

# 未來發展控股有限公司 Prosperous Future Holdings Limited

(incorporated in the Cayman Islands with limited liability)  
Stock Code : 1259

## 2024

ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE REPORT



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ABOUT THIS REPORT

Prosperous Future Holdings Limited (the “Company” together with its subsidiaries, hereinafter referred to as the “Group” or “we” or “us”) is pleased to present our Environmental, Social and Governance Report (the “Report”) for year ended 31 December 2024 to provide an overview of the Group’s management of significant issues affecting the operations, including environmental, social and governance (“ESG”) issues. Both English and Chinese versions of this Report are available on the Company’s website at [www.pfh.hk](http://www.pfh.hk). If there is any conflict or inconsistency, the English version shall prevail. For the corporate governance section, please refer to the Group’s 2024 Annual Report on page 17 to 39 therein.

### Statement of the Board of Directors

The Group places business sustainable development at the top of its long-term development goals, and incorporates climate-related issues and ESG elements into its long-term planning of business strategies. Taking the most important leadership role of the Group, the board of directors (the “Board”) of the Company has overall responsibility for supervising and directly managing the Group’s ESG issues and progress. The Board considers and evaluates various stakeholders’ concerns and interests by materiality assessment to determine the group’s ESG management approach, strategy, priorities, and objectives.

The Board understands that the establishment of ESG targets aids in the Group’s ESG governance. The Group has set clear and definite short-term and long-term sustainable development goals, and is making continuous progress in emission reduction under the requirements of local governments. The Board sets ESG targets related to the Group’s business where appropriate, and reviews progress made toward improving the Group’s ESG performance by keeping track of the ESG key performance indicator (“KPI”) on a regular basis, in the environmental and social aspects, which are vital and closely related to the core business of the Group. Sustainable development factors have been incorporated into the Group’s strategic planning, business model and other decision-making processes. The Board regularly inspects and reviews management effectiveness, including reviewing the Group’s ESG performance and adjusting corresponding action plans.

The Group endeavours to ensure its risk management and internal control systems are appropriate and effective for identifying and assessing ESG and climate-related risks and opportunities, and responding to the challenges and impacts of different times. In the future, the Board will continue to review and monitor the Group’s ESG performance, provide stakeholders with important, reliable, consistent and comparable ESG information, and make our society and environment better and greener.

### ESG Structure

The Group keeps integrating ESG factors into its operations, in order to create sustainable value for its stakeholders and fulfil its responsibilities as a corporate citizen. The executive directors are responsible for formulating ESG management policies, strategies, goals, and annual reporting and promoting related implementation. They also identify, evaluate, review, and manage major ESG issues, risks and opportunities while other departments are responsible for organizing, promoting, and implementing various ESG related tasks under the Group’s ESG management policies and strategies. All performance and relevant recommendations will be reported to the Board on a regular basis. The Board discusses and reviews ESG matters at least once a year during its meetings.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT *(continued)*

The Group identifies and manages ESG risks in order to achieve its business objectives and ensure its stable development. We adopt a risk management system under a top-down risk management structure. The Board is responsible for developing the Group's sustainable development strategy and emission reduction goals, assessing actual and potential climate-related risks and opportunities that affect the Group's operations, and ensuring the appropriateness and effectiveness of the Group's ESG management and internal control systems. Through exercising oversight on the Group's management and active and conducive communication with management personnel and employees who are involved in the day-to-day operation of the Group's business, the Board is able to identify material ESG risks in the aspects of emissions, consumption of resources, impact on natural resources and climate change, as well as other social aspects pertaining to our Group. As part of this, the Board is responsible for identifying and assessing the Group's significant ESG risks, determining related risk levels, and formulating counter measures for which management is implemented by relevant departments and business units. The Group believes that ESG risks have gradually becoming an important factor in its business, and has taken the approach to incorporate ESG risks into its routine risk management process as a means of enhancing its overall risk evaluation, prioritizing and management and control capabilities.

### Reporting Period

This Report illustrates the Group's policies and performance regarding the environmental and social aspects from 1 January 2024 to 31 December 2024 (the "Reporting Period").

### Reporting Scope

As the segment in relation to the provision of food and beverage service operated in Hong Kong accounts for the most significant part of the Group's revenue, as well as its impacts on stakeholders, the Group includes the forementioned segment as the core business of the Group in our scope of reporting, which is considered as material unless otherwise specified. Revenue from the aforementioned segment in Hong Kong accounted for approximately 80% of the total revenue of the Group during the Reporting Period. The Group will continue to evaluate key ESG aspects across its various businesses and major subsidiaries to determine their inclusion in the ESG report. The scope of the Report is consistent with the ESG Report in the corresponding period in 2023.

### Data Collection and Confirmation

This Report is prepared based on the official documents, statistical data and management and operation information of the Group. The Group has internally reviewed the disclosed information to ensure its accuracy, completeness, and compliance with the Environmental, Social and Governance Reporting Guide (the "Guide" or "ESG Reporting Guide"; which has been renamed as the 'Environment, Social and Governance Reporting Code' since January 1, 2025), Appendix C2 of the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the "Listing Rules"), so that this Report can fairly reflect the overall situation. This Report was reviewed and approved by the Board on 28 March 2025.

### Reporting Basis

This Report is prepared in accordance with the ESG Reporting Guide. The Group complied with the mandatory disclosure requirements and the "comply or explain" provisions set out in the ESG Reporting Guide. The KPIs considered material in this Reporting Period by the Group are disclosed in this Report. The Group will continue to optimize its disclosure on KPI. The content of this Report follows the four reporting principles of "Materiality", "Quantitative", "Balance" and "Consistency".

