportunities are managed by integrating them into the existing business model, particularly in asset management, capital planning and operational decision-making. This includes prioritizing resources towards risk mitigation measures, such as strengthening resilience against extreme weather events, and improving energy efficiency of existing assets where appropriate. Looking ahead, the Group expects that climate-related considerations may have an increasing influence on its business and investment decisions. Resource allocation may be adjusted over time to support these measures, taking into account operational needs, regulatory developments and market expectations.

The Group has not established a formal standalone climate-related transition plan. The Group addresses climate-related transition risks and opportunities through its existing asset management, capital planning and risk management processes, including measures to improve energy efficiency, monitor regulatory developments and assess emerging technologies. The Group will continue to monitor market practices and regulatory developments and may further enhance its approach to transition planning as appropriate.

The key climate-related risks and opportunities identified for the Group are summarized below. To align with the Group's operational and strategic planning processes, the Group defines the short term as up to three years, the medium term as three to five years, and the long term as more than five years.

Climate-related risks and opportunities	Time frame	Implication for business and value	Mitigation strategy
Climate-related physical risks			
Increased severity and frequency of extreme weather events (e.g. typhoons, intense precipitation and flooding)	Short to medium term	• Higher operating costs for asset repairs • Revenue loss from business and supply chain disruptions • Increased insurance premiums • Negative impacts on the workforce absenteeism and transport difficulties • Decrease property value	• Conduct regular flood-risk assessments for our properties • Deploy flood barriers, sandbags and water pumps at vulnerable sites • Update and communicate continuity plans to employees and tenants
Rising mean temperature	Long term	• Increased cooling demand and associated energy costs	• Perform regular maintenance and efficiency checks on air-conditioning and cooling systems

Climate-related risks and opportunities	Time frame	Implication for business and value	Mitigation strategy
Climate-related transition risks			
Escalating regulatory requirements	Short to medium term	• Higher capital expenditures for the installation of lower-emissions, energy-efficient equipment • Increased risks of non-compliance in a dynamic regulatory environment	• Continuously monitor regulatory developments and integrate compliance into planning
Growing stakeholders preference for environmentally responsible companies and properties	Medium-term	• Reduced attractiveness for customers, tenants and employees	• Monitor sustainability trends and enhance green building initiatives
Climate-related opportunities			
Economic or policy incentives supporting a low-carbon transition	Short to medium term	• Access to subsidies and financial incentives	• Track and leverage government programs and green financing opportunities
Technological advancements	Medium to long term	• Adoption of low-emission equipment • Lower energy costs • Higher operational efficiency	• Monitor emerging advanced technologies that could enhance operational efficiency and reduce emissions

Risk Management

The Group manages climate-related risks and opportunities as part of its ESG-related issues and the Group's overall risk management processes. Relevant risks and opportunities are assessed, prioritized and monitored alongside other principal risks. Inputs include internal portfolio and operational data, such as asset location, building condition, maintenance and incident records, insurance information and energy consumption data, as well as external information, including Hong Kong regulatory requirements and publicly available climate and weather data are used for the risk management. Climate-related risks are assessed by considering their nature, likelihood and potential impact using qualitative assessments and are evaluated and prioritized alongside other principal risks within the Group's risk management and internal control framework. Such risks are monitored through periodic management reporting with material matters reported to the Board as appropriate. Compared with the previous reporting period, the Group has not made material changes to its climate-related risk management processes and has not yet adopted climate-related scenario analysis as part of its risk and opportunities identification and assessment process.

Climate-related target

As our GHG emission is the indirect GHG emission, we target to reduce our GHG emission by reducing our electricity and water consumption intensity. Details of our targets and steps taken to achieve them were set out in "Resources Management" of This Report.

Other climate related information

The Group has not yet undertaken climate-related scenario analysis, primarily due to limitations in data availability and the complexities involved in developing suitable assumptions for its business. Based on information currently available and management's assessment, climate-related risks and opportunities did not have a material financial impact on the Group for the reporting period. While potential financial effects may arise over the medium to long term, such impacts are subject to inherent uncertainty and limitations in the availability of reliable, forward-looking information, and are therefore not readily quantifiable at this stage.

For similar reasons, the Group is unable to determine a reliable amount or percentage of assets or business activities exposed to climate-related physical risks, transition risks and opportunities. The Group has also not separately disclosed capital expenditure, financing or investment related to climate-related risks and opportunities, as such amounts are not readily quantifiable and are not considered material.

The Group will continue to review its data collection and reporting processes and may enhance its disclosures as appropriate over time.

C. SOCIAL

Employment

The Group recognizes that employees are important and valuable assets to the corporate contribution and is committed to building a pleasant and valued-adding workforce and workplace. As recruiting and retaining talent is vital for us to stay competitive, attractive and competitive remuneration packages are offered to our employees and reviewed on performance basis within the general framework of the Group's salary and bonus system. Benefits such as medical care, retirement scheme and training subsidies are provided to our staff. We also encourage our staff to maintain a work-life balance and support them to actively pursue their personal development by participating in different roles and activities in the community.

