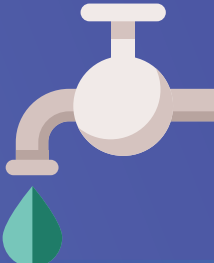


CHAMPION GROUP
INTERNATIONAL LIMITED

2023

ENVIRONMENTAL SOCIAL
GOVERNANCE REPORT





| TABLE OF CONTENT

CHAIRMAN'S MESSAGE	1
APPROACH TO SUSTAINABILITY	2 - 3
ABOUT CHAMPION GROUP	4 - 8
SUSTAINABILITY GOVERNANCE	9 - 13
CUSTOMER CENTRIC (C)	14 - 23
ADVANCEMENT OF COMMUNITIES (A)	24 - 28
RAISING TALENT (R)	29 - 45
ENVIRONMENTAL PROTECTION (E)	46 - 56
LOOK INTO THE FUTURE	57 - 59

I CHAIRMAN'S MESSAGE

1

Incorporated in 1994, Champion Group, as a Hong Kong-funded company, established the first local brand of commercial dishwasher, pioneering the provision of comprehensive one-stop services. Throughout the 30 years of tenure, we have further extended our business scope to provision of total hygiene solutions. Guided by our corporate value “We Make We Care”, we are dedicated to continuously broadening our product spectrum of eco-friendly and energy saving products. By adhering to our “people-oriented” corporate culture, we are striking to enhance our team morale, service quality and customer experience. Such commitment has allowed us to challenge the long-standing dominance by foreign brands in the industry and secured a significant market share in China, Hong Kong and Macau.

The room for sustainability of our customers and ourselves are always the focal point of Champion Group, and thus, we began our R&D and production in energy-saving dishwashers and biodegradable technology for cleaning agents over a decade ago. We also have adopted series of management measures that advocate environmental protection and social responsibility to both internal and external operations.

By and large, it is my pleasure to share our first Environmental, Social and Governance Report with all stakeholders to better understand the effort and achievements of Champion Group in various key areas. We value feedback or opinion from all stakeholders, as we work together towards the long-term sustainability development of Champion Group.

We believe that maintaining a steadfast approach in implementing sustainable objectives and gaining recognition and support from stakeholders are crucial factors in addressing the ever-changing global challenges and opportunities ahead. We aspire to achieve the long-term sustainability goals of Champion Group and promise to closely collaborate with all stakeholders to shape a better and more sustainable future.

Sincerely,
Albert SUEN
Chairman,



| APPROACH TO SUSTAINABILITY

About Champion Group

Established in 1994, Champion Group is a leading hygiene solutions company serving over 9,000 enterprises in Hong Kong and Macau. We dedicate to providing high-quality cleaning products for the sake of creating a cleaner, healthier, and more sustainable future.

About This Report

We are pleased to present our first Environmental, Social and Governance Report for the year ended 31 December 2023.

Scope of This Report

This report extensively covers Champion Group's Headquarters in Hong Kong, sales units in Macau and two production plants in China. We are committed to providing comprehensive reports on sustainable development to stakeholders in Hong Kong and Macau.

This report covers four sustainable development policies, namely, Customer Care (C), Advancement of Communities (A), Raising Talents (R), and Environmental Protection (E).

Subjected to resource constraints, the greenhouse gases emission disclosure in this report only includes data of Scope 1 and Scope 2 but excludes data from Scope 3. Nevertheless, we highly concern the environmental impact resulted from our suppliers and their products. We pledge to continuously improve the content of the report and information disclosure to reveal a more comprehensive and transparent view of evaluating our sustainable development performance.

Framework and Principles of This Report

This report is written with reference to the "Environmental, Social and Governance Reporting Guide" by the Hong Kong Stock Exchange, and it is prepared in accordance with the principles of materiality, quantitative, balance and consistency as outlined in the guide. We partner with stakeholders to understand key issues, disclose quantifiable indicators and present our sustainable development performance in a fair and transparent manner.

Feedback from Stakeholder

Champion group values stakeholder engagement and input, we sincerely invite you to provide feedback on and suggestions of this report by email to corpdev@champion-chem.com. We promise to respond to your valuable feedback with an open and transparent manner, and incorporating your suggestions into our future development goals or action plans if it deems suitable.





CUSTOMER CENTRIC

- **100%** HACCP certified for food contact surface products
- **28,000** Proactive maintenance services (in no. of times)
- **98%** Service Punctuality Rate



ADVANCEMENT OF COMMUNITIES

- **5** Charity Activities
- **97%** Suppliers located within our business operation sites



ENVIRONMENTAL PROTECTION

- Annual reduction of **5,505 tons** of carbon emission for the F&B industry
- Annual reduction of **\$22M** energy cost for the F&B industry



RAISING TALENTS

- **14,921** Training hours
- **75%** Managers through internal promotion



ABOUT CHAMPION GROUP



COMPANY PROFILE

Established in 1994, Champion Group is a leading total hygiene solution provider currently serving over 9,000 enterprises in Hong Kong and Macau. We are dedicated to providing high-quality cleaning products so as to create a cleaner, healthier and more sustainable future.



Shanghai Zhuohui Machine Co., Ltd



Bio-Source (Shanwei) Co., Ltd

Unique strengths of **STABLE** supply, **EXCEPTIONAL** service quality and **CUSTOMIZED** solutions

30 YEARS OF HISTORY



OWNS **2** INTERNATIONAL GRADE FACTORIES



ANNUAL PRODUCTION CAPACITY OF **10K** UNITS OF DISHWASHERS



ANNUAL PRODUCTION CAPACITY OF **40,000** TONS OF CLEANING AGENTS



I MILESTONE

6

START

01

1994

ESTABLISHED THE
"CHAMPION" BRAND
CHAMPION
The Dishwasher Experts

02

1997



THE 1ST OFFICE
EXPANSION IN
HONG KONG



EXPANDED AND
UPGRADED THE
PRODUCTION
LINE IN SHANG-
HAI COMMERCIAL
DISHWASHER
FACTORY



PROVISION OF COMPREHENSIVE
AFTER-SALES SERVICE BY
SPECIALIZED SERVICE TEAM

06

2007

INTRODUCED THE
INNOVATIVE DOOR-TYPE
HEAT RECOVERY
DISHWASHER, WITH AN
ENERGY CONSUMPTION
OF 2.7 KWH PER HOUR
ONLY, SERVING AS A NEW
ENERGY EFFICIENCY
BENCHMARK IN THE
INDUSTRY.



05



ESTABLISHED
THE 1ST
COMMERCIAL
DISHWASHER
FACTORY IN
SHANGHAI

2002



INTRODUCED THE
1ST COMPLETE
RANGE OF
CLEANING
AGENTS

04



INTRODUCED BLUEWAVE
- SANITATION SOLUTION
FOR CENTRALIZED
BUILDING TOILET
FLUSHING SYSTEM

03



LAUNCH OF CUSTOMIZED
FLIGHT-TYPE COMMERCIAL
DISHWASHER

08

2009

07

2008

2013

11

2011



LAND ACQUISITION IN
SHANGHAI FOR SETTING UP
SELF-OWNED COMMERCIAL
DISHWASHER FACTORY



THE HEAT RECOVERY
DISHWASHER RECEIVED THE
"HONG KONG AWARD FOR
INDUSTRIES"



THE 6TH OFFICE
EXPANSION IN
HONG KONG



LAND ACQUISITION IN HAIFENG FOR
SETTING UP SELF-OWNED CLEANING
AGENTS MANUFACTURING FACTORY AND
BIOTECHNOLOGY RESEARCH LABORATORY



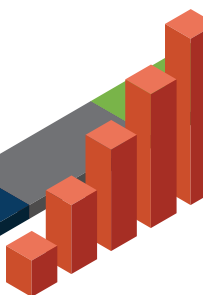
EXPANDED BUSINESS
OPERATIONS TO CHINA,
MACAU AND TAIWAN



CERTIFIED BY
HACCP FOR FULL
RANGE OF CLEAN-
ING AGENTS

SAMIDA 盛美達

THE 1ST CLEANING
AGENT PRODUCTION
FACTORY IN
OPERATION IN
HAIFENG



13

2021

12

14

2023

| OUR CORE VALUES



EXCELLENCE IN SERVICE

As industry leaders, we provide exceptional products and services, consistently exceeding customers' expectations.

TAKE RESPONSIBILITIES

We perceive caring of our employees, customers and the community as our corporate responsibilities, striving to create a happier working and living environment for them.

INNOVATIONS IN ENERGY SAVING

We take lead in sustainable and eco-friendly energy-saving technologies by innovative solutions.

GREEN LEADERSHIP

Pioneering in environmental conservation, we highly advocate for product green cycles and waste reduction.

CERTIFICATION & AWARDS

8



HACCP CERTIFICATION



SDG ENTERPRISE WARDS 2021



2017 HONG KONG AWARD FOR INDUSTRIES – EQUIPMENT AND MACHINERY DESIGN AWARD



BOCHK CORPORATE ENVIRONMENTAL LEADERSHIP AWARDS 2019



HKPIDA HK ENTERPRISE BRAND AWARDS
THE BEST OF AIR PURIFICATION PRODUCTS COMPANY

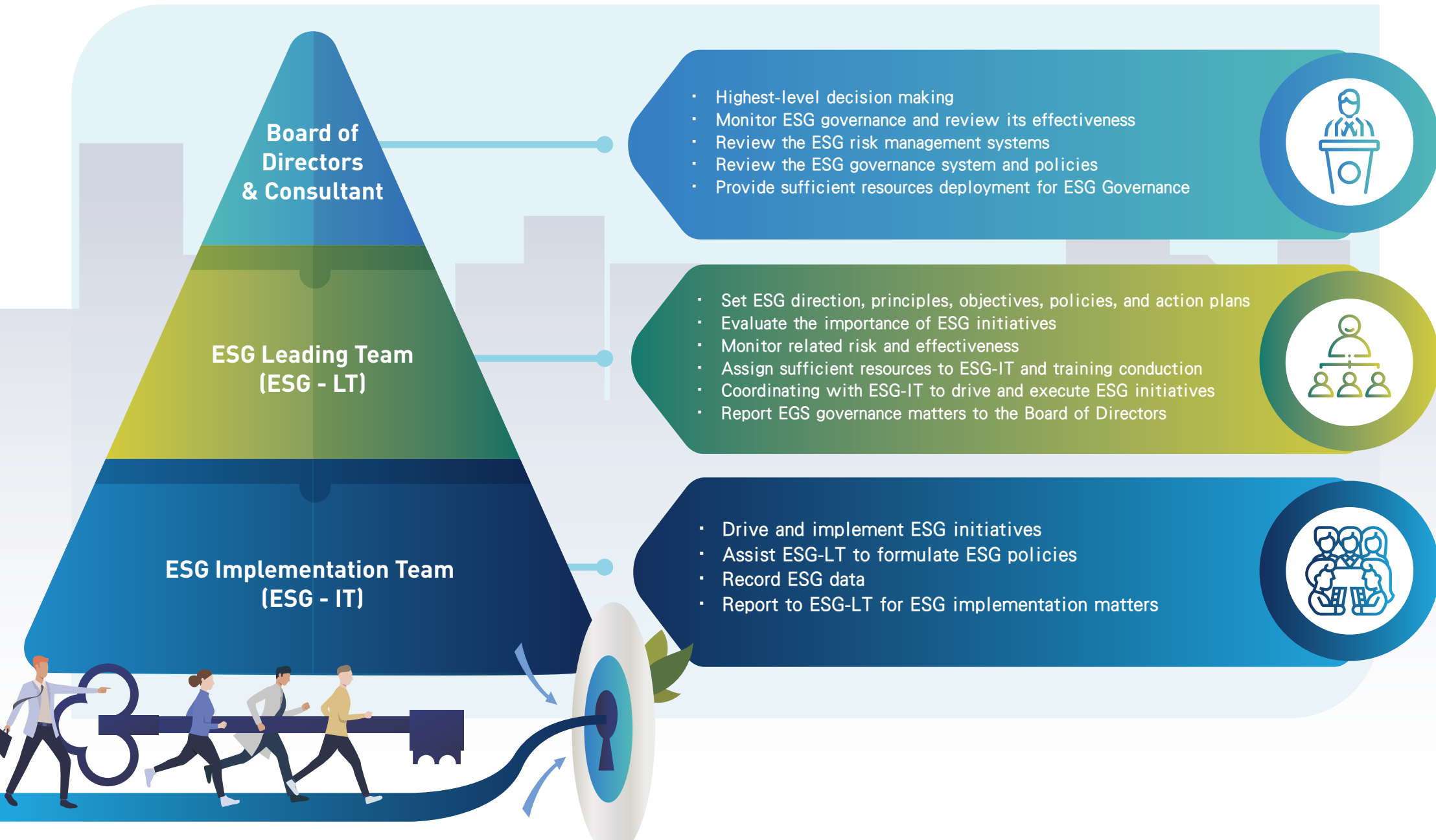


CARING COMPANY
(5 YEAR PLUS)

SUSTAINABILITY GOVERNANCE



HIERARCHY OF MANAGEMENT



CUSTOMER CENTRIC

- Product safety and quality
- Customer engagement and satisfaction
- Responsible products
- Innovative products
- Business ethics

ADVANCEMENT OF COMMUNITIES

- Charity activities for the communities
- Communities engagement

ENVIRONMENTAL PROTECTION

- Green products
- Reduction in carbon footprints
- Responsible use of resources
- Biodiversity and conservation

RAISING TALENT

- Continuous talent training and development
- Prioritize employee health and safety
- Promotion of diversity, equality and inclusion
- Create and maintain an ideal working place

We Make • We Care

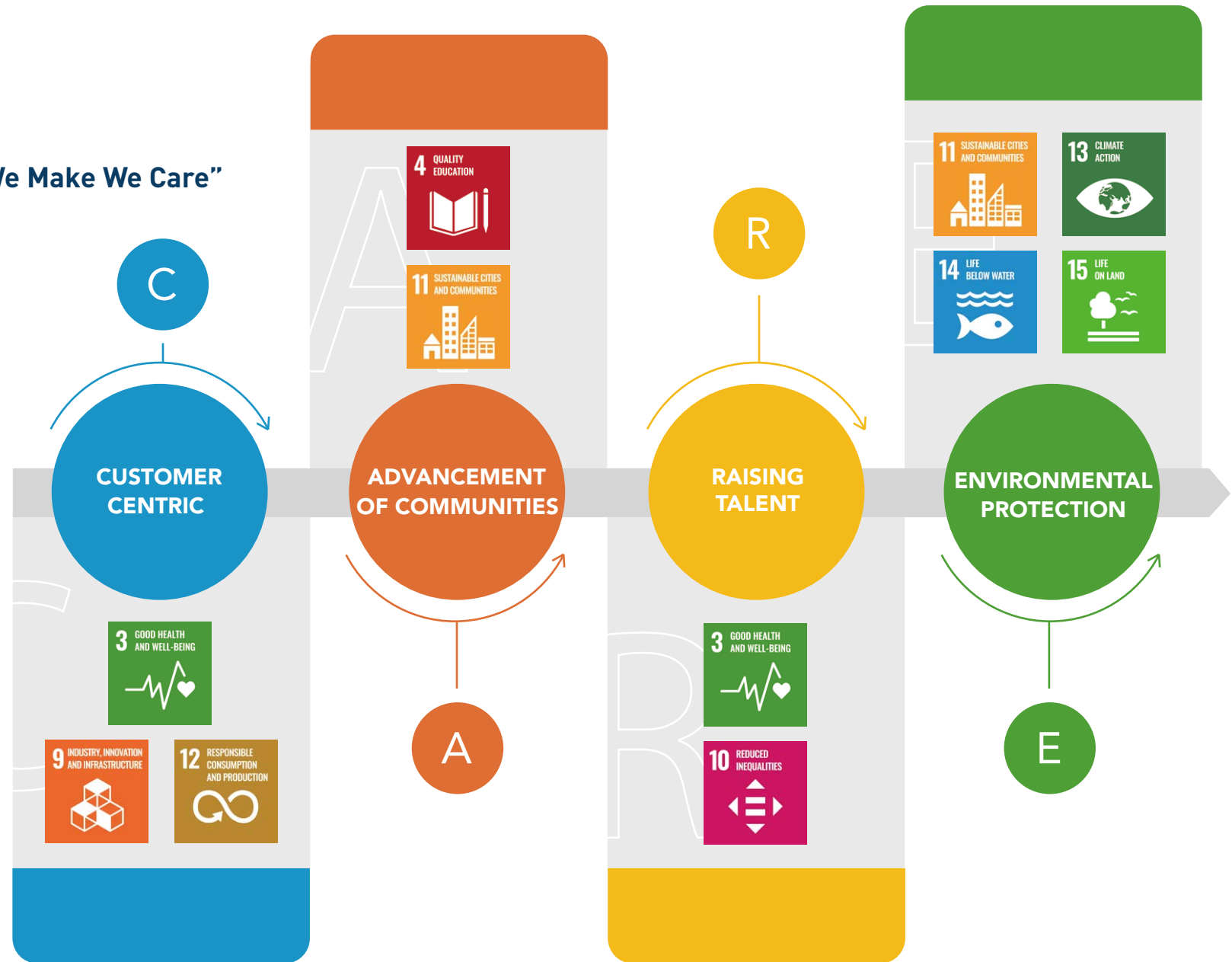


OBJECTIVES OF SUSTAINABLE DEVELOPMENT

We uphold the value of “We Make We Care”

To create a clean and green future by providing excellent service

To embrace the responsibility of caring by valuing the well-being of People and the Planet



We strongly support the United Nations Sustainable Development Goals through our four pillars: "Customer Centric (C)," "Advancement of Communities (A)", "Raising Talent (R)" and "Environmental Protection (E)".

SUSTAINABLE GOALS

13



GOAL 4 QUALITY EDUCATION

Collaborate with schools or other institutions to organize hygiene education, environmental protection, and energy-saving technology sharing activities to raise community awareness of environmental protection and hygiene knowledge.



GOAL 11 SUSTAINABLE CITIES AND COMMUNITIES

Collaborate with local communities to promote sustainable urban development by means of contributing to their well-being.



GOAL 11 SUSTAINABLE CITIES AND COMMUNITIES

Encourage the community to achieve sustainable development by promoting the use of energy-efficient equipment and eco-friendly cleaning agents.



GOAL 13 CLIMATE ACTION

Implement sustainable manufacturing and operational practices to reduce greenhouse gas emissions, such as using eco-friendly packaging, optimizing energy consumption during production processes, reducing emissions of pollutant, and promoting the use of renewable energies.



GOAL 14 LIFE BELOW WATER

Develop cleaning agents that do not cause water pollution or harm marine ecosystems and develop wastewater treatment solutions using biotechnology to protect aquatic organisms.



GOAL 15 LIFE ON LAND

Ensure that cleaning agents do not contain hazardous chemicals that may harm soil, plants, or wildlife, and adopt responsible waste management practices to minimize land pollution.



GOAL 3 GOOD HEALTH AND WELL-BEING

Ensure product safety for human health and provide professional hygiene solutions to assist customers in preventing disease transmission within their facilities.



GOAL 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Continuously invest in research and development of sustainable cleaning products as contribution to the technological advancement of the industry.



GOAL 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Educate customers on proper product usage, waste reduction, and encourage responsible consumption. Ensure the products or services provided are safe, reliable, and meet high-quality and ethical standards.



GOAL 3 GOOD HEALTH AND WELL-BEING

Promote employee health, well-being and safety.



GOAL 10 REDUCED INEQUALITIES

Implement fair and inclusive business practices to ensure that all employees, regardless of their background, are treated equally and have equal opportunities.



CUSTOMER CENTRIC



We value our Customers by the unwavering commitment to uphold the highest product quality and safety standards.

ZERO

Product Recalls
due to Health or
Safety concerns



QUALITY MANAGEMENT

We adhere to the requirements of ISO 9001, QS Management System, and GB/T9001-2016, the National Standards of PRC, to guarantee that our products meet the highest standards. Additionally, our Quality Assurance (QA) and Quality Control (QC) departments provide production batch traceability for all dishwasher and cleaning products, which allows us to track the production and distribution processes to ensure product quality and safety.

PRODUCT SAFETY

We provide comprehensive safety and user guidelines to our customers. We offer training on product usage and provide relevant safety data sheets and material safety data sheets to best inform our customers the proper ways of using our products safely. Furthermore, our dishwashers are designed with a double-layer door to reduce the surface temperature of the machine to reinforce the product safety for the end-users.

TRANSPARENCY IN PRODUCT INGREDIENTS

To maintain high level of transparency, we provide customers with detailed and accurate product ingredient lists for better understanding of the composition of our products.



100%

Food surface contact
cleaning products are
HACCP certified

FOOD SAFETY is one of our key core values.

We provide safe and reliable products to ensure food safety. All cleaning products related to food surface contact have obtained the Hazard Analysis and Critical Control Points (HACCP) certification, proving that we strictly comply to industry standards in hazardous control during the production process. Additionally, we adhere with relevant regulations and standards, strictly prohibit or limit the use of specific ingredients to secure our products meet regulatory requirements in different regions.

To best equip our team with the necessary technical knowledge in food safety, we require all Account Managers to obtain the CIEH Food Safety Certificate within their first year of tenure in Champion Group. We also encourage employees in various positions to obtain the CIEH certificate. Currently, 79% of our Account Managers hold the CIEH Food Safety Certificate. It ensures our team to be familiar with the best practices and relevant regulatory requirements for food safety.

Furthermore, we provide food safety training for customers to help them better understand and comply with food safety standards. We believe that through providing training and support, we can work together to offer the highest hygiene level for the best consideration of consumers' health.

79%

Account Managers are
holders of CIEH Certificate

EXCELLENT MAINTENANCE SERVICE

Endeavoring to deliver the best customer experience, we are committed to providing quality manufacturer warranty and maintenance services. The practices below are our practices within the framework of sustainability:

RESOURCES AND CAPABILITY OF PROVIDING SERVICES

We have adequate service resources and efficient resource allocation capabilities to meet customers' needs. We maintain a plenty of parts inventory for all models and deploy a team of 63 well-trained technicians to carry out maintenance services with the highest quality.

PROACTIVE MAINTENANCE SERVICES

We deliver 28,000 proactive maintenance services annually by conducting regular inspections and maintenance for our customers' equipment to ensure smooth operation and extend their lifespan.

SERVICE SUPPORT

We offer uninterrupted service support 365 days a year. Our dedicated on-site service teams provide responsive service to customers by delivering instant technical support and repair services.

SERVICE PUNCTUALITY AND CUSTOMER SATISFACTION

We provide services with exceptional professionalism and punctuality rate at 98%. Notwithstanding with our excellent performance, we regularly collect feedback from customers and continuously improve our services based on their input.

Adequate Resources Deployment



Full Range of
Spare Parts

High Manpower Allocation Capability



63
Service
Technicians



Designated Service
Fleet by District

High Fault Recovery Capability

28,000 times
Proactive Maintenance
Annually



98%
Punctuality Rate



365 day
Uninterrupted
Service Support



Customer
Centric

CUSTOMER ENGAGEMENT AND SATISFACTION

We achieve this goal by encouraging customer participation, increasing the transparency of product information, providing high-quality customer support and service, conducting satisfaction surveys, and actively addressing customer feedback and making improvements. To establish long-term relationships with high customer satisfaction, we further incorporate customer feedback and needs into our business operations and continuous improvement plans as part of our sustainable development.

CUSTOMER ENGAGEMENT

We welcome our customers to participate in our product development and improvement process. We hold regular meetings to collect feedback from our customers to better understand their needs for our products. We trust all input from customers are valuable input for improving the product design and innovation.

TRANSPARENCY OF PRODUCT INFORMATION

We are committed to increase the product information transparency through providing product labels and instruction manuals which clearly list out the ingredients, direction of use and precautions for our products. Moreover, online enquiry channels and customer service hotline are available to allow high accessibility to customer in obtaining the most accurate and comprehensive product information from Champion Group.

CUSTOMER SUPPORT AND SERVICE

Professional training had been offered to all the customer service team members so that they are always able to provide instant and accurate support in response to customers' general or technical enquiries. In additions, we will be investing HK\$2M in 2024-2025 to upgrade our IT system, with the objectives of enhancing our customer service quality and capacity.

CUSTOMER SATISFACTION SURVEY

We conduct regular surveys to evaluable customer satisfaction level of our products and services, better understand their needs and expectation and take the result as reference for our improvement plans and measures to continuously meet our customers' expectation.

FEEDBACK ON PRODUCTS AND IMPROVEMENT

We value customers' feedback on our products and services by addressing to their opinions and complaints proactively. We have established effective improvement mechanisms to ensure proper handling and response to customer in a timely manner. We perceive customer input as invaluable learning opportunities and continuously strive to improve our products and services.

Multi-channel Customer Service Support



Information System Upgrade



I RESPONSIBLE PRODUCTS

We place high regard on product responsibility as one of the fulfillment of our sustainability development goals. Here are our practices in terms of product responsibility:

INGREDIENT DISCLOSURE AND COMPLIANCE

We provide transparent and comprehensive ingredient disclosure complying with labelling and product description regulations to best safeguard customer rights. By providing clear and accurate ingredient lists, warning labels and usage instructions, customers are well-informed about the product composition and proper ways to use the products.

ECO-FRIENDLY PACKAGING AND INGREDIENT

We prioritized to use recyclable packaging materials, of which 96% of the packaging materials chosen are recyclable. We strive to use eco-friendly ingredients, as well as to develop biodegradable technologies to further minimize the burden to the environment impact as resulted from our products.

96%

Recyclable
Packaging
Materials

RECYCLING AND REUSE

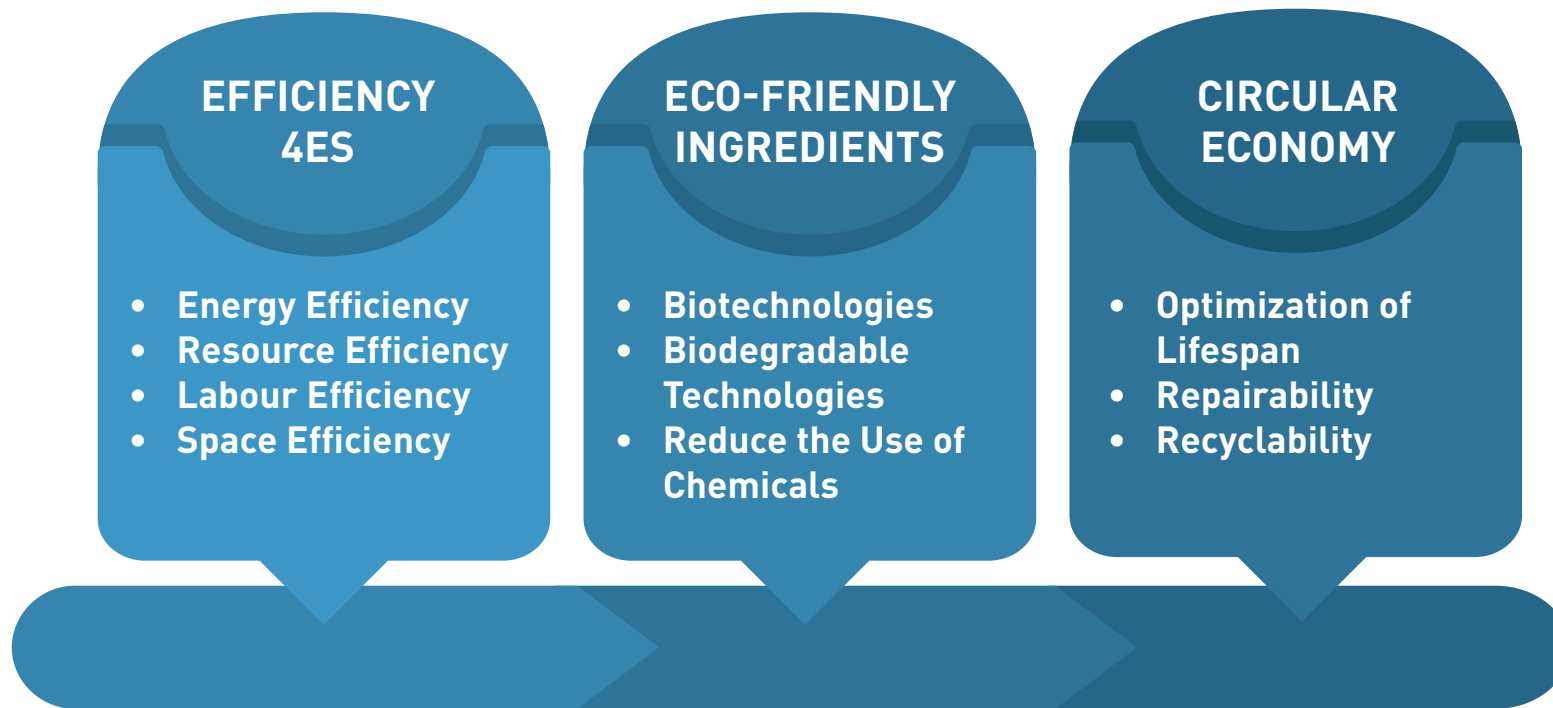
We encourage the recycling and reuse of refurbished dishwashers. This initiative helps reducing waste generation while promoting sustainable resources utilization and circular economy. By recycling and reusing dishwashers, we contribute to minimizing environmental impact via optimizing the lifespan of these equipment.

SUPPLIER MANAGEMENT AND PRODUCT TESTING

As one of our key management concerns, we collaborate with local suppliers to minimize delivery costs and carbon emissions. We conduct quality and performance tests to ensure that their products meet our standards and requirements. We may also require suppliers to provide relevant test reports as evidence to verify the quality of their products. Furthermore, we regularly assess supplier performance parameters such as quality, price, supply stability and compliance. All these measures aim to stabilize our product supplies while adhering to standards in alignment with our sustainability goals.

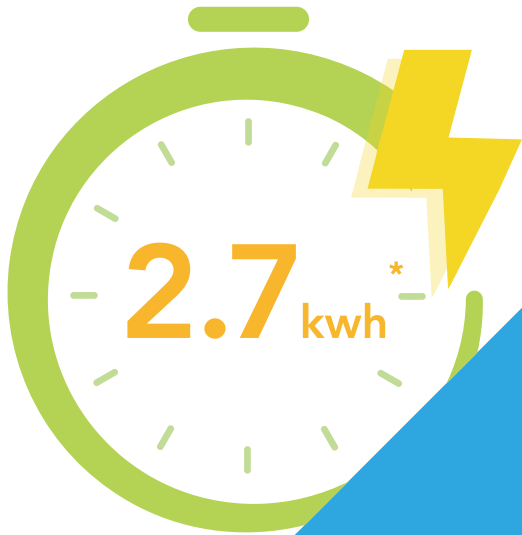


WE ARE COMMITTED TO FOLLOWING THREE SUSTAINABLE DEVELOPMENT PRINCIPLES AND DIRECTIONS IN PRODUCT INNOVATION, AIMING TO PROVIDE MORE ENVIRONMENTALLY FRIENDLY, EFFICIENT, AND SUSTAINABLE PRODUCTS:



In 2023, we launched **7** new items of products and services.

EFFICIENCY 4Es



ENERGY EFFICIENCY

Our most energy-efficient dishwasher boasts 23 patented technologies, 7 out of them are related to heat recovery, making energy utilization more efficient. Our heat recovery technology proudly received the “2017 Hong Kong Award For Industries”. We have further adopted wireless current sensors and IoT to provide energy monitoring services, which allows customers to visualize the energy consumption and carbon emissions of their equipment anytime, anywhere.



RESOURCE EFFICIENCY

We have effectively reduced water consumption by 40% and improved control over detergent usage amount in dishwashers by optimizing the rinsing system design and implementing devices such as automatic dispensers and metering devices. These innovative technologies contribute to more efficient resource utilization and waste reduction.

LABOUR EFFICIENCY

We constantly improve the cleaning efficiency of our dishwashers. For example, the introduction of our innovative mini flight-type dishwasher, which has significantly increased cleaning efficiency by 250%. Our commitment to sustainability includes ongoing efforts to enhance operational efficiency and reduce manual labor via automation and intelligent technologies. These objectives would always stay intact to our sustainable goals.

SPACE EFFICIENCY

Through applying high-concentration formulations and innovative packaging methods, we have reduced the storage space required for cleaning products. Besides, we have improved the cleaning efficiency of dishwashers while reducing the space needed for the equipment.



設備及機器設計獎
EQUIPMENT AND MACHINERY
DESIGN AWARD

INNOVATION

Bio-Technology



ECO-FRIENDLY INGREDIENTS

We value the balance between product efficiency and environmental impacts from commercial perspective. When developing cleaning products, we not only consider their efficacy and functionality, but also emphasize the use of eco-friendly ingredients to minimize the impact on the environment. Furthermore, we also actively conduct research of applying biotechnology to cleaning products to reduce the reliance on chemicals. These eco-friendly ingredients meet the sustainable needs of commercial applications while reducing the pollution of the Earth.

HIGH
EFFICIENCY

BIO-
DRGRADABLE

REDUCE USE
OF CHEMICALS



Customer
Centric

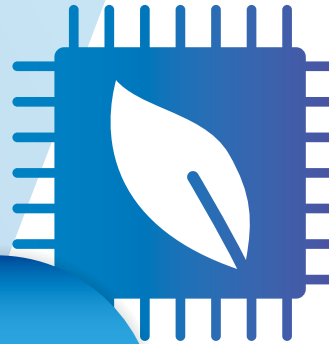
CIRCULAR ECONOMY

We embrace the idea of recycle economy to maximize product lifespan and minimize wastage of resources . From the very beginning of the product design stage, we prioritize materials that are easily repairable and recyclable. We use durable materials in manufacturing and offer top-notch maintenance and refurbishment services to extend the lifespan of our products. Furthermore, we partner with local recovery and recycling industries to collect and recycle used products and packaging materials. This collaboration helps us to reduce wastage, lower the reliance on natural resources, and promote sustainable resources management.

MECHANICAL
LIFESPAN

ECONOMICAL
LIFESPAN

ENVIRONMENTAL
IMPACT





ZERO Corruption

ANTI-CORRUPTION

We strictly comply with all relevant anti-bribery laws and standards, including the Prevention of Bribery Ordinance. We had established a code of conduct that explicitly prohibits employees from engaging in any form of bribery and ensures they understand and comply with these regulations. Also, we have put in place a mechanism for employees to report violation of interest and misconduct to safeguard the interests of Champion Group and our customers.

There have been no incidents of corruption reported during the reporting period.

INTEGRITY

Champion group upholds steadfast in honesty and integrity, ensuring compliance with ethical and legal standards in all the sales and marketing activities. We are committed to providing accurate, objective and comprehensive marketing information, including product specifications, photos and trademarks. We ensure that this information reflects the true performance and features of the products which complies with the Trade Descriptions Ordinance and relevant intellectual property regulations to best protect customer rights and maintain the market in good order.

There have been no complaints regarding marketing information during the reporting period.

ZERO Complaints about Sales and Marketing Materials

ADVANCEMENT OF COMMUNITIES



CHARITY SUPPORT

We are dedicated to support our employees to actively participate in charity activities or community works. To show our encouragement, volunteer holidays will be offered for employees who rendered to serve the community on behalf of Champion Group in their leisure time. We have been collaborated with a charity organization "Contripassion" for 10 years, with an objective to support the local elderly living alone, children from grassroot families and education sponsorship for children living in rural areas in China. We provide free venue for charity organizations to host events and organize a number of fundraising events, including setting up donation boxes for beverages, and charity sales in our office.



JOYFUL GIVING

BEVERAGE DONATION BOX

CHARITY SALES

In addition, we regularly implement the "Joyful Giving" program, providing opportunities for employees to donate items for charity sales while incorporating environmental protection elements into the activities.

In 2023, we collected \$43,038 donations and had a total attendance of 122 employees throughout five charitable events held.



SCHOOL AND HOME VISITS IN MOUNTAIN AREA IN CHINA ORGANIZED BY CONTRIPASSION



Advancement
in Communities

ADVOCACY OF ENVIRONMENTAL PROTECTION

We embrace environmental protection and sustainability development by actively participating in related advocacy activities. In 2023, we donated RMB 10,000 to support the local community initiative of promoting sustainable development. We are dedicated to support and drive environmental conservation measures to enhance the sustainability of our communities.





EDUCATION AND PROMOTION

Education and promotion are of utmost importance to us, particularly in the areas of hygiene and health where we possess expertise. We actively collaborate with various organizations to conduct seminars, produce educational videos, and publish articles to share our knowledge in these fields with the public. Our goal is to enhance the public awareness of health and well-being, with the ultimate objective to improve the quality of life for all.

Furthermore, we are willing to share the latest technologies and methodologies related to energy efficiency, hygiene, and indoor air quality with both the industry and the public. For example, during the Build4Asia exhibition in 2023, we were invited by professional associations to present insights on maintaining optimal indoor air quality during renovation period. We are dedicated to keeping the public well informed of the up-to-date information and professional knowledge in our areas of expertise.

Advancement
in Communities



GIVE BACK TO THE COMMUNITY

We also give back to the community through social contributions. During the pandemic period from 2019 to 2022, we donated over 10,000 bottles of disinfectant to the community and nonprofit organizations with the aim to help improving the hygiene environment in the community. The purpose of the free donations was to aid the local community in maintaining their health and well-being, particularly when the personal hygiene products were sold at high prices in that time. Our aim was to provide essential hygiene protection to the community, ensuring they had access to these necessary products in times of the unprecedented pandemic.



Donated **10,000+**
bottles of disinfectant





97%

Suppliers located
within our business
operation sites

Supporting and promoting growth of the local communities is one of our sustainable goals, and therefore our procurement policy gives a higher priority to local suppliers and materials sourced from the local communities.

Our statistical data reveals that 97% of our suppliers are located in the same areas as per our operations. This demonstrates our commitment to partnering with local businesses and stimulating the local economy. By doing so, we contribute to the creation of job opportunities and an increase in income levels for residents, ultimately fostering the prosperity of the local communities.

Further to our commitment to supporting local communities, we also have actively worked towards increasing job opportunities. In 2023, we successfully expanded our workforce by 5%, creating more employment opportunities within the local communities. This initiative contributes to economic growth and promotes the development of labour resources in these communities.

We trust that supporting local communities is a fundamental aspect of our corporate responsibility. Through our procurement policy and initiatives to increase job opportunities, we aim to make a positive impact on the communities where our business operates. Our ongoing efforts will involve continued collaboration with local suppliers, the creation of additional job opportunities, and a steadfast dedication to making a meaningful contribution to the betterment of our local communities.

RAISING TALENT



COMMUNICATION AND INTERACTION

We endeavor to encourage open and transparent channels to encourage and facilitate effective communication and interaction among employees. Here are some of the approaches currently being used:

OPEN COMMUNICATION CHANNELS

There are multiple communication channels, including email, newsletters, messaging software, bulletin boards, and social media platform to facilitate team members to easily share information, seek for support and provide feedback. We impose year-round campaigns like "I Have a Say", "Shout-outs" and "Future Mailbox" where employees can share their insights, suggestions and thoughts for the overall well-being of the Champion Group. All these approaches feature a common objective of nurturing a culture of effective communication and remark the effort we put on recognizing and valuing our employee's voices.

REGULAR TEAM MEETING

We schedule regular team meetings and employee gatherings to expedite focused discussions on work progress, sharing of updates, problem-solving, and cross-departmental collaboration.

OPEN OFFICE ENVIRONMENT

We adopted open office design with shared workspaces to encourage more instant interaction and communication among team members. It fosters collaboration, discussions and knowledge sharing with the aim of enhancing teamwork and innovation capabilities.

ENCOURAGE OPEN CULTURE

We continuously build and promote the culture of making positive and constructive feedback by encouraging employees to openly express opinions, provide suggestions, and share perspectives. We offer training and guidance to let employees learn how to give and receive feedback, which in returns, promotes personal and team growth and development.

CROSS-DEPARTMENTAL COLLABORATION

We encourage collaboration and interaction among different departments and teams. We regularly schedule cross-departmental meetings, retreats, and joint field works to facilitate knowledge sharing, collaboration and problem-solving. These activities provide platforms for employees from different teams to understand, cooperate and learn from each other.

We aim to promote and support talent development and growth by creating an open, interactive, and collaborative environment so that seamless flow of information among employees can be achieved to facilitate timely resolution of issues, continuous improvement and innovation. These efforts contribute to enhanced team performance and productivity while increasing employee engagement and job satisfaction.



WORK-LIFE BALANCE

We value work-life balance of our employees and the following measures have been adopted to ensure they can achieve a healthy balance between work and personal life:

EMPLOYEE SOCIAL ACTIVITY FUND

We have set up an employee social activity fund called "I have a SAY" using funds generated from waste recycling. The fund sponsors regular social activities among employees, such as holiday celebrations and team gatherings. These activities not only enhance internal communication and social networks, but also foster a harmonious work environment. Additionally, it promotes waste recycling that aligns with our commitment to environmental sustainability.

MONITORING WORKING DAYS AND HOURS

We carefully monitor the workloads of our employees. We discourage employees work overtime, as well as on their days off or during holidays, but assert the importance of pursuing sufficient rest and relaxation time for maintaining their physical and mental well-being.

If we identify employees consistently working overtime, we will take proactive measures to address the issue. It may involve optimizing our business processes, increasing manpower, upgrading equipment or providing additional training. Our commitment is to ensure that employees' working hours are kept within a reasonable range, minimizing work-related stress and supporting a healthy work-life balance.

These measures aim to create an environment that supports work-life balance for our employees. We believe that when balance between work and personal life is achieved, employees would be more motivated with better performance, and are more likely to achieve personal and corporate goals. We will continue to encourage our employees to find fulfillment in the workplace without compromising a rich and meaningful personal life.

Raising Talents



Team Building



Annual Dinner



Charity Sales



Opening Ceremony of Shanghai Cleaning Agent Production Factory



Christmas Party



Champion Singing Contest



PAST STAFF ACTIVITIES HIGHLIGHTS

"I Have a SAY" – Bowling Day



Open Day of the Olympic Theme Park



Halloween Party



"I Have a SAY" – Kids Bonding Day



Company Trip



No Smoking Day



HEALTH AND SAFETY

Employees' health and safety are of our utmost concern that the following measures are taken to ensure working environment and occupational safety:

OCCUPATIONAL SAFETY MANUAL AND TRAINING

We develop occupational safety manuals for different positions and provide corresponding occupational safety and personal protective equipment to all employees. We also offer occupational safety training in areas such as chemical safety, electrical safety, fire safety, first aid, and machinery usage guidelines to ensure that the employees have the necessary knowledge and skills to carry out their duties safely.

CHEMICAL MANAGEMENT AND SAFETY MEASURES

We implement strict safety management measures for the use and storage of chemicals, including providing appropriate fire safety equipment, putting clear label of containers, displaying safety data sheets, maintaining well-ventilated storage areas, and installing air purification systems to render maximum safety and health protection to our employees.

ELECTRICAL SAFETY

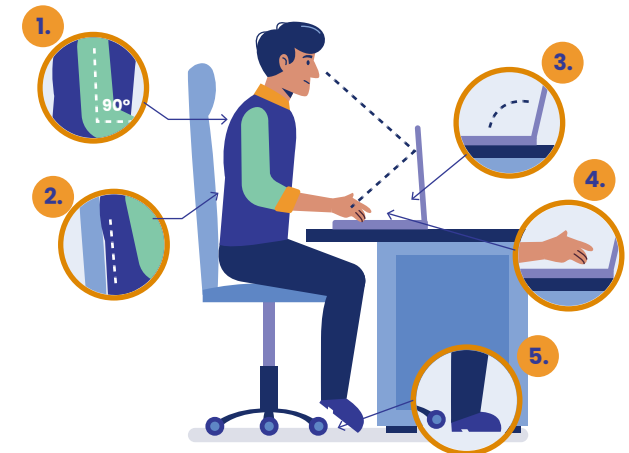
We rigorously adhere to E&M regulations and work guidelines, such as the Electricity Ordinance and the Code of Practice for Electricity (Wiring) Regulations. All works involving electