



IMAGI INTERNATIONAL HOLDINGS LIMITED
意力國際控股有限公司

(incorporated in Bermuda with limited liability)

(Stock Code: 585)

Environmental, Social and Governance Report
For the year ended 31 December 2024

Imagi International Holdings Limited (the “Company”, “We”, or together with its subsidiaries as the “Group”) presents this Environmental, Social and Governance (“ESG”) Report for the year ended 31 December 2024 (the “Reporting Period”). The report covers the sustainable development direction, strategy and performance of the Group, outlining strategies implemented and summarizes the performance for the year, with a view to elaborate on the efforts we uphold and the long-term value we create for our stakeholders.

The Group’s brand value is built on creativity, innovation, and the ability to connect with diverse audiences, particularly in the animation and entertainment industries. Since 2016, the integrated financial services has been the core business of the Group and the Group will continue to devote its principal resources to this business.

Reporting Standard

The report is prepared in accordance with Appendix C2 – Environmental, Social and Governance Reporting Guide (“ESG Guide”) of the Rules Governing the Listing of Securities on the Main Board of the Stock Exchange of Hong Kong Limited (“Listing Rules”).

Reporting Scope

This ESG Report covers the Group’s principal businesses in integrated financial services, (“Integrated Financial Services”), investment holdings, computer graphic imaging (“CGI”) business and entertainment business. The Integrated Financial Services comprises of provision of securities brokerage and related financial advisory services, margin financing services, asset management services, corporate finance advisory services, money lending services, investments in listed and unlisted securities and proprietary trading. The report is prepared in accordance with the ESG Guide, and includes material ESG issues as identified by the Group’s ESG working group and stakeholders.

Reporting Principles

The report is in line with four principles, namely materiality, quantitative, balance and consistency, and determined the presentation methods of the contents to ensure that the report is accurate, true, and informative to the readers. The principles are elaborated below:

Materiality: Important and relevant information pertaining to environmental and social issues are identified through the stakeholder materiality assessment and disclosed in this report.

Quantitative: Quantitative information with comparative data, where appropriate, are provided and discussed to enable an objective assessment of the Group's ESG performance.

Balance: ESG performance of the Group is reported in a fair and objective manner.

Consistency: Consistent methodologies are adopted in preparation of ESG data and comparison of data to past year results where appropriate.

OUR SUSTAINABILITY JOURNEY

Sustainable development mission

The Group understands and agrees with the growing importance of and demand for sustainability. We aim to stay committed to the development of the Group's main business investments and operations, and integrate economic, environment, and social sustainability into all dimensions of our investment and management practices. We aim to change towards a positive future, which starts from incorporating sustainability into all dimensions of our businesses, while delivering attractive returns, building shareholder value, and maintaining disciplined resource management.

To achieve this mission, we focus on:

Holistic Integration: We strive to embed sustainability into all dimensions of our operations and investments. This approach ensures that our business decisions contribute to long-term value creation while addressing societal and environmental challenges.

Attractive Returns and Shareholder Value: By prioritizing sustainable practices, we aim to deliver robust financial performance, thereby enhancing shareholder value. Our goal is to create a balanced framework that aligns profitability with responsibility.

Resource Management: We are committed to disciplined resource management, ensuring that our operations are efficient and environmentally conscious. This includes minimizing waste and optimizing resource use throughout our business processes.

ESG Performance Highlights

During the Reporting Period, the Group continues to enhance its commitment to ESG principles, reflecting our dedication to sustainable growth and responsible business practices. As we navigate the evolving landscape of sustainability, we remain focused on integrating ESG considerations into our core operations and investment strategies. We have made significant strides in managing our environmental impact, fostering social responsibility, and strengthening governance frameworks. Our performance highlights not only demonstrate our progress but also underscore our commitment to creating long-term value for our stakeholders while contributing positively to the communities in which we operate.

ESG Milestones

- Consistent maintenance of a record of zero service/product-related complaints, zero concluded legal cases, zero work-related fatalities, and zero lost days due to work injury.

Environmental Achievement

- The consumption of paper has decreased by 6.4% from the previous year.
- A decrease of 5.6% in greenhouse gas (“GHG”) emission compare to 2023
- Electricity consumption decreased to 161,562 kWh from 167,488 kWh in 2023, reflecting a positive trend toward improved energy efficiency.

The Group strives to sustain a high level of performance in these ESG aspects. The following targets are set to ensure continuous development towards better environmental, social and governance culture within the Group:

- Enhancement of energy conservation by adopting a “need-only” basis for energy usage, thereby reducing energy consumption;
- Further utilization of digital platforms for business delivery to minimise office consumables, so as to reduce non-hazardous waste disposals; and
- Ascertainment of timeliness in handling ESG issues and matters through semi-annually ESG working group meetings.

Stakeholder Engagement

In order to achieve long-term success and sustainable development, it is crucial to understand the expectations, interests and information needs of our stakeholders and to maintain this engagement on an on-going basis.

Hence, the identification of such expectations and the related material ESG issues are conducted through our stakeholder engagement process. Our internal and external stakeholders include employees, clients, investors and shareholders, suppliers and business partners, government and supervising authorities, social groups and public, and media. We have been actively engaging and providing them with updates on our recent business developments through various engagement methods as follows:

Stakeholder Groups	Engagement Channels
Employees	<ul style="list-style-type: none">• Internal Emails and Publications• Meetings and Briefings• Trainings• Employee Activities• Corporate Website
Clients	<ul style="list-style-type: none">• Corporate Website• Emails, Facsimiles and Phone Contacts• Conferences
Investors and Shareholders	<ul style="list-style-type: none">• Corporate Website• Annual General Meeting• Annual and Interim Report• Press Releases and Announcements• Emails, Facsimiles and Phone Contacts
Suppliers and Business Partners	<ul style="list-style-type: none">• Corporate Website• Emails, Facsimiles and Phone Contacts• Conference• Field Visitation
Government and Supervising Authorities	<ul style="list-style-type: none">• Corporate Website• Press Releases and Announcements• Emails, Facsimiles and Phone Contacts• Cooperate With Government and Regulatory Authorities on Compliance Inspections

Stakeholder Groups

Engagement Channels

Social Groups and Public

- Corporate Website
- Press Releases and Announcements
- Emails, Facsimiles and Phone Contacts

Media

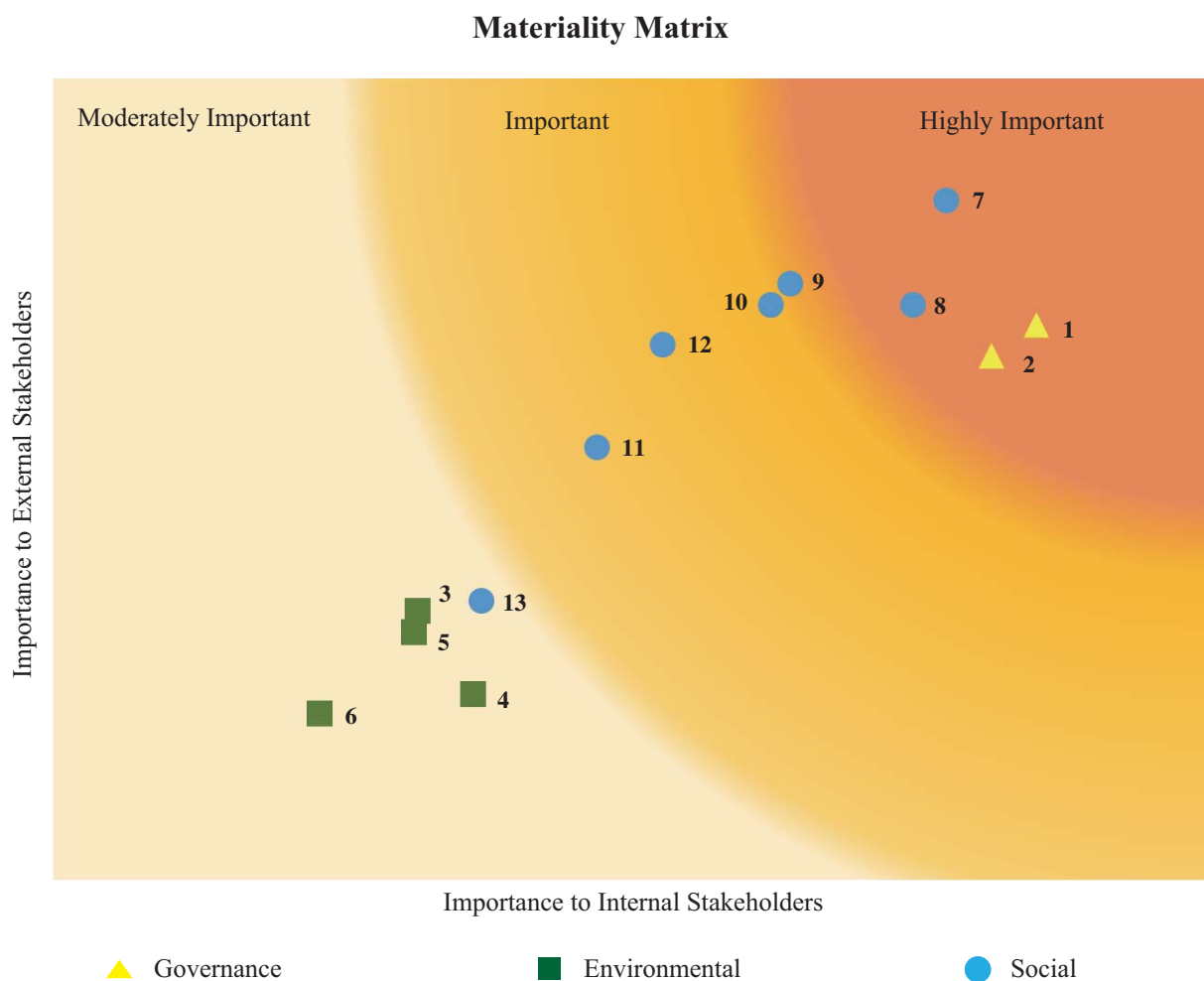
- Corporate Website
- Press Releases and Announcements
- Emails, Facsimiles and Phone Contacts

Materiality Assessment

As issues of concern to stakeholders are constantly updated according to changes in the market and the environment, the Group has completed a materiality assessment through a stakeholder engagement process, with the aim to understand stakeholders' expectations and formulate tailor-made business strategies to align with market needs. The Group has adopted the following four-step procedures to conduct the materiality assessment:

- 1) **Identification of potential issues:** Screening of initial reference issues with reference to the ESG Guide, and benchmarking ideas against suitable peer companies to pinpoint material ESG issues.
- 2) **Stakeholder evaluation:** Internal and external stakeholders, who have significant influence and/or dependency on the Group, are invited to rank the importance of each ESG issue via questionnaires and interviews.
- 3) **Prioritization:** The results from issues identification and stakeholder evaluation are combined to generate ESG materiality ranking.
- 4) **Validation:** ESG working group of the Group validates and confirms the key material ESG issues, and how they link to the respective aspects and key performance indicators ("KPIs") of the ESG Guide.

In accordance with the results from this stakeholder engagement exercise, we have structured the following list of material ESG issues identified by each stakeholder group, which are composed of issues directly affecting both internal and external stakeholders throughout the Group's operations. A total of 13 ESG issues were identified during the Reporting Period:



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#	Topic	Aspect in the ESG Guide	ESG Material Issue
1	Governance	B7: Anti-corruption	Anti-Corruption
2	Governance	General	Compliance
3	Environmental	A1: Emissions	Emissions Management
4	Environmental	A2: Use of Resources	Resource Conservation
5	Environmental	A3: The Environment and Natural Resources	Environment and Natural Resources

#	Topic	Aspect in the ESG Guide	ESG Material Issue
6	Environmental	A4: Climate Change	Climate Change
7	Social	B1: Employment	Employment System
8	Social	B2: Health and Safety	Health and Safety
9	Social	B3: Development and Training	Development and Training
10	Social	B4: Labour Standards	Labour Standards
11	Social	B5: Supply Chain Management	Supply Chain Environmental and Social Risk Management
12	Social	B6: Product Responsibility	Product Responsibility
13	Social	B8: Community Investment	Community Investment

Based on the survey results, we identified a number of major sustainable development issues to guide the Group's future sustainable development direction and highlighted them in this ESG report.

Key ESG material issues (in order of materiality)

ESG Material Issue	Measures implemented by the Group	Section in this report
Employment System Establish a comprehensive employment management system (e.g., regarding compensation and termination, recruitment and promotion, working hours, holidays, and other benefits and welfare; provide an equal and diverse work environment, avoiding discrimination or harassment in the workplace, etc.).	<ul style="list-style-type: none"> Established and implemented standardized recruitment and compensation processes that ensure fair and transparent rewards for our employees. Implemented non-discriminatory hiring and employment practices, strictly prohibiting any form of discrimination. 	Employment
Anti-Corruption Prevent bribery, extortion, fraud, and money laundering (e.g., establishing reporting channels and procedures for anti-corruption, and regularly providing anti-corruption training for directors and employees to raise awareness of anti-corruption measures).	<ul style="list-style-type: none"> Implemented anti-corruption policies in accordance with the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) enforced by the Hong Kong Independent Commission Against Corruption. 	Anti-corruption

ESG Material Issue	Measures implemented by the Group	Section in this report
Compliance The group's business activities are consistent with laws, rules, and standards.	<ul style="list-style-type: none"> Ensured strict compliance with laws and regulations that have a significant impact on the Group, avoiding any violations. 	Sustainable Governance
Health and Safety Provide a safe working environment and protect employees from occupational hazards (e.g., identifying relevant occupational disease risks and taking appropriate measures to enhance safety in employees' daily work).	<ul style="list-style-type: none"> Adhered to stringent protocols to ensure that employees receive comprehensive training in fire safety and maintain a smoke-free and healthy workplace environment. 	Health and Safety
Development and Training Enhance employees' knowledge and skills to fulfill their job responsibilities (e.g., developing training activities and career development plans tailored to the needs of different employees).	<ul style="list-style-type: none"> Developed customized training programs for staff based on the requirements of their specific business functions and positions. 	Development and Training
Labour Standards Prevent child labour and forced labour (e.g., establishing policies and measures to prevent child labour and forced labour, implementing remedial actions, and committing to eliminating prison labour, etc.).	<ul style="list-style-type: none"> Implemented control measures in our human resources processes, including the verification of personal identification documents, to prevent the hiring of child or forced labour. 	Labour Standards
Product Responsibility Related to the health and safety of the products and services provided, advertising, labeling, privacy issues, and remedies (e.g., ensuring product and service quality, responsible sales promotion, protecting intellectual property, safeguarding customer privacy, and appropriately address customer complaints, etc.).	<ul style="list-style-type: none"> Constructed our data privacy policy on a foundation that prioritizes the protection of personal privacy, as well as the handling of clients' personal data and confidential information, upholding the highest standards of information security. Demonstrated our responsibility by implementing robust internal controls. Conducted assessments of potential clients to identify and address various risks associated with their business activities, as part of our Group's know-your-client compliance processes. 	Product Responsibility

ESG Material Issue	Measures implemented by the Group	Section in this report
<p>Supply Chain Environmental and Social Risk Management</p> <p>Manage environmental and social risks in the supply chain (e.g., establishing a mechanism for regular communication with suppliers to identify and prevent environmental and social risks in the supply chain, prioritizing suppliers that provide environmentally friendly products, and reviewing suppliers' compliance with corporate social responsibility codes of conduct).</p>	<ul style="list-style-type: none"> Evaluated suppliers' performance in managing environmental and social issues, with preference given to those who demonstrated satisfactory performance. 	<p>Supply Chain Management</p>
<p>Community Investment</p> <p>Through charitable activities and community engagement, understand the needs of the communities where you operate and ensure that your company's business activities consider community interests (e.g., inviting stakeholders to complete surveys to understand their needs, collaborating with NGOs to hold community events that enhance the health and education levels of residents, etc.).</p>	<ul style="list-style-type: none"> Promoted employee engagement in charitable activities and encouraged contributions through both financial and non-financial means, such as volunteering, donating money, or giving away used items. 	<p>Community Investment</p>
<p>Emissions Management</p> <p>Actively take measures to address the increasingly stringent environmental protection policies at the national and regional levels, managing emissions of exhaust gases and greenhouse gases, as well as the generation of wastewater and hazardous and non-hazardous waste (e.g., reducing business travel, increasing green emissions coverage, or establishing waste recycling programs, etc.).</p>	<ul style="list-style-type: none"> Developed a waste classification mechanism to facilitate the recycling process by sorting various materials accordingly. Evaluated and documented yearly data on greenhouse gas emissions, developed strategies and actions to decrease emissions, and communicated our annual progress to stakeholders. 	<p>Emissions</p>

ESG Material Issue	Measures implemented by the Group	Section in this report
<p>Environment and Natural Resources Reduce the significant impact the company has on the environment and natural resources (e.g., controlling behaviors that may affect the environment and natural resources, such as toxic substance leaks or explosions).</p>	<ul style="list-style-type: none"> Strengthened our digital strategies in order to reduce the excessive utilization of office consumables 	<p>The Environment and Natural Resources</p>
<p>Resource Conservation Develop measures to effectively use resources such as energy, water, and other raw materials (e.g., fostering employee awareness of water conservation, using energy-efficient products, etc.).</p>	<ul style="list-style-type: none"> Implemented water-saving practices in the workplace, which included promoting water usage limitations among employees and reusing water for non-edible purposes like watering plants and cleaning floors. Implemented a range of resource conservation initiatives within our daily operations and persistently promoted behavioural changes among our employees. 	<p>Use of Resources</p>
<p>Climate Change Regulatory changes related to environmental issues arising from climate change pose transition risks, while extreme weather events worldwide, such as typhoons and flash floods, increase physical risks. Conduct a climate risk assessment to address the impacts of climate change on your company and develop response actions (e.g., establishing internal response processes, conducting climate risk assessments to identify significant climate risks).</p>	<ul style="list-style-type: none"> Conducted evaluations of potential risks associated with our business operations. Delivered training sessions and conducted drills for employees to improve their awareness and preparedness in dealing with potential disasters. 	<p>Climate Change</p>

SUSTAINABLE GOVERNANCE

Corporate Governance

The Board

The board of directors (“the Board”) of the Group holds overall responsibility for the Group’s ESG strategy and reporting. The Board actively oversees the Group’s ESG performance by establishing a comprehensive ESG management and monitoring framework. This framework ensures that ESG matters are integrated into the Group’s operations and decision-making processes, aligning with the Group’s long-term sustainability goals.

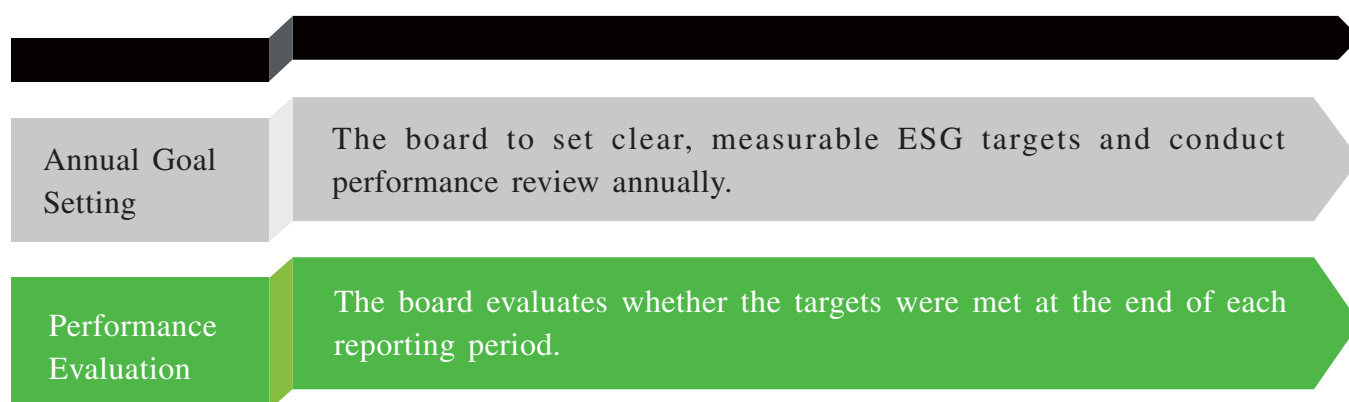
To strengthen its oversight, the Board delegates specific responsibilities to a dedicated working group tasked with addressing ESG and climate-related matters (the “ESG Working Group”). The ESG Working Group provides regular updates to the Board, typically during semi-annual meetings, ensuring that the Board remains informed about key ESG issues, progress, and challenges.

The Board also plays an active role in reviewing ESG performance metrics and initiatives to ensure accountability and measurable progress. This includes monitoring the implementation of ESG strategies, assessing their effectiveness, and identifying areas for improvement.

To further enhance its governance capabilities, the Board has committed to holding annual special training sessions focused on emerging trends and potential challenges in ESG, particularly climate-related issues. These sessions are designed to ensure that both the Board and ESG Working Group are well-informed, well-prepared, and equipped to address the evolving ESG landscape.

Through this structured approach, the Board ensures that ESG considerations remain a core priority, driving the Group’s commitment to sustainability, stakeholder value creation, and long-term resilience.

Goal Setting and Review Process:



Board's Assessment of ESG Progress and Outlook

The Board has conducted a comprehensive assessment of the Group's ESG progress and is committed to driving continuous improvement in alignment with global sustainability trends. Over the past year, the Group has made significant strides in integrating ESG principles into its operations, particularly in enhancing transparency, stakeholder engagement, and environmental stewardship. However, the Board recognizes that the evolving regulatory landscape and increasing stakeholder expectations present both challenges and opportunities for the Group.

Key Challenges

One of the major challenges anticipated over the next three to five years is the increasingly stringent regulations surrounding ESG and climate-related issues. Compliance with these regulations will require the Group to adopt more robust monitoring and reporting mechanisms, as well as invest in resources to ensure adherence to evolving standards. Additionally, the Board acknowledges the growing importance of addressing climate risks and aligning the Group's operations with sustainability goals.

Strategic Objectives

To address these challenges and strengthen the Group's ESG performance, the Board has outlined the following strategic objectives for the next three to five years:

- **Integrate Climate Considerations:** The Group will continue to adopt strategic thinking and planning for long-term sustainability, which includes integrating climate-related considerations into the overall business strategy and risk management framework.
- **Climate Risk Assessment:** Identify and evaluate climate-related risks (both physical and transitional) that may influence the organization's operations.
- **Enhance ESG Reporting and Transparency:** The Board aims to strengthen the Group's ESG reporting framework by improving data collection processes and ensuring the accuracy and reliability of disclosed information. This includes leveraging technology to streamline data management and engaging stakeholders in the reporting process to ensure their perspectives are reflected.
- **Carbon Footprint Reduction:** The Group is committed to achieving a net-zero economy through sustainable practices by 2050. This includes measures such as setting room temperatures to 24°C to reduce energy consumption and minimize our carbon footprint.
- **Climate Policy Advocacy:** Engage in policy discussions to promote sustainable practices.
- **Monitor Regulatory Changes:** The ESG Working Group will keep abreast of changes in environmental regulations and ensure the Group adapts its practices accordingly.

- Foster Employee Engagement in ESG Initiatives: Recognizing the critical role of employees in driving ESG success, the Board is committed to fostering a culture of sustainability within the organization. This will involve continuous education, training, and initiatives to empower employees to contribute to the Group's ESG goals.

Outlook

The Board remains optimistic about the Group's ability to navigate these challenges and achieve its ESG objectives. By maintaining a proactive approach, fostering collaboration across all levels of the organization, and staying attuned to global trends, the Group is well-positioned to create long-term value for its stakeholders while contributing to a sustainable future.

ESG Working Group

The ESG Working Group focuses on areas including but not limited to sustainability, environmental protection, occupational safety, and compliance. The ESG Working Group is composed of the executive director, general manager, company secretary, accounting department and a responsible officer from the administrative team. Together, they work to implement the Group's ESG initiatives and ensure alignment with the Board's strategic direction.

The ESG Working Group assumes the following responsibilities:

- Managing resource consumption and overuse;
- Promoting green work and awareness;
- Providing employees with sufficient training and development;
- Providing a safe working environment; and
- Ensuring the compliance with labour laws and regulations to protect employees' rights and interests.

The ESG Working Group monitors issues that are material to the Group's operations, and assists the Group by providing advice to management on implementing sustainability policies, action plans and goals. The ESG Working Group schedules semi-annual meetings to discuss performance and progress and helps the Group to incorporate ESG-related elements into the Group's business approach, so as to improve the management of the Group's strategic goals in sustainable development. In addition, the ESG Working Group also comes together to evaluate the impact, efficiency and effectiveness of policies that are already in place and take actions for remedies if the ESG policies are not properly implemented. If progress is found unsatisfactory to the Group's standards, or if material risk is discovered in business operations, the ESG Working Group would report to the Board and follow up in a timely manner.



Actions Taken in 2024

The ESG Working Group undertook the following actions to advance the Group's ESG goals:

Conducted a comprehensive review of the organization's carbon footprint and developed strategies for reduction.

Launched initiatives to promote employee engagement in sustainability practices, fostering a culture of environmental responsibility.

Assessed climate-related risks and opportunities to ensure the Group is well-prepared for future challenges and can capitalize on emerging trends.

Initiatives Approved in 2024

The following initiatives were approved and implemented by the ESG Working Group:

- Introduced a new policy aimed at reducing resource consumption and promoting green practices across the organization.
- Identified areas for improvement in the Group's sustainability practices, with a focus on enhancing efficiency and reducing environmental impact.

Risk Management Framework

As part of the Group's risk management and internal control systems, a professional consultant has been engaged for annual assessment of the Group's internal controls so as to identify potential risk and control deficiencies and recommend on necessary improvements accordingly. Responsive measures are planned for identified risks. The Group also envisions our sustainability policy to align with our internal control and risk management systems, with an aim to achieve a fully aligned business strategy that integrates sustainable development. The Group's Audit Committee will continuously review the Group's internal control and risk management procedures, to ensure an effective internal control monitoring system is in place. The Board regularly monitors the ESG Working Group regarding the Group's ESG performance and provides directions for ESG development.

To enhance our approach to ESG and climate-related risks, the following measures are implemented:

Measures	Frequency
Risk Assessments: Comprehensive risk assessments are conducted that include both qualitative and quantitative analyses of ESG and climate-related risks.	Annually, or more frequently if significant changes in the operating environment arise
Regular Reviews: The ESG Working Group conducts regular reviews and provides updates on ESG strategies and performance. This ensures that ESG and climate-related considerations are not only integrated but also aligned with the overall business strategy.	Quarterly or semi-annually
Stakeholder Engagement: We engage with key stakeholders-such as employees, investors, and suppliers-through surveys and interviews to gather insights on perceived risks and opportunities.	Annually, with ad-hoc sessions as needed to address emerging concerns
Industry Benchmarking: The Group actively analyses industry trends and competitor practices to identify emerging ESG issues and climate risks. This involves reviewing reports from industry associations and regulatory bodies.	Annually, with continuous monitoring of industry developments to stay ahead of potential challenges

In 2024, the Group conducted a review of its risk management and internal control systems, with a focus on ESG-related risks. Key findings include:

Risks Identified in 2024

Regulatory Compliance Risk: The increasing number of regulations related to climate change and sustainability poses compliance challenges for the Group. The ESG Working Group has prioritized monitoring regulatory developments and ensuring the Group's operations align with evolving requirements.

Opportunities Identified in 2024

Operational Efficiency: The Group identified opportunities to enhance operational efficiency through the implementation of energy-efficient practices, which can reduce costs and contribute to environmental sustainability.

Future Plans

To address the identified risks and capitalize on opportunities, the ESG Working Group has outlined the following plans:

- **Strategy Policy Upgrade:** The Group will update its compliance policies to align with new regulations and conduct training sessions for relevant staff to ensure adherence.
- **Sustainability Campaigns:** The Group plans to join marketing campaigns to promote its commitment to sustainability. Additionally, it will create opportunities for employees to participate in climate action projects, such as tree planting or community clean-ups, fostering a culture of environmental responsibility.

Anti-corruption

Anti-corruption and Money Laundering

Business ethics and integrity are the core values of the Group in conducting its business. The Group does not tolerate any corruption, bribery, extortion, money-laundering and other fraudulent activities. A whistleblowing mechanism has been established as a control measure and is utilized as a private and confidential communication channel for employees and external parties. This mechanism allows them to report any actual or potentially fraudulent activities or irregularities they may suspect in our business operations. The Group will never punish or reprimand anyone for reporting breaches or violations in good faith. Any reported cases would be notified to senior management and investigated. The Group is committed to fostering a culture of integrity and transparency through comprehensive anti-corruption training for both the board and employees. We regularly enroll staff in training sessions focused on anti-corruption and anti-money laundering, reinforcing the control measures established by the Group. These training programs cover key principles of major anti-corruption laws and conventions, as well as the primary obligations regarding bribery and corruption for companies and individuals in our business sector. By prioritizing this kind of training, we aim to strengthen our commitment to ethical practices throughout the organization. The Group's anti-corruption policies are in compliance with the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) enforced by the Hong Kong Independent Commission Against Corruption. Such policies are stipulated in our employee handbook, and all of our employees are required to comply with these policies under any circumstances.

During the Reporting Period, we did not identify any material non-compliance with anticorruption-related laws and regulations. Furthermore, no legal cases regarding corrupt practices were concluded against the Group or our employees during the Reporting Period.

Environmental

Although we are principally engaged in financial services businesses that have insignificant direct impact on the environment, we take the responsibility of environmental protection by executing various measures to minimize other indirect environmental impacts arising from our business activities. These measures strictly follow the Waste Disposal Ordinance (Chapter 354 of the Laws of Hong Kong) (“Waste Disposal Ordinance”), as well as in parallel with other relevant environmental laws and regulations that require the Group to minimize their impact through prevention and control of emissions and waste disposals.

Emissions

Waste Management and Disposal

With respect to our business nature, no substantial air emissions and hazardous waste are produced from our operations, therefore, the relevant disclosure requirements in the ESG Guide (KPI A1.3) do not apply to the Group. General wastes such as paper and office consumables are disposed from our office administrative work. We have incorporated the principles of the “3R” (Reduce, Reuse, and Recycle) into our business activities, and developed a waste classification mechanism in sorting out different materials to ease the recycling process. Such a classification mechanism is effective in reducing the amount of waste generated as our employees have reacted proactively in office recycling efforts. We also encourage our employees to reduce waste by avoiding excessive procurement of office stationery and controlling paper consumption, so as to drive behavioural changes. All of the papers sourced for business operations come from FSC-certified suppliers.

Target setting – Paper waste

By 2025, we aim to reduce our paper waste by 10% compared to 2020 levels. This commitment aligns with our sustainability goals and reflects our dedication to minimizing our environmental footprint.	Current progress: 2024: 869.7 kg 2020: 1,138 kg Trend: Decreased 23.6%
Action plan: <ul style="list-style-type: none">– Encourage Digital Communication: Promote the use of digital communication and documentation over printed materials.– Digitize Physical Files: Convert physical files to digital formats and store them in cloud-based systems to eliminate the need for paper storage.	

During the Reporting Period, the major waste produced was paper, of which 869.7 kg were purchased (2023: 929.6 kg). The consumption of paper has decreased by 6.4% from the previous year. In addition to our commitment to the 3R principles, we will further reduce paper use by transitioning to digital platforms for business operations. Used ink cartridges and toners are returned to our service provider for recycling, with quantities remaining minimal.

This will be achieved through our ongoing dedication to effective waste management practices. Importantly, all our waste management efforts comply with relevant laws and regulations, including the Waste Disposal Ordinance.

Greenhouse Gas Emissions

The Group emits GHG mainly from the consumption of electricity and petrol. Electricity was consumed in our offices to provide lighting, air-conditioning and operations of office equipment. Petrol was consumed on a company-owned vehicle for transportation purpose. During the Reporting Period, the Group emitted 111,312 kg CO₂ equivalent of GHG (Scope 1 and 2), representing a decrease of 5.6% compared to the 117,956 kg emitted in 2023. Regarding the initiatives of reduction of GHG, please refer to the section “Energy Usage” below under Use of Resources.

The Group actively encourage all members of the organization, including leadership and staff, to adopt green transportation options and minimize unnecessary travel. Transportation is a significant contributor to GHG emissions. Encouraging employees to choose greener alternatives not only helps mitigate climate change but also promotes healthier lifestyles and contributes to a more sustainable community.

There were no non-compliance cases noted in relation to environmental laws and regulations for the Reporting Period.

Use of Resources

Energy Usage

Understanding that energy consumption plays a large part in GHG emissions, the Group seeks to ensure all the business activities are conducted in an energy-conservative manner. In the coming future, we will make it possible with our continuous effort to enhance our management system to achieve green operations, as well as keep abreast with any new technologies that can help reduce electrical consumption. During the year, we enhanced various resource conservation initiatives to our day-to-day operation and continued to encourage behavioural changes of our employees. We hope to embrace this idea in our workplace culture. Several of our office energy-saving measures include:

- Adoption of energy efficient computer systems and electrical appliances;
- Replacement of all office lighting equipment with LED lights and energy efficient Grade 1 appliances;
- Establishment of indoor temperature set at 24°C to reduce energy consumption of air-conditioning systems, along with area-specific air conditioning controls;
- Requirement for employees to switch off lights, air conditioners and electrical equipment when idle, conducting regular inspections in office area;
- Assignment of regular monitoring of energy consumption to responsible administrative personnel, where identified anomalies are flagged to management;
- Placing of eye-catching reminders and notices to remind our staff of their environmental responsibilities, and to stay cautious and mindful when using energy resources; and
- Conduct training sessions to educate employees about energy-saving practices, such as turning off lights and equipment when not in use.

All these measures have effectively reminded our staff to be mindful of their energy consumption and to take an active role in minimizing unnecessary energy usage.

During the Reporting Period, the Group mainly consumed two sources of energy, which were electricity and petrol. The amount of consumption was:

	Resources	2024 (Jan-Oct) ¹	2024 (Nov-Dec) ¹	2023	2022
Electricity	Consumption Quantity (<i>kWh</i>)	140,016	21,546	167,488	70,939
	GHG Emissions (<i>kg CO₂ equivalent</i>)	92,411	14,220	113,892	50,367
	Energy Intensity (<i>kWh/Gross Floor Area</i>)	10.37	13.08	10.33	8.54
	Carbon Intensity (<i>GHG Emissions/Gross Floor Area</i>)	6.84	8.63	7.03	6.06
Petrol	Consumption Quantity (<i>L</i>)	1,408	600	1,501	381
	GHG Emissions (<i>kg CO₂ equivalent</i>)	3,282	1,399	4,065	1,031
	Energy Intensity (<i>L/Gross Floor Area</i>)	0.10	0.36	0.09	0.05
	Carbon Intensity (<i>GHG Emissions/Gross Floor Area</i>)	0.24	0.85	0.25	0.12

Direct and indirect consumption GHG emissions can be distinguished below:

GHG Emissions (<i>kg CO₂ equivalent</i>)	2024	2023	2022
Scope 1 – Direct Emissions	4,681	4,064	1,031
Scope 2 – Indirect Emissions	106,631	113,892	50,367
Total	111,312	117,956	51,398

¹ During the Reporting Period, the energy and carbon intensity calculations are based on two distinct floor areas due to a change in office space of Imagi Crystal Limited (“ICL”), an indirect non-wholly owned subsidiary of the Group. For the period of January to October 2024, a total floor area of 7,759 square feet was utilized. In contrast, from November to December 2024, the floor area was reduced to 1,434 square feet.

The decrease in electricity consumption across the Group during the Reporting Period, which totalled 161,562 kWh for 2024 compared to 167,488 kWh in 2023, can be attributed primarily to a significant reduction in office space.

Specifically, ICL's office area decreased from 7,759 square feet in January through October to 1,434 square feet in November and December of 2024. This reduction in floor area directly led to lower energy usage. Consequently, the streamlined operations resulted in a more efficient use of electricity, contributing to the overall decrease in energy consumption for the Group.

Despite the reduction in floor area, the Group has continued to seek expansion to its Integrated Financial Services, with an aim to launch and offer additional services to create new business opportunities while effectively minimizing energy consumption. Substantial resources have been devoted to these continual developments, which resulted in greater office utilisation in facilitating growth. This strategic approach not only enhances operational efficiency but also maximizes economic benefits, demonstrating our commitment to sustainable practices without compromising growth.

During the Reporting Period, the Group's total petrol consumption was 2,008 litres, compared to 1,501 litres in 2023. This increase in petrol usage reflects a growth in operational activities, driven primarily by a rise in vehicle usage for business purposes.

We will consistently monitor our progress and conduct regular reviews of our energy usage to identify new opportunities for savings. Simultaneously, we are committed to promoting environmentally friendly practices within the workplace. Aside from paper consumption and energy usage related to administrative work, the Group's business activities have no other significant impacts on the environment and natural resources.

Water Usage and Other Matters

Owing to the nature of our business, the Group does not consume a significant amount of water. Our operations are conducted in office premises where the water supply and discharge are managed exclusively by the property management agent, resulting in limited access to detailed water consumption data. Therefore, water usage is considered immaterial for reporting purposes.

Recognizing the importance of water conservation, the Group actively promotes water-saving practices in the workplace. This includes encouraging employees to limit their water usage and reusing water for non-consumable purposes, such as watering plants and cleaning floors. We have no difficulties in sourcing water as needed.

Furthermore, no packaging material was used during the Reporting period.

The Environment and Natural Resources

Environmental Management and Green Operations

As a responsible corporation, the Group recognizes the significant impacts that business activities can have on the environment and natural resources. To address these concerns, we continuously monitor potential environmental risks and have implemented robust control measures to detect and mitigate these issues across our operations.

Green Operations

The integration of green operations into our daily business practices is a cornerstone of our environmental strategy. We have embraced the growing trend of technology adoption to enhance our sustainability efforts, particularly through our paperless initiatives. These initiatives extend to all phases of our business, significantly reducing our reliance on paper and other office consumables.



Dual-Purpose Paper Policy

We promote a “dual-purpose paper” policy that emphasizes the reuse, reduction, and recycling of wastepaper. This policy has proven effective, leading to a marked reduction in paper consumption over the past year. We are committed to further enhancing our digital strategies to minimize unnecessary use of office materials.



Energy-Saving Principles

Our workplace is guided by energy-saving principles designed to reduce our carbon footprint. Employees are encouraged to turn off office equipment, lighting, and air-conditioning when not in use, contributing to energy conservation and cost savings.

Compliance and Training

To ensure that we meet our environmental responsibilities, we proactively refresh our employees’ understanding of the latest environmental requirements. We regularly update our internal policies to enhance compliance with relevant laws and regulations, fostering a culture of environmental awareness and accountability.

Overall Impact

While our primary environmental impacts stem from paper consumption and energy usage, we are committed to continuously improving our practices. The Group’s business activities are designed to minimize adverse effects on the environment and natural resources, and we closely monitor our performance in these areas.

Through these initiatives, we aim to not only comply with environmental standards but also contribute positively to sustainability efforts, ensuring that our operations align with our commitment to environmental stewardship.

Climate Change

The Group recognizes climate change as one of the most pressing global challenges of our time, with far-reaching implications for humanity, businesses, and the planet. Climate change is already occurring, and even with significant global efforts to reduce emissions, its effects will continue to influence our lives and operations. As a responsible corporation, the Group acknowledges its role in addressing climate change threats, which have the potential to impact both business profitability and long-term resilience.

Although our business operations do not directly contribute to significant environmental harm, we adopt a proactive and forward-thinking approach to assess our vulnerability to climate-related risks. These considerations are systematically integrated into our strategic business planning to ensure preparedness and adaptability. The Group is committed to sharing the global responsibility of reducing emissions and mitigating the impacts of climate change.

Board Oversight on Climate-Related Risks and Opportunities

The Board plays a critical role in ensuring that climate-related risks and opportunities are thoroughly integrated into the Group’s strategic planning, decision-making processes, and risk management frameworks. Recognizing the profound impact of climate change on business resilience and long-term value creation, the Board adopts a proactive approach to oversee and address these issues.

Strategic Alignment

The Board ensures that climate-related risks and opportunities are fully aligned with the Group’s overall strategic goals. This includes setting clear, measurable sustainability targets, such as the Group’s net-zero commitments, to guide the organization’s efforts in mitigating climate risks and capitalizing on emerging opportunities.



Major Transactions

In evaluating major transactions, such as mergers and acquisitions, the Board mandates a comprehensive assessment of climate-related risks. This includes analysing potential regulatory, reputational, and operational impacts to ensure that all decisions support the Group’s long-term sustainability objectives.



Risk Management Framework

The Board actively oversees the development and implementation of policies and mechanisms to manage climate-related risks. Key actions include:



Policy Oversight: Approving and monitoring policies that address climate risks and opportunities, ensuring they are robust and aligned with global best practices.



Resource Allocation: Ensuring that adequate financial, human, and technological resources are allocated to effectively address climate-related challenges and drive sustainable initiatives.

Consideration of Trade-Offs

In its decision-making processes, the Board carefully evaluates the trade-offs associated with climate-related risks and opportunities. Prioritizing long-term resilience and sustainability, the Board weighs the potential benefits of climate-related initiatives against possible risks, ensuring that the Group remains well-positioned to navigate the evolving climate landscape.

Through this structured oversight, the Board ensures that climate considerations are embedded in the Group's strategic vision, risk management practices, and operational decisions, reinforcing its commitment to sustainability and long-term value creation.

Commitment to Net-Zero Emissions

In response to the urgency of climate change, the Group has set a clear commitment to achieving net-zero emissions across its operations. This ambitious goal reflects our dedication to sustainability and aligns with global efforts to limit temperature rise and combat climate change. To achieve this, we have developed a comprehensive strategy that includes the following key initiatives:

1. Reducing Emissions:

We are implementing targeted measures to minimize GHG emissions across our operations. This includes optimizing energy use, transitioning to renewable energy sources, and adopting low-carbon technologies.

2. Sustainable Practices:

The Group is committed to embedding sustainability into its daily operations through initiatives such as:

- **Waste Reduction:** Implementing programs to minimize waste generation and promote recycling.
- **Energy Efficiency:** Upgrading to energy-efficient lighting and equipment to reduce energy consumption.
- **Sustainable Procurement:** Avoiding disposable items and prioritizing eco-friendly alternatives.

Timelines and Action Plans

To ensure measurable progress, the Group has established clear timelines and action plans for its climate-related initiatives:

Short-Term (Start from 2025)	Fully integrate climate risk assessments into the Group's risk management framework to identify, evaluate, and mitigate climate-related risks.
Short to Medium-Term (By Q4 2026)	Conduct ESG training sessions for all employees to raise awareness and foster a culture of sustainability.
Long-Term (By 2050)	Achieve net-zero emissions for all operations, aligning with global climate goals and ensuring the Group's long-term resilience.

Identification of Climate-related Risks

To cope with the intensified threat of climate change, the Group has assessed the potential risks that may arise from our business operations. These risks mainly stem from the following dimensions:

- **Physical risks:** While our direct environmental impact is minimal due to our primary business focus on financial services, it is essential to assess our vulnerability to extreme weather events, including but not limited to rainstorms, thunderstorms, typhoons, fires, and floods. The Group has provided materials for employees to enhance their awareness and ability to cope with potential disasters when faced with extreme weather events. This ensures the safety of our employees and prevents the potential loss of assets.

The Group has established a communication plan to ensure timely dissemination of information to employees, suppliers, and stakeholders before, during, and after an extreme weather event. A business continuity plan has been developed to outline how operations can quickly resume after an extreme weather event, including provisions for remote work arrangements.

- **Transition risks:**

- 1) **Policy Change**

As the shift toward a low-carbon economy continues, we anticipate new regulations in many countries and jurisdictions. Climate-related issues such as risks in regulatory changes may lead to the devaluation of the Group's assets. These potentially stranded assets may be energy-related, which could lead to unpredicted fluctuation in the Group's value. As such, the Group is more vigilant in considering investment choices for the Group's portfolio and will take into more careful consideration regarding climate risks. Our climate change policy contains guidance for climate risk identification, mitigation, and adaptation to enhance our resilience against potential climate events.

- 2) **Reputational risks**

Extreme weather events may disrupt operations or affect the value of our investments, and involvement in certain industries associated with climate change may pose reputational risk. Given the broad-based impacts of climate change, our strategy leverages the depth of our expertise and insights to climate-related opportunities and to manage climate risk. In addition to managing risk across our client activities, we continue to adopt best practices to reduce our own carbon footprint and integrate resiliency into our business operations.

Climate-related Disclosures

As part of our commitment to transparency and sustainability, we are actively preparing for the climate-related disclosures to be implemented by the Hong Kong Exchanges and Clearing Limited ("HKEX") in 2025. During the year, we have conducted several scenario analysis to assess the potential impacts of climate-related risks and opportunities on our business operations and financial performance.

This analysis will enable us to identify and evaluate a range of climate scenarios, focusing on both physical (such as extreme weather conditions) and transitional risks (related to the shift toward a low-carbon economy). By understanding these potential impacts, we aim to enhance our resilience and inform our strategic planning for a sustainable future.

We are dedicated to integrating climate-related issues into our decision-making processes as we work towards fulfilling the requirements of the climate-related disclosures in the coming year.

SOCIAL

Employment

The Group truly believes that our employees are the cornerstone that drives the continuous success of our business. We endeavour to provide a compassionate and inclusive environment that empowers our employees in pursuing high performance and continuous improvement.

Recruitment, Remuneration, Promotion, Dismissal and Employee Benefits

Commitment to a Stable and Effective Workforce

The Group treasures its loyal and industrious staff members. We believe that having a stable and effective workforce sets the core foundation for the success of our business. We are committed to establishing a diverse and inclusive workplace that attracts and retains top talent across all levels of the organization.

Comprehensive Recruitment and Remuneration Management

- Standardized Recruitment Processes:

A comprehensive recruitment management system has been implementing that ensures our hiring practices are fair, transparent, and equitable.

- Fair and Transparent Remuneration:

The Group employs standardized remuneration processes that reward employees based on their qualifications, experience, and performance. We regularly benchmark our salaries and benefits against market standards to ensure competitiveness and fairness. In addition to their basic salaries, incentives in the form of bonuses and share options may be offered to eligible employees on the basis of individual performance and the Group's business results.

The Group's human resources policies strictly abide by the requirements as stipulated in relevant employment laws and regulations such as the Employment Ordinance (Chapter 57 of the laws of Hong Kong) and Employees' Compensation Ordinance (Chapter 282 of the laws of Hong Kong).

Employee Benefits and Work-Life Balance

- Regular Review of Employment Practices:

We continuously review our working hours, leave policies, remuneration packages, dismissals, terminations, and other employment practices to ensure compliance with the latest labour laws and regulations and market norms. This proactive approach enables us to adapt to changing regulations and maintain our commitment to employee well-being.

- **Promotion of Work-Life Balance:**

The Group recognizes the importance of work-life balance in enhancing employee well-being and productivity. We actively encourage social bonding among employees through a variety of workplace activities and events throughout the year. In response to the global pandemic, we have adapted these social interactions to digital platforms, facilitating engagement and collaboration while maintaining a sense of community.

The Group aims to create an environment where all employees feel valued and empowered. By implementing fair recruitment and remuneration practices, promoting work-life balance, and ensuring compliance with employment laws, we foster a culture of respect and collaboration that drives our collective success.

As of 31 December 2024, there are 37 employees including 6 directors (2023: 40 employees including 6 directors) based in Hong Kong. The distribution of the Group's employees is as follows:

Distribution		2024	2023
Gender Distribution	Male	46%	48%
	Female	54%	52%
Age Group	18 to 30 years old	5%	8%
	31 to 50 years old	41%	40%
	Above 50 years old	54%	52%
Employee Category	Director	32.5%	33%
	Management	32.5%	25%
	General Staff	35%	42%
Employment Type	Permanent	100%	100%
	Contract	0%	0%
	Part-time & Temporary	0%	0%

The following shows the employee turnover rate during the Reporting Period:

Employee Turnover		2024	2023
Gender Distribution	Male	5%	5%
	Female	11%	8%
Age Group	18 to 30 years old	3%	0%
	31 to 50 years old	8%	8%
	Above 50 years old	5%	5%

Note: Employee turnover rate represented the percentage of the employees' turnover number of each group over the total number of employees as at the end of the Reporting Period.

Diversity and Equal Opportunity

The Group is committed to promote a culture of inclusion and diversity throughout our organization. We believe that teams with greater diversity in aspects such as gender, age, marital status, pregnancy, ethnicity, education, family status, and disability could help us better understand and relate ourselves to our diverse client needs and the dynamic business environment. The Group adopts non-discriminatory hiring and employment practices and strictly prohibits discrimination of any kind. Career development opportunities offered by the Group are also provided on merits.

The Group's policies on diversity and equal opportunity were established with reference to the following laws and regulations in Hong Kong (Laws of Hong Kong):

- Sex Discrimination Ordinance (Chapter 480)
- Disability Discrimination Ordinance (Chapter 487)
- Family Status Discrimination Ordinance (Chapter 527)
- Race Discrimination Ordinance (Chapter 602)

By aligning our policies with these legal standards, we not only ensure compliance but also reflect our commitment to creating a fair and equitable workplace.

During the Reporting Period, we have not identified any material non-compliance of labour laws and regulations.

Health and Safety

Occupational Health and Safety

The Group maintains a high standard of occupational safety and health, devotes to providing a safe and healthy workplace for all staff members, and ensures compliance with the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong).

Although the Group's operations as a financial services provider do not involve high risk activities, we keep abreast of the latest occupational safety and health practices at office, including indoor air quality, lighting, office equipment and fire safety. We have strict protocols in place to make sure employees are well-trained in terms of fire safety and to maintain a smoke-free and healthy workplace. Posters are physically placed in the workplace to remind employees of potential safety hazards in our office area. Regular fire drills are also provided by our office management with the aim to ensure the safety of our employees in events of emergencies. In the event of any health and safety incidents, it would be reported to management and be promptly dealt with.

During the Reporting Period, as well as for the past three years, no work-related fatalities or lost days due to work injury were recorded.

Promoting Employee Well-being

We recognize that employee well-being is essential for enhancing productivity, engagement and job satisfaction. Our commitment to fostering a healthy workplace includes:

Safe Work Environment	Comprehensive Health Insurance	Healthy Snacks
We provide ongoing safety training to ensure that all employees are equipped with the knowledge and skills to work safely.	Our health insurance plans are designed to cover a wide range of medical services, ensuring that employees have access to essential healthcare when needed.	The Group prioritizes nutrition by providing a variety of healthy snacks in our pantry to encourage employees to make healthier food choices, positively impacting their overall well-being.

Development and Training

Staff Development and Training

Recognizing the vitality of employees to the success of our business, the Group emphasizes on staff's capabilities and competitiveness for the mutual development of both the organization and themselves. As such, we emphasize the importance of sufficient and adequate training to our staffs in furthering their personal holistic development and fulfilment of their job duties.

Throughout the year, our staff are given ample resources and opportunities to develop themselves. Training programs have been designed for staff according to the needs of their business function and position, so as to ensure skills and knowledge gained are relevant and useful to their personal and professional development.

As of 31 December 2024, details on training and development offered to the Group's staff are as follows:

Categories		2024	2023	Trend compared to 2023
Percentage of Employees Trained		65%	55%	Increased
Gender	Male	35%	35%	Same
	Female	30%	20%	Increased
Employee Category	Director	30%	27.5%	Increased
	Management	22%	17.5%	Increased
	Staff	13%	10%	Increased
Average training hours per trained employee		9 hours	9 hours	Same
Gender	Male	9 hours	8 hours	Increased
	Female	8 hours	12 hours	Decreased
Employee Category	Director	6 hours	7 hours	Decreased
	Management	12 hours	13 hours	Decreased
	Staff	9 hours	9 hours	Same
Average number of courses taken per trained employee		4 courses	5 courses	Decreased
Gender	Male	4 courses	4 courses	Same
	Female	4 courses	6 courses	Decreased
Employee Category	Director	3 courses	4 courses	Decreased
	Management	5 courses	6 courses	Decreased
	Staff	4 courses	4 courses	Same

The data for 2024 highlights a commendable increase in employee training participation, with 65% of employees engaged in training programs, up from the previous year. This growth is particularly notable among female employees, whose participation has risen to 30%. The Group is actively promoting training and development initiatives, demonstrating a strong commitment to fostering an inclusive and supportive environment for all employees.

Furthermore, all employee categories-directors, management, and staff-have shown increased involvement in training activities. This upward trend reflects the Group's dedication to enhancing employee skills and capabilities across the board. By prioritizing training and development, the Group is not only investing in the professional growth of its workforce but also cultivating a culture of continuous learning. These efforts are essential in empowering employees, improving job performance, and ultimately driving organizational success. The Group remains focused on expanding these initiatives to ensure that all employees have access to valuable training opportunities.

During the Reporting Period, our staff have actively participated in numerous training courses conducted by different established institutes. Such trainings have equipped our staff with the latest global updates and trends, as well as new analyses and discussions on risks impacting the modern business era.

The following shows an example of training topics that our employees have attended. Please note that the list is not exhaustive of all the trainings covered by our staff during the year.

Institution	Relevant Topics
Hong Kong Securities & Futures Professionals Association	<ul style="list-style-type: none"> ✓ Understanding in Islamic Finance ✓ How Web3 Empowers Hong Kong Financial Center v2.0 ✓ Securities and Investment-related Fraud; Hong Kong Fraud Trends and Anti-fraud Information ✓ Regulatory Agency Law Enforcement and On-site Inspections; KYC System Introduction
Hong Kong Securities and Investment Institute ("HKSI")	<ul style="list-style-type: none"> ✓ Anti-Money Laundering: Asia-Pacific Edition ✓ Regulatory Sharing: Sustainable Development of Wealth Management Industry Amid New Product Innovations ✓ Update on SFC's Initiatives for HK's Asset and Wealth Management Sector ✓ Understanding and Preventing Trading Malpractices ✓ Hong Kong Anti-Money Laundering (2024)

Institution	Relevant Topics
CPA Australia	<ul style="list-style-type: none"> ✓ Professional Ethics in Focus ✓ Can You Use Artificial Intelligence and Comply with Your Ethical Obligations? ✓ Cyber Security and Board/Audit and Risk Committee Responsibility
Institute of Professional Education And Knowledge (“PEAK”)	<ul style="list-style-type: none"> ✓ Anti-Money Laundering and Counter-Terrorist Financing Ordinance and Relevant Regulatory Requirements Module 4: AML/CFT Compliance Update & Personal Data Protection Privacy ✓ Compliance Training Courses for Insurance Agents (eCPD) Module 4: The Privacy Regulation Requirements of the Personal Data of Customers in the Financial Industry ✓ Accelerated Talent Management CDC Series (Banking and Finance) Module 2 Empowering Employees through Delegation ✓ Digital Economy Series (eCPD) Module 2: How Artificial Intelligence and Chatbots Revolutionize the Finance Industry ✓ Ethics and Compliance Module 2: Regulatory Framework and Market Misconduct for Financial Industry ✓ Finnovation: Redefining Fintech Module 3: WealthTech – Opening a New Chapter for Wealth Management Industry
The Hong Kong Chartered Governance Institute	<ul style="list-style-type: none"> ✓ Exploring Hong Kong Tax Compliance Changes & Streamlining Group Structure From Company Secretary and Tax Perspectives ✓ Company Secretarial Practical Training Series – Disclosure of Interests in Securities – Practice and Application ✓ Mastering Internal Controls & Whistleblowing Policy: Navigating Regulatory Regimes and Best Practices for Corporate Governance ✓ CSP Foundation Training Series: Significant Controllers Register of Hong Kong Private Limited Companies

We continue to encourage our staff to pursue external training at accredited professional institutions to enhance personal knowledge on updated market information and techniques. Subsidies are offered to our staff for such pursuit, if necessary. In addition, regular internal training is provided to our staff to maintain and improve their work quality.

Sustainability Related Training

To effectively oversee strategies for addressing ESG/climate-related risks and opportunities, the Board and management must possess the appropriate skills and competencies. Recognizing this need, the Group is committed to enhancing the ESG/climate-related knowledge and capabilities of its leadership through targeted training initiatives. To this end, we are taking strategic steps to ensure our leadership is well-equipped for the challenges ahead, including the following key areas of focus:

1. ESG/Climate-related Knowledge

Board members and management should possess a solid understanding of climate-related issues and the regulatory landscape. This includes knowledge of climate change impacts relevant to the Group's operations and industry.

2. Financial Implications

Board members should be skilled in assessing how ESG/climate-related factors affect financial performance, investments, and shareholder value. This will enable them to make informed decisions that align with the Group's strategic objectives.

3. Regulatory Compliance

Training sessions will also address the importance of regulatory compliance and transparent reporting regarding climate-related strategies. Board members will gain insights into the evolving regulatory landscape and best practices for disclosure, which is fundamental for maintaining stakeholder trust.

4. Ongoing Training Initiatives

The Group will prioritize ongoing ESG/climate-related training for the Board and management to stay updated on best practices. This includes:

- Continuing Professional Development sessions aimed at deepening knowledge on relevant topics.
- Regular Sharing Sessions: Joining subject matter experts and relevant advisors sharing sessions to present on current sustainability-related challenges and strategies.

By implementing these training programs, the Group aims to build the necessary skills and competencies within its leadership, ensuring that they are well-prepared to navigate the complexities of ESG/climate-related risks and opportunities in the years to come.

Labour Standards

Anti-Child and Forced Labour

The Group is committed to attracting, recruiting, and retaining the right talents through legal and ethical employment practices. We do not engage in, nor tolerate, the use of child or forced labour in any of our operations. All employees are recruited in strict adherence to local labour laws and regulations, with their positions governed by legal contracts that outline detailed terms and conditions of employment. This ensures the protection of both employees' rights and the interests of the Group. Additionally, we have implemented strict control measures within our human resources processes, including thorough checks of personal identification documents, to prevent the employment of child or forced labour.

During the Reporting Period, we have not identified any material non-compliance of child and forced labour-related laws and regulations.

Supply Chain Management

Supply Chain Management

The Group encourages its suppliers, service providers and business partners to maintain a high standard of business ethics and conduct and manage the environmental and social issues arising from their business operations. In view of our business nature, we do not have any major suppliers that have significant influences on our operations. However, we strive to maintain a fair and cooperative relationship with our suppliers. During the supplier selection process, we assess the suppliers' performance in handling environmental and social matters and priority is given to those with satisfactory performance.

Region	Number of Supplier(s)
Hong Kong	82
North America	2
Europe	2
Total	86

Evaluation of Suppliers' Performance

We also periodically monitor the environment and labour performance of our selected suppliers through periodically evaluating their performance and informing them to take remedial measures if sub-standard performance is noted.

Product Responsibility

Owing to the nature of our business, the Group does not have any dealings in terms of product sales or shipping that were subject to recall for safety and health reasons. There were also no complaints received during the Reporting Period that require handling and escalation.

The Group ensures our responsibility through our established internal controls. Procedures and tools for the identification, assessment and monitoring of various risks such as environmental and social risks, anti-money laundering and anti-corruption are applied and integrated into standard risk, compliance and operations processes because for example, in the client on-boarding processes, potential clients may be at risk of illegal intentions for engagement in business relationships. The potential clients are assessed for various risks associated with their business activities as part of the Group's know-your-client compliance processes.

The Group upholds the principle of maximizing shareholders' value and therefore its investment and trading strategies are set to achieve this purpose. We strive to obtain satisfactory returns for our investors and run our businesses ethically, meanwhile maintaining openness and integrity in our dealings. Adoption of investment products and services are reviewed and monitored in order to assess their compatibility and consistency with the Group's standards.

The Group strictly complies with Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong). During the Reporting Period, we have not identified any material non-compliance of product responsibility as required by the Ordinance.

Intellectual Property Rights

The Group considers the observation and the protection of intellectual property rights is extremely important to the original creator or producer. With respect to our film rights investment, we will strictly abide by the terms and conditions of the investment agreement signed with the producer and any exploitation of the film rights will be acted in accordance with the investment agreement. Any unauthorised exploitation of our own or third parties' intellectual property rights is prohibited within the Group.

Data Privacy and Protection

The Group respects data privacy of its employees, suppliers, business partners and customers. We are trusted to keep the information being shared to us in a safe and secure manner. We strictly adhere to the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong) (“PDPO”) and builds our data privacy policy on such basis to the handling of personal privacy and of clients’ personal data and confidential information alike, on the highest standards of information security. The following principles on data privacy are being strictly followed:

Collection Purpose and Means	Data is collected in a lawful and fair way, with purpose of data collection communicated to the data provider. Only necessary data would be collected.
Accuracy and Retention	Regular review of data for accuracy and timeliness. Data would be removed after purpose of data collection is fulfilled.
Use of data	Collection of personal information is used for said purposes only, and under explicit and implicit consent of clients.
Data Security	Data files are stored in locations with restricted access to solely authorized users, and list of authorized users are reviewed on regular basis.
Data Openness	Data provider would be notified of the type of personal data being held by the Group, as well as the policies and guidelines on handling such data.
Data access and correction	Copy of personal data with be given to the data provider upon request. Data providers are able to request for correction of any data records where necessary.

During the Reporting Period, we have not identified any material non-compliance of service responsibility as required by the PDPO.

Service Quality

The Group believes in the importance of providing customers with quality services in achieving customers’ satisfaction and high reputation in the market. The management personnel through daily management of the operations of the Group monitors the quality of services provided to customers. Any quality issues identified will be escalated to the senior management and discussed in management meetings.

During the Reporting Period, there have been no related complaints received.

Community Investment

Social Responsibility

We recognize that the success of our business is attributable to the prosperity of society. As a responsible corporation, we care for the development of the community in which we operate and aim to promote a harmonious relationship between the Group and society.

We encourage our employees to participate in charitable activities and to contribute by both financial and non-financial means such as volunteering, donating money, or used items. We will support the employees to organize and participate in charitable initiatives as long as they are in alignment with our core values.

During the Reporting Period, we are pleased to continue our support for the “Oxfam Trailwalker event”, organized by Oxfam Hong Kong (“OHK”). Our donations for this event, amount to HKD500, will contribute to OHK’s ongoing efforts and support initiatives like the “Give A Meal 2.0 – Mobile Nutrition Clinic’ Project”.

Moving forward, we will sustain our collaboration with non-profit organizations and actively participate in charitable activities. Our commitment to public welfare remains unwavering, and we are open to exploring innovative community investment measures, especially during challenging economic times.

Through these efforts, we aim to create lasting benefits for our communities and strengthen the bond between our Group and the society we serve.