Being an equal-opportunity employer, we implement fair employment practices and no one will receive less favourable treatment on the ground of race, disability, age, gender, sexuality and religion. We believe that each individual has his or her unique strengths and contributions that can add value to the Group and the society at large.

Number of Employees by Gender, Age Group, Employment Type and Region

As at 31 March 2026 and 2025, the breakdown of employees by gender, age group, employment type and region is set out below:

Number of Employees		As at 31 March 2026	As at 31 March 2025
By Gender	Female	12	12
	Male	6	6
By Age Group	Aged 30 or below	1	1
	Aged 31–40	2	2
	Aged 41–50	1	1
	Aged 51–60	8	9
	Aged 61 or above	6	5
By Employment Type	Full Time	17	17
	Part Time	1	1
By Region	Hong Kong	18	18

Employee Turnover Rate by Gender, Age Group, and Region

For the year ended 31 March 2026, one male employee, aged 51–60 left the Group, representing a turnover rate of 6%. For the year ended 31 March 2025, one female employee, aged 30 or below left the Group, representing a turnover rate of 6%. The employee turnover rate by category is shown in the table below:

		Year 2025/2026 %	Year 2024/2025 %
By Gender	Female	–	8
	Male	17	–
By Age Group	Aged 30 or below	–	100
	Aged 51–60	13	–
By Region	Hong Kong	6	6

During the reporting year, the Group complied with laws and regulations in relation to labour and human resources practices and our Management provided confirmation on the compliance. Also, our employees are encouraged to have direct dialogue with the Management and can freely bring up issues to the Management when they considered necessary.

Health and Safety

The Group endeavours to provide a safe, healthy and pleasant working environment, which protects the physical and mental health of our staff and minimises the risk of occupational diseases. Periodic cleaning of air-conditioning systems, steaming treatment of office furniture and chairs, pest control services and regular floor care maintenance are carried out to ensure a hygienic working environment. As part of our commitment to support our employees' health and wellness, we provide a medical insurance scheme to all full-time employees on a non-contributory basis upon successful completion of the probation period. We had also organized health talks and wellness programs during the year 2025/2026 to promote their well-being.

Due to the nature of our business operation as a pure landlord for property leasing, work related injuries and occupational health hazards are not significant risk factors to us. During the reporting year, the Group achieved zero work-related fatalities and no working days lost due to work injury. In addition, no work fatalities were reported for the past three years.

The occupational safety and health related policies and practices are regularly reviewed by the Group so that preventive and corrective measures are implemented to minimize occupational health and safety hazards. During the reporting year, the Group complied with laws and regulations in relation to health and safety and our Management provided confirmation on the compliance.

Development and Training

Continuing education and development of our employees is a priority for the Group. In order to create a supportive workplace that develops the competency of our employees and supports their personal growth, the Group actively invests time and resources in staff training and development. On the job training is provided to all employees and employees can take job-related courses at the Group's expense. This ensures our employees are constantly updated with adequate skills and professional knowledge to perform quality work.

During the reporting year, staff training across the Group amounted to a total of 221 hours (2025: 128 hours) and the breakdown is as follows:

		Year 2025/2026		Year 2024/2025	
		Average training hours completed per employee	% of employee trained	Average training hours completed per employee	% of employee trained
By Gender	Female	11.6	28	8.7	46
	Male	26.2	72	10.4	54
By Grade	Senior Management	26.7	61	14.5	48
	Middle Management	12.5	20	13.5	44
	Other Staff	8.3	19	2.5	8

Labour Standards

We are a pure landlord for property leasing with no industrial/manufacturing operation. We comply with the Employment Ordinance and respect human rights. All employment with the Group is voluntary. Child and forced labour is prohibited in any of our operation.

To ensure the Group is legally complied with local laws and regulations, it has implemented effective controls in the recruitment process, for example, the applicant's identity is checked, including but not limited to his or her age and eligibility for employment. We avoid engaging vendors of administrative supplies and services and contractors that are known to employ child or forced labour in their operations. If child labour is detected, a corrective plan is required and implemented by the suppliers/contractors. The plan must take into consideration the child's best interest, including their family and social situation. If concrete steps are not taken to eliminate the problem, or there are repeated violations, the contracts will be terminated and no new contract will be issued.

Supply Chain Management

Our main business suppliers include management companies, professional and other business service providers, sales and leasing agents as well as office supplies vendors. Among these suppliers, external property management companies (the "Management Companies") are our key service providers and pose a significant impact on our operation. Savills Property Management Limited is the property manager of CL and 68 YWS, while Jones Lang LaSalle Management Services Limited is the property manager of PP. In summary, there were 2 major suppliers, all of which based in Hong Kong, during the year 2025/2026 (Year 2024/2025: 2 major suppliers, all of which based in Hong Kong).

We carefully select our Management Companies and assess them based on a list of criteria including not only the financial status, reputation, past performance, reliability and costs, but also the environmental and social standards relating to their services provided. The Group encourages our suppliers the efficient use of resources and gives higher priority to the suppliers that incorporate and promote sustainable practices at their work.

The Management Companies engaged by the Group are top tier and well-established management companies. These companies have their own set of internal guidelines and policies on environmental, health and safety and social aspects. Even though the Group does not maintain a separate policy on managing environmental and social risks of the Management Companies, we have reviewed their policies and procedures to ensure they embedded the relevant concerns in line with the Group's. Also, the Group has frequent direct dialogues and regular meetings with the Management Companies and the Management Companies are requested to integrate the Group's value into its operation process when practicable. Our asset management team works closely with the Management Companies to monitor and ensure their work and practices align with the Group's sustainability strategy. The performance of the Management Companies is evaluated at least once a year to determine whether corrective or preventive actions have to be implemented on suppliers with unsatisfactory performance.

Product/Service Responsibility

Quality Assurance Process and Recall Procedures

Tenants are the Group's main customers. We endeavor to maintain a close and long lasting relationship with them and pursue their satisfaction. The tenants can contact our asset management team directly via phone calls and other digital communication as and when needed. We also pay attention to the tenant's dissatisfaction and put the best effort to respond instantly to the problem and complaint submitted by the tenants. For the reporting year, there were no substantiated complaints received relating to the provision of use of products or services that have a significant impact on the Group. When we receive any complaints, our asset management team closely liaise with the complainants to understand his/her needs, then work with the Management Companies or relevant parties to take suitable follow up actions to address the concerns. Therefore, most of the complainants accepted or were satisfied with our replies.

With the business of property leasing, the Group did not consider product recall procedures as applicable to its operation and no products would be sold, shipped out or recalled for safety and health reasons.

Data Protection and Privacy Policies

The Group ensures a high standard of security and confidentiality of personal data throughout its business and operation. We only collect personal data for operational needs and clearly inform all customers or persons about the intended use of the data and their rights to review and revise their information. Collected information is accessible on a "need-to-know" basis. Disclosure of personal data to any third parties without explicit permission, unless required by law, is not allowed. Statutory requirements are strictly adhered to and employees are required to retain in confidence any and all information obtained in connection with their employment, including but not limited to trade secrets, client personal data and information, supplier information and other proprietary information.

Intellectual Property Protection

The Group respects intellectual property rights. Employees are not allowed to possess or use copyrighted materials, including computer software and published materials, without the permission of the copyright owners. The Group maintained proper records of software users and assured only legitimate and genuine software is installed to the employee's computer.

The Group was not aware of any violation of product responsibility laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

Anti-corruption

The Group prohibits all forms of bribery, extortion, fraudulent, money laundering and corruption activities in connection with any of its business activities. Code of conduct with anti-bribery and anti-corruption principles are established to provide guidance to our staff when discharging their duties and obligations. All directors and employees are required to possess high ethical standard and demonstrate professional conducts in our business operation. They are notified not to engage in any form of corruption and not to request, receive or accept any form of benefits from any persons, companies or organizations having business transactions with the Group. Also, the Group complies with relevant laws and regulations and adopted whistleblowing procedures for employees to raise concerns, in confidence, about possible improprieties in any matters related to the Group. Our employees can report any unlawful conduct, incident of corruption, incorrect or improper financial reporting and other fraudulent activities directly to the chief financial officer. Any reported case of fraudulence will receive immediate, fair and independent investigation and appropriate follow-up action. The Management will regularly review and monitor the anti-bribery and anti-corruption policies and procedures. Though the Group did not provide any internal anti-corruption training to directors and staff during the reporting year, they are encouraged to attend anti-corruption training provided by external parties at the Company's expenses.

During the reporting year, the Group received no complaints or legal cases in relation to corruption. The Group was also not aware of any non-compliance with relevant laws and regulations in relation to anti-corruption and our Management provided confirmation on the compliance.

Community Investment

The Group, being a responsible global corporate citizen, is committed to making positive contribution to the society and environment. We actively support charitable initiatives and environmental conservation efforts with care and dedication. During the year 2025/2026, we donated HK$100,000 to World Green Organisation to promote a green community and sustainable economic development.

We strive to promote social development and progress by contributing mainly to youth business startup and health related issues.

The Group participated in the Space Sharing Scheme for Youth by donating two-third of the prevailing market rental to the identified quality and readily usable space for operation of co-working spaces or studios for young users (e.g. start-ups, young entrepreneurs and artists). We hope that our donation would help the young entrepreneurs to enjoy a concessionary rental in developing their business in Hong Kong. During the reporting year, the Group made donation of HK$296,000 for the Space Sharing Scheme for Youth.

Also, we helped to promote the campaign of the Hong Kong Breast Cancer Foundation by showing the videos and e-Poster at our office buildings so as to raise the public awareness of breast cancer.