Reporting Principles	Interpretation	The Group's Application
Materiality	The report should disclose an organization's aspects that have significant impacts on the environment and society, or on stakeholders' evaluation on the organization and their decision-making.	The Group conducts questionnaires to understand stakeholders' expectations. The Group identifies and reports its material sustainability issues based on the results of the questionnaires.
Quantitative	The KPIs disclosed in the report shall be calculable and comparable where applicable.	Under feasible situations, the Group records, calculates and discloses quantitative information and compares it with previous performance.
Balance	The issuer should objectively and truthfully report its ESG performance in the current Reporting Period.	The Group follows the principles of accuracy, objectivity, and fairness to report its achievements and challenges in sustainable development.
Consistency	The ESG report should be prepared in a consistent manner, and the KPIs therein should be comparable to understand corporate performance.	The Group ensures consistency in report preparation and manages its ESG data for future comparison. If there are any changes to the methodologies, calculations, or any other factors that affect meaningful comparison, the Group will make a clear explanation.

## Contact Information

The Group welcomes your feedback on the Report for our sustainability initiatives. Please contact us by email to [ir@pfh.hk](mailto:ir@pfh.hk).

## Sustainability Vision and Focus

The Group takes an integrated approach to sustainability, incorporating environmental and social considerations into our decision-making and actions. We focus on minimizing the impact of our operations in Hong Kong on the environment and creating positive impact in the community through our business. We are guided by a set of core sustainability values and an effective governance structure.

The Group believes that promoting sustainability is as important as achieving medium- and long-term business growth. It has therefore made continuous efforts to maintain a high level of sustainability in its Group office & the subsidiaries in Hong Kong. Moreover, it values opportunities to learn more about the needs and expectations of the communities in which it operates, as well as those of other stakeholders.

## STAKEHOLDERS ENGAGEMENT

Stakeholders engagement is an integral part of our business development and commitment to corporate sustainability. We develop medium and long-term relationships with stakeholders and consider their views on our business development through various formal and informal, independent and internal stakeholders engagement exercises.



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT *(continued)*

Through these stakeholders engagement exercises in the Report and regular exchange activities, we are able to keep an ongoing dialogue with our stakeholders, which allows us to make more informed decisions, and better assess and manage any resulting impact.

### (1) Investors and shareholders

- Company's publications such as financial reports (interim and annual reports, result announcements, corporate announcements, circulars and proxy forms)
- Annual General Meeting
- Face-to-face meetings
- Corporate website

### (2) Customers

- Email and customer service hotline
- Complaint handling mechanism
- Regular meetings
- Sale representatives' visits
- Corporate website

### (3) Business partners

- Face-to-face meetings
- Individual interviews
- Briefings and seminars

### (4) Suppliers

- Face-to-face meetings
- Daily work review
- Supplier evaluation
- Individual interviews

### (5) Employees

- Training, seminars, briefings
- Social club activities
- Face-to-face meetings
- Independent focus groups and interviews
- Recreational and volunteering activities

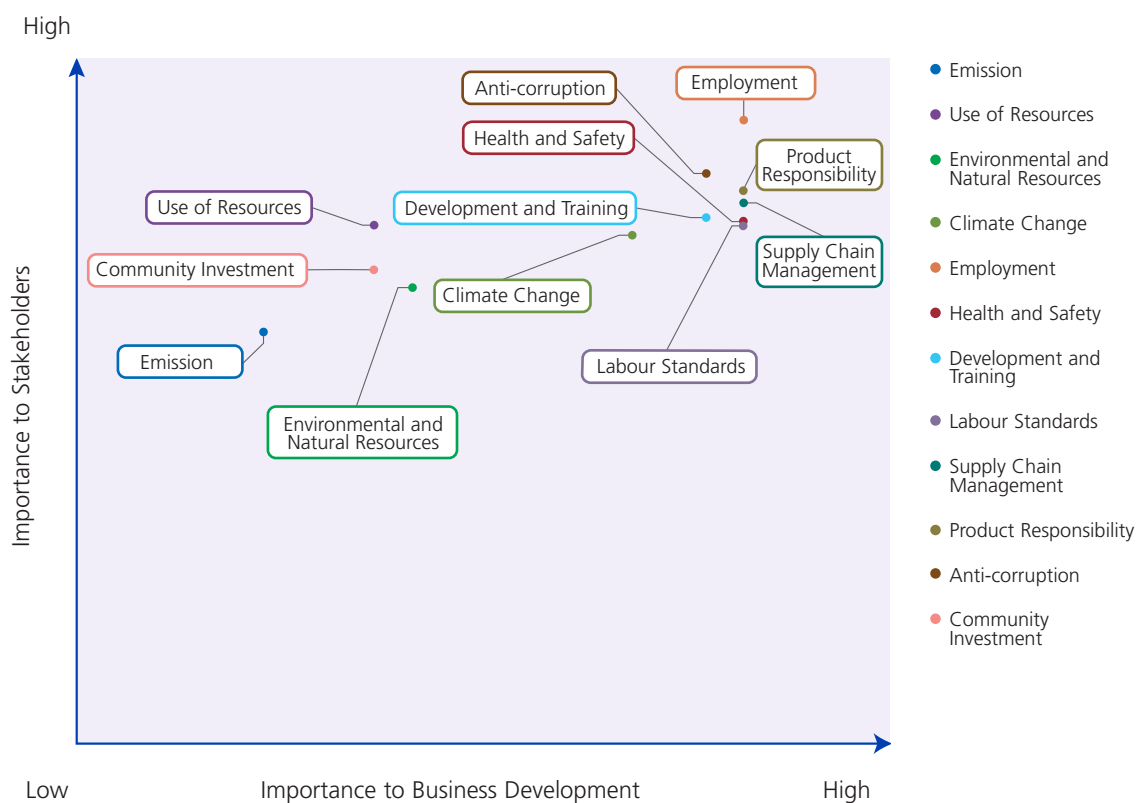
### (6) Communities

- Employee volunteering activities
- Organization of public events
- Individual interviews

## EVALUATION OF MATERIAL SCOPE

In order to better understand the opinions and expectations of stakeholders on our ESG performance, the Group conducted a systematic annual assessment of the material scope and invited stakeholders related to the Group to participate in materiality surveys, rated potential material issues, and referred to the Group's business development strategies and industry practices. The Group analyzed the materiality survey results into a materiality matrix. The identified material issues and stakeholder concerns were reviewed and discussed with the management, and are disclosed in this ESG report. For this Reporting Period, the Group's materiality matrix is as follows:

### Materiality Matrix



### ENVIRONMENTAL ASPECTS

The Group is committed to protecting the environment. Environmental impacts are considered very seriously during our decision-making processes. The Board has overall responsibility for group-wide environmental considerations, while each business segment has its own responsibility to implement appropriate environmental measures. The Group strives to protect the environment and achieve sustainable development of the Group and environment. In general, as a food and beverage importer and distributor with the operating activities at office premises, the Group focuses on commitments of emissions and the use of resources while there are no significant direct impacts on the environment or climate-related issues.

#### A1 Emissions

The Group primarily acts as an importer and distributor of frozen food and beverage products, such as frozen meat and poultry. The Group integrates environmental concerns into its decision-making processes and considers potential positive and negative environmental impacts of its businesses.

Given the business nature of the Group, the Group believes that there are only minimal direct environmental impacts in its operations. Nevertheless, the Group continues to stay alert to the potential environmental impacts and enhance its environmental governance practices and mitigate potential environmental impacts caused by its operations.

On the other hand, the Group is committed to raising employees' environmental awareness and complying with relevant environmental laws and regulations. In the long run, the Group will continue to enhance its environmental management strategies regularly in monitoring and minimizing the environmental impacts brought by its businesses. As such, during the Reporting Period, we have set preliminary directional targets in reducing greenhouse gas ("GHG") emission and energy consumption. We will review its progress and explore more opportunities to set diverse environmental protection goals. In the future, we will develop more specific quantitative environmental goals to nurture the environment and cherish natural resources. The Group will strive to achieve the targets by implementing appropriate measures in its operation. The following table summarises the directional targets established by the Group:

Environmental aspects	Targets
Greenhouse Gas Emissions	The Group implements electricity-saving plan and measures in order to maintain or reduce the intensity of greenhouse gas emissions.
Energy Conservation	The Group implements electricity-saving plans and measures in order to maintain or reduce the intensity of energy consumption.

For each target established, the corresponding measures to achieve such target will be disclosed in the sections of "Emissions" and "Use of Resources".

During the Reporting Period, the Group did not have any violation of relevant local environmental laws and regulations in relation to exhaust gas and GHG emissions, water and land discharge, and the generation of hazardous and non-hazardous wastes, including but not limited to the Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong) that have a significant impact on the Group.

*Exhaust Gas Emissions*

As the Group's operation mainly focuses on import and sale of frozen food and beverage products, no material emissions of nitrogen oxides ("NOx"), sulphur oxides ("SOx") and particulate matters ("PM") were identified during the Reporting Period.

*GHG Emissions*

The primary GHG emissions of the Group includes i) energy indirect GHG emissions (Scope 2) from purchased electricity due to the use of lighting systems, air-conditioning and office equipment as well as the use of office paper in the course of office operation; and ii) other indirect emissions from business air travel by employees. Consumption of electricity is accounted as the most significant source of energy indirect GHG emissions (Scope 2). The Group has implemented measures as stated in the section headed "Use of Resources" of this ESG Report, in order to reduce energy consumption, and thereby minimizing carbon footprint.

Through these GHG emissions mitigating measures, the employees' awareness on GHG emissions mitigation has been enhanced. The performance summary of GHG emissions of the Group during the Reporting Period and corresponding period in 2023 are as follows:

Type of GHG Emission	2024 Equivalent CO <sub>2</sub> emission (tonne)	2023 Equivalent CO <sub>2</sub> emission (tonne)
Scope 1 Direct emissions	–	–
Scope 2 Energy indirect emissions	6.59	6.37
Scope 3 Other indirect emissions	3.22	8.51
<b>Total</b>	<b>9.81</b>	14.88
<b>Intensity (tonne/revenue HK\$ Million)</b>	<b>0.02</b>	0.03



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT *(continued)*

### *Notes:*

1. The calculation of the GHG emission is based on the “How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange of Hong Kong Limited.
2. Scope 1: Emissions mainly directly produced by the Group. Due to the nature of the Group’s business, there are no direct emissions from operations that are owned or controlled by the Group.
3. Scope 2: Emissions mainly produced from the generation of purchased electricity consumed by the Group.
4. Scope 3: Emissions mainly produced from business air travel by employees. The reduction in Scope 3 emissions is primarily due to a decrease in business air travel in 2024 compared to 2023, resulting from fewer overseas exhibitions attended.

The Group developed the environmental targets and steps taken to achieve for GHG emissions, and the result as at the end of Reporting Period are as follow:

Environmental KPI	Targets	2024 vs. 2023
Greenhouse gas emissions	The Group targets to maintain or reduce the intensity of greenhouse gas emissions.	Target achieved

### *Waste Treatment*

The Group did not generate hazardous wastes due to its business nature. In case there is any hazardous waste produced, the Group would engage a qualified chemical waste collector to handle such waste, which is complied with the relevant environmental regulations and rules.

The Group’s wastes mainly come from office operation, including non-hazardous wastes such as waste paper and domestic waste. With the aim of minimizing the environmental impacts from non-hazardous wastes generated from its business operations, the Group has implemented measures to handle such wastes and launched different reduction initiatives.

- Used double sided printing or photocopying wherever possible;
- Utilized electronic media for communication;
- Recycled one-sided printed paper; and
- Avoided single-use disposable items.

During the Reporting Period, we did not record the amount of non-hazardous waste generated as they were handled by the external property management team. The non-hazardous waste generated from our operations primarily consisted of domestic waste and waste paper from office activities, which was managed and disposed of by the property management teams of the respective office buildings.

### A2 Use of Resources

Responsible use of resources is one of the Group's missions in achieving sustainability. During the Group's operations, electricity is frequently consumed. In order to optimize the Group's resource usage, we have established relevant procedures in governing the efficient use of resources, implemented initiatives to increase energy efficiency, and adopted eco-friendly approaches in its operations. The Group will also learn from the best practices in the industry in order to improve its environmental performance for use of resources.

#### *Energy Consumption*

The major energy consumption of the Group in daily operation is electricity consumption.

Since energy consumption accounts for the major resource consumption in the Group, it aims to identify and adopt appropriate measures to minimize its potential environmental impacts. The Group has developed related procedures and initiatives on energy conservation to show its concern on energy efficiency. Regular review is conducted on its energy objectives and targets to seek continuous improvement in the Group's energy performance. Unexpected high electricity consumption will be investigated to find out the root cause and preventive measures will be taken.

During the Reporting Period, the Group has performed the following measures relating to promote and enhance energy efficiency:

- Raised energy saving awareness among employees with posters;
- Gradually replaced obsolete equipment with new energy-efficient certified equipment;
- Turned off all unnecessary lights, air conditioners, computers and other office equipment in office areas, conference rooms and corridors when they are not in use to avoid waste of electricity;
- Regulated the use of air conditioners strictly to prevent waste of electricity;
- Turned off computers (host and monitor) when employees go out for a long time, and switched computers to standby or sleep mode when employees go out for lunch; and
- Maintained the best condition of all electronic equipment for efficient use of electricity.

As a result, the employees' awareness towards energy conservation was increased through these energy-saving measures.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT *(continued)*

The energy consumption performance of the Group during the Reporting Period and corresponding period in 2023 are summarised as follows:

Type of Energy	2024 Energy consumed (kWh in '000s)	2023 Energy consumed (kWh in '000s)
Purchased electricity	16.90	16.34
<b>Total</b>	<b>16.90</b>	<b>16.34</b>
<b>Energy Intensity (kWh in '000s/revenue HK\$ Million)</b>	<b>0.04</b>	<b>0.04</b>

The Group developed the environmental targets and steps taken to achieve energy conservation, and the result as at the end of Reporting Period are as follow:

Environmental KPI	Targets	2024 vs. 2023
Energy Conservation	The Group targets to maintain or reduce the intensity of energy consumption.	Target achieved

### *Water Consumption*

Water consumption of the Group is mainly for daily consumption needs of employees in the course of office operation. The Group has been vigorously advocating water conservation, encouraging all employees to develop a habit of water conservation, and guiding employees to use water reasonably. In order to improve our water efficiency, the Group has taken the following measures:

- Encouraged staff to reduce water wastage, for example, by not running water taps in tea rooms and toilets; and
- Fixed dripping taps immediately.

With the above measures, the Group is able to raise employees' awareness on water conservation. We operate in a leased office premises where water supply and water discharge are controlled by the building management, hence water usage information to each individual occupant was not available. The Group therefore did not set quantitative target for water efficiency as it is considered immaterial and the relevant data is not available.

Regarding the usage of water, the Group did not encounter any problems in sourcing water that is fit for its purpose.

### *Use of Packaging Materials*

During the Reporting Period, the Group did not consume significant packaging materials due to our business nature.

### **A3 The Environment and Natural Resources**

The Group raises staff's awareness on environmental issues through education and enlists employees' support in improving the Group's performance, promotes environmental awareness amongst the customers, business partners and shareholders, supports community activities in relation to environmental protection and sustainability, and evaluates and monitors regularly the impact of past and present business activities impacting upon health, safety and environmental matters. With the integration of policies and impacts of the Group's activities on the environment and natural resources mentioned in the aforesaid sections headed "Emissions" and "Use of Resources" of this ESG Report, the Group strives to minimize the impacts to the environment and natural resources. The principal business activities of the Group do not have a significant impact on the environment and natural resources.

### **A4 Climate Change**

Climate change has caused frequent extreme weather and impact on the business operations of the Group. Therefore, the Group has formulated mechanisms to identify, prevent and mitigate climate change issues that may have significant impact. A climate risk assessment exercise was implemented by the Group in identifying and mitigating climate-related risks. The Group's management and operating departments identified material risks via assessment questionnaires annually. Regarding the material risks identified, the Group organized and developed prevention and control measures. At the same time, we would adjust the use of resources and energy. In response to disasters and accidents which are easily induced by extreme weather, we always enhance the capability to the disaster response.

### *Physical Acute Risk*

The Group identified extreme weather such as typhoons, heavy rain and flooding that can cause physical acute risk. The potential consequences include delivery or shipment delays as well as negative impact to employees' health and life. The above potential consequences will cause economic losses and increase operating costs of the Group.

The Group has established different measures below to prevent and mitigate the negative effect of extreme weather.

<b>Extreme weather</b>	<b>Preventative and mitigation measures</b>
Typhoons	<ul style="list-style-type: none"> <li>– Close office operations with advance notice</li> <li>– Inform staffs to stay home if Typhoon Signal No.8 is hoisted during working hours</li> <li>– Inform and negotiate with clients and suppliers regarding potential shipment delays in advance</li> </ul>
Heavy rain and flooding	<ul style="list-style-type: none"> <li>– Inform staffs to stay home if Black Rainstorm Warning is hoisted during working hours</li> <li>– Require staff who are already at work to stay where they are unless it is dangerous to do so</li> </ul>

### *Physical Chronic Risk*

The Group has identified extreme weather such as extreme hot weather which can cause physical chronic risk. The potential consequences include a higher chance of getting heatstroke for employees, increasing turnover rate and work-related injuries. The demand for cooling for the working environment will be increased, which may lead to an increase in power demand and operating costs of the Group.

The Group has established different measures as below to prevent and mitigate the negative effects of extreme weather.

<b>Extreme weather</b>	<b>Preventative and mitigation measures</b>
Extremely hot weather	<ul style="list-style-type: none"> <li>– Keep a First-aid kit convenient</li> <li>– Keep cold water available 24 hours a day</li> </ul>



*Transitional Risk*

The Group has identified related matters such as the tightened laws and regulations imposed by the government which can cause transitional risk. The potential consequences include a higher chance of breach of relevant laws and regulations.

The Group has established different measures as below to prevent and mitigate the negative effects of transitional risk.

Climate-related risks description	Preventative and mitigation measures
<b>Legal risk</b>	
We have to adapt the tightened law and regulations imposed by the government or any regulatory bodies due to climate change, as well as bear the risk of potential litigation once we fail to obligate the new regulations.	– Monitored the updates of environmental laws and regulations in advance
	– Continued monitoring of the ESG reporting standards of the Hong Kong Listing Rules
<b>Market risk</b>	
More customers are concerned about climate-related risks and opportunities, which may lead to changes in customer preference.	– Fulfilled the climate-related regulations by the government or any requirements by our customers
	– Prioritized the climate change as a high concern in the market decisions to show to the clients that the Company is concerned about the problem of climate change
<b>Reputational risk</b>	
The Group perceived as environmentally unfriendly may face backlash from consumers and investors, affecting brand value and financial performance.	– Established channels for feedback from consumers and investors and adjust environmental strategies accordingly
<b>Technology risk</b>	
As global and local climate policies push for more sustainable operations, the Company might face challenges if third-party cold storage providers or logistics partners lag in adopting low-carbon or energy-efficient refrigeration technologies.	– Collaborate with third-party providers to encourage and support their adoption of low-carbon technologies. This could include joint investments, knowledge sharing, or co-developing sustainable solutions.

### SOCIAL ASPECTS

#### B1. Employment

The Group believes that employees are the most valuable wealth and resources, and that they are the driving force for corporate growth. So, the Group is committed to providing employees with a diverse working environment with equal opportunities and inclusiveness, so as to attract and retain suitable talents in a highly competitive labour market to maintain the Group's competitiveness in the industry. The Group continuously evaluates the available manpower and determines whether additional manpower is required to support its business development. The Group's employee handbook sets out criteria for recruitment and onboarding, attendance and leave, compensation and performance, training and development, resignation and dismissal, and other benefits and welfare.

The Group is committed to supporting its employees with genuine care and sincerity. Apart from the welfare stipulated by laws, the Group also provides other benefits and welfare to fulfill its social responsibilities. The Group prohibits discrimination and has formulated the policy on equal employment opportunities, which makes it clear that employees should not be treated unfairly due to personal characteristics such as age, gender, marital status, religion, nationality and pregnancy. Opportunities for promotion, internal transfer and recruitment should be provided on an equitable basis. At the same time, the Group emphasizes building a culture of diversity, and actively recruits employees with different backgrounds, which will enable the Company to develop into a diversified and integrated big family. The Grievance Procedure was established by the Company to provide guidance and channels for employees to complain to human resources department.

The Group was not aware of any material non-compliance with related laws and regulations during the Reporting Period, including but not limited to the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and the Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong).

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT *(continued)*

Below is a detailed breakdown of employees by gender, age group, employee category, geographical region and employment type under our reporting scope as at 31 December 2024 and 31 December 2023:

	2024		2023	
	Number of employees	% of total	Number of employees	% of total
<b>By gender</b>				
Male	12	63	12	63
Female	7	37	7	37
Total	19	100	19	100
<b>By age group</b>				
30 or below	3	16	3	16
31-40	7	37	7	37
41-50	5	26	5	26
51 or above	4	21	4	21
Total	19	100	19	100
<b>By employee category</b>				
Normal	5	26	5	26
Supervisor	3	16	3	16
Middle	9	47	9	47
Senior	2	11	2	11
Total	19	100	19	100
<b>By geographical region</b>				
Hong Kong	19	100	19	100
Total	19	100	19	100
<b>By employment type</b>				
Full-time	19	100	19	100
Part-time	–	–	–	–
Total	19	100	19	100

The table below shows the employee turnover rate of the Group by gender, age group and geographical region, respectively during the Reporting Period and corresponding period in 2023. The turnover rate is defined by the categories of employees leaving employment divided by the average number of employees in these specified categories. During the Reporting Period and corresponding period in 2023, the Group maintained workforce stability with no reported employee turnover within the reporting scope, reflecting effective retention and recruitment strategies.

	2024	2023
<b>Employee turnover rate by gender (%)</b>		
Male	—	—
Female	—	—
<b>Employee turnover rate by age group (%)</b>		
30 or below	—	—
31-40	—	—
41-50	—	—
51 or above	—	—
<b>Employee turnover rate by geographical region (%)</b>		
Hong Kong	—	—
<b>Overall</b>	—	—

## B2. Health and Safety

### *Environmental, Health and Safety*

The Group is committed to providing and maintaining a safe and healthy working environment for the benefit of employees and suppliers. Section in relation to Health and Safety was incorporated in the Employee Handbook, in which the Group is committed to provide, with the assistance of employees, a working environment that protects the health and safety of each employee. The Group will continue to invest sufficient resources and devote efforts to maintain and enhance safety management to reduce the risks involved in health and safety.

In order to enhance the safety awareness of employees, we provided our new employees the Employee Handbook, summarizing health and safety guidelines, including Adverse Weather Arrangement, Alcohol and Drug Use Policy, Accident at Work, Fire, etc., to enhance the safety awareness of employees.

During the Reporting Period, 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 & Health Ordinance (Chapter 509 of the Laws of Hong Kong), that would have a significant impact on the Group. During the past three years including the Reporting Period, there were no work related fatalities and lost days due to work injuries. The Group has established an internal management team responsible for monitoring the implementation of the aforementioned occupational health and safety policies and measures.

### B3. Development and Training

A strong corporate team is essential to the Group's sustainable and long-term business growth. To support this, we have implemented a comprehensive talent development strategy that emphasizes continuous education and lifelong learning. This approach not only enhances employees' skills and capabilities but also fosters a sense of cohesion, ultimately driving higher productivity. To aid new hires in adapting to the work environment efficiently and strengthening team unity, we offer on-the-job training and mentorship programs. During the Reporting Period, the Board members have received training on various topics, while the employees within the reporting scope have not undergone training yet; however, the Group is in the process of allocating resources and establishing plans to provide training programs for employees in the future to enhance their skills.

During the Reporting Period and corresponding period in 2023, the percentage of employees received training by gender and employee category are as follows:

Percentage of Employees Received Training <sup>1</sup>	2024	2023
<b>By gender</b>		
Male	–	100%
Female	–	100%
<b>By employee category</b>		
Normal	–	100%
Supervisor	–	100%
Middle	–	100%
Senior	–	100%

Notes:

1. The calculated percentage represents the proportion of employees in the specified category who participated in training (including employees resigned during the Reporting Period), out of the total employees in that specified category.

During the Reporting Period and corresponding period in 2023, the composition of employees received training by gender and employee category are as follows:

Composition of Employees Received Training <sup>2</sup>	2024	2023
<b>By gender</b>		
Male	–	63%
Female	–	37%
Total	–	100%
<b>By employee category</b>		
Normal	–	26%
Supervisor	–	16%
Middle	–	47%
Senior	–	11%
Total	–	100%

Notes:

2. The calculation is referenced from the methods, assumptions and guidelines set out in the following Guidance and Standards: HKEX's Appendix 3: Reporting Guidance on Social KPIs in "How to prepare an ESG Report" to calculate percentage of employees trained. Percentage of employees trained in the relevant categories =  $T(x)/T \times 100$ ,  $T(x)$  = Number of employees who took part in training in the specified category,  $T$  = Number of total employees who took part in training.



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT *(continued)*

In addition, the average training hours by gender and employee category during the Reporting Period and corresponding period in 2023 are as follows:

Average Training Hours Received per Employee	2024	2023
<b>By gender</b>		
Male	–	1
Female	–	1
<b>By employee category</b>		
Normal	–	1
Supervisor	–	1
Middle	–	1
Senior	–	1
<b>Overall</b>	–	1

### B4. Labour Standards

The Group cherishes human rights and prohibits any unethical hiring practices, including child and forced labor. The human resources department of the Group reviews the identity documents of the candidates in the hiring process to prevent employment of child labor. Once violations are found, the Group will seriously follow up and deal with them in accordance with relevant national and local laws and regulations, for example, we will contact its guardian to escort the child home.

Besides, the Group also strictly implements various measures to prevent any form of forced labor, including prisoner, indentured servitude, bonded labor; for example, labor contract is signed by the employee on a fair and voluntary basis, ensure employees do not need to bear any onboarding costs, never deduct wages, benefits or property of employees without reason, detention of employee's identity card or other identification documents is strictly prohibited, any form of physical abuse, assault, body search or insult, or forcing an employee to work by means of violence, threat or unlawful restriction of personal freedom is all forbidden. Employees' consent for work overtime is required to avoid involuntary overtime work, and the employees are compensated as appropriate in accordance with the applicable labor laws and regulations.

The Group and its employees have entered into labor contracts in compliance with applicable laws and regulations, ensuring that employees have the right to resign in accordance with the terms of their employment contracts, thereby preventing any form of forced labor. The Group reserves the right to immediately terminate the probation period or labor contract in cases of falsification of information or violation of the Group's policies and provisions.

The Group strictly complies with relevant laws and regulations including but not limited to the Employment Ordinance (Chapter 57 of the Laws of Hong Kong). During the Reporting Period, we did not identify any issues relating to child labour or forced labour that had a significant impact on the Group.

**B5. Supply Chain Management**

Ensuring a stable supply and safety of food and beverages is our top priority of the Group's supply chain management. We are committed to upholding the highest quality of food by implementing stringent measures on food sourcing and procurement.

*Supplier Selection and Evaluation*

The Group highly values its relationship with suppliers and regards them as important business partners. All suppliers are evaluated carefully and subjected to regular monitoring and assessment. The Group has formulated related policies and procedures to manage its suppliers and the policies and procedures are reviewed regularly. In addition, the Group complies with relevant laws and regulations and purchases from suppliers of frozen food that are allowed to enter the market.

The Group has standard procedures for engaging new suppliers and evaluating and following-up with existing ones regarding their performance on meeting the product or service specifications, pricing, meeting delivery lead time and schedule, as well as responsiveness. To prevent any unforeseen events from posing unprecedented challenges to our supply chain, we have taken a proactive approach to mitigate any disruption of our supplies. For example, we maintained regular communication with our suppliers to monitor our food source and have established a contingency plan to substitute supplies in our order in case of suspension of frozen food delivery due to unexpected conditions.

The Group would ensure that the procurements are carried out based on the principles of openness, fairness and impartiality to raise efficiency, secure quality, lower risks concerning procurement. The senior management has overall supervision of the procurement process and will regularly carry out supervision and evaluation work, and implement rectification against non-compliance if any.

During the Reporting Period, the Group had 50 (2023: 47) suppliers within the reporting scope, which are all subject to supplier engagement practice. The breakdown of the Group's suppliers by geographical region was as follows:

By Geographical Region	Number of Suppliers	
	2024	2023
Brazil	22	25
Hong Kong	8	8
Denmark	5	2
Netherlands	3	4
Poland	3	2
Others	9	6
Total	50	47

### *Environmental and Social Responsibilities of Suppliers*

The Group has measures to ensure that the products and services provided meet its standards. The Group monitors the environmental and social performance of its suppliers and subcontractors to ensure that its requirements are met, and to reduce the environmental and social risks caused by procurement and subcontracting. Apart from managing quality and cost, the Group also considers suppliers' environmental and social responsibilities as one of the assessment criteria during its procurement processes. For example, the Group will give priority to companies holding ISO14001 environmental management system certification. The Group maintains close contact with our suppliers and meets regularly to share market information and to ensure compliance with local laws and regulations. Looking forward, the Group will continue to require business partners to attach more importance to the sustainable development performances, to promote the sustainable development of the industry as a whole.

In addition, The Group prioritizes suppliers that utilize environmentally sustainable products and services during the selection process. To ensure compliance with its policies and measures, the Group has established an internal management team responsible for monitoring their implementation. Furthermore, the Group places significant importance on supplier integrity, partnering only with suppliers that have strong business track records and no history of material violations of laws or business ethics. The Group maintains a zero-tolerance policy toward bribery and corruption, strictly prohibiting suppliers from securing procurement contracts or partnerships through any form of benefit transfer or gifting. Should any material violations of laws or regulations be identified, the Group will immediately terminate its contracts with the suppliers involved.

### **B6. Product Responsibility**

The Group places great emphasis on customer satisfaction and meeting the needs of end-users through the products and services it provides. Committed to achieving excellence, the Group ensures the production of high-quality food products in a safe and hygienic environment, while strictly adhering to industry standards for hygiene, safety, and quality.

### *Quality Assurance and Recall Procedures*

The Group highly emphasizes on its product quality, especially focusing on food safety and quality management. During the Reporting Period, we continued to operate in full compliance with the Food and Environmental Hygiene Department ("FEHD") related regulations which require periodic inspections. All imported food products are accompanied by health certificates issued by an authority recognized by the Food and Environmental Hygiene Department. Each shipment of frozen food is accompanied by an import license issued by the FEHD. The Group only partners with reliable and reputable licensed vendors and suppliers in product sourcing to ensure food safety.

The Group has standard recall procedures for imported food products. All requests for returns or refund will be reviewed on case-by-case basis and subjected to the Group's approval. Qualified third-party quality inspection companies will be engaged to investigate and issue survey report if necessary.

During the Reporting Period, to the best knowledge of the directors, there was no product sold or shipped that is subject to recall for safety and health reasons. Random checks are carried out often to prevent occurrence of such incident.

The Group has complied with relevant laws and regulations including but not limited to the Food Safety Ordinance (Chapter 612 of the Laws of Hong Kong), the Imported Game, Meat, Poultry and Eggs Regulations (Chapter 132AK of the Laws of Hong Kong), the Public Health and Municipal Services Ordinance (Chapter 132 of the Laws of Hong Kong) and the Import and Export Ordinance (Chapter 60 of the Laws of Hong Kong), that have a significant impact on the Group.

### *Customer Services*

To better understand customer needs and deliver products that meet their expectations and standards, the Group has established comprehensive procedures for managing customer feedback and complaints in a professional manner. Customer information is recorded, and all inquiries or complaints are directed to the Sales Department for further handling. Feedback and complaints are reviewed thoroughly, and action plans are promptly implemented to address identified issues. All complaint cases and relevant details are documented to minimize the likelihood of recurrence. If necessary, feedback and complaints are escalated to management for further review and action.

During the Reporting Period, to the best knowledge of the directors, there were no material complaints received.

### *Data and Privacy Protection*

The Group values the privacy of personal data. We strictly follow the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong) in our operation and adopt them as our Personal Data Privacy Policy.

As our products are sold exclusively to corporate customers, we collect only minimal client information, a portion of which is publicly available. Therefore, the risk of customer information or privacy breaches is considered immaterial. However, to ensure compliance with relevant regulations, we strictly prohibit employees from accessing unnecessary personal information during sales processes, and unauthorized access to client information is not permitted within our offices. The Group has implemented internal control systems to monitor the use of personal information and ensure adherence to these procedures.

### *Intellectual Property Rights*

The Group upholds and respects intellectual property rights, ensuring that employees are strictly prohibited from possessing or using copyrighted materials without prior authorization from the copyright owners. We were not involved in any proceedings with regard to, and we have not received notice of any claims of, infringement of any intellectual property rights that may be threatened or pending in which we may be involved either as a claimant or respondent.

The Group is not aware of any material non-compliance with relevant laws and regulations that have a significant impact relating to health and safety, advertising, labelling and privacy matters regarding products and services provided by the Group during the Reporting Period.

### *Advertising and Labelling*

As the Group's operational process does not involve advertising and labelling practices, the information relating to advertising and labelling is considered as immaterial to the Group.

### B7. Anti-corruption

Fostering an ethical work environment is a fundamental value of the Group. The Group adopts a zero-tolerance policy toward all forms of corruption, bribery, and extortion. To comply with the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) enforced by Hong Kong Independent Commission Against Corruption, and laws and regulations of other applicable jurisdictions, we require all employees to adhere strictly to our policies and procedures and to actively prevent any form of bribery. Disciplinary monitoring is embedded in our business processes, and we ensure the availability of confidential reporting channels for suspected cases of personal interest conflicts, bribery, extortion, fraud, or money laundering that violate policies, regulations, or laws. The Group is steadfast in its determination to combat corruption and contribute to fostering a clean and ethical society. The Group's management is responsible for overseeing the implementation and monitoring of measures designed to prevent bribery, extortion, fraud, and money laundering.

During the Reporting Period, the Board participated in anti-corruption training by attending lectures. We were also in the process of arranging appropriate resources in further promoting such topics within our organization. Looking ahead, we will invest more resources in our anti-corruption training and expand the scope of anti-corruption training data disclosure.

During the Reporting Period, the Group did not identify any material non-compliance of laws and regulations related to the prevention of bribery, extortion, fraud and money laundering, and there was no legal case regarding corrupt practices, extortion and money laundering brought against the Group or its employees.

### B8. Community Investment

In recent years, public awareness of corporate social responsibility has significantly increased, with growing expectations for corporations to prioritize the long-term development of society rather than solely focusing on short-term financial performance and shareholder returns. As a socially responsible organization, the Group has all along concerned about healthy living and labour needs in the community, which aligns with its business strategy, and supports initiatives which focus on the forementioned areas. Although no donations (2023: Nil) were made during the Reporting Period, the Group is in the process of evaluating appropriate resources to allocate in order to achieve a balanced approach between financial stability and social investment in the future.



## THE STOCK EXCHANGE OF HONG KONG LIMITED'S ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

Subject areas, aspects, general disclosures and KPIs		Section
<b>A. Environmental</b>		
<b>Aspect A1: Emissions</b>		
General Disclosure	Information on: <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer,</li> </ul> relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions
KPI A1.1	The types of emissions and respective emissions data.	Emissions
KPI A1.2	Direct and energy indirect greenhouse gas emissions and, where appropriate, intensity.	Emissions
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity.	Emissions
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity.	Emissions
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Emissions
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Emissions

Subject areas, aspects, general disclosures and KPIs		Section
<b>Aspect A2: Use of Resources</b>		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Use of Resources
KPI A2.2	Water consumption in total and intensity.	Use of Resources
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Use of Resources
<b>Aspect A3: The Environment and Natural Resources</b>		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources
<b>Aspect A4: Climate Change</b>		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Climate Change

## Subject areas, aspects, general disclosures and KPIs

## Section

### B. Social

#### Aspect B1: Employment

General Disclosure	Information on:	Employment
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	
	relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment

#### Aspect B2: Health and Safety

General Disclosure	Information on:	Health and Safety
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer,	
	relating to providing a safe working environment and protecting employees from occupational hazards.	
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety
KPI B2.2	Lost days due to work injury.	Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety

Subject areas, aspects, general disclosures and KPIs		Section
<b>Aspect B3: Development and Training</b>		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
<b>Aspect B4: Labour Standards</b>		
General Disclosure	Information on: <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</li> </ul> relating to preventing child and forced labour.	Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards

Subject areas, aspects, general disclosures and KPIs		Section
<b>Operating Practices</b>		
<b>Aspect B5: Supply Chain Management</b>		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
<b>Aspect B6: Product Responsibility</b>		
General Disclosure	Information on: <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</li> </ul> relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT *(continued)*

Subject areas, aspects, general disclosures and KPIs		Section
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility

### Aspect B7: Anti-corruption

General Disclosure	Information on:	Anti-Corruption
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	
	relating to bribery, extortion, fraud and money laundering.	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	Anti-Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-Corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-Corruption

## Subject areas, aspects, general disclosures and KPIs

## Section

### Community

#### Aspect B8: Community Investment

General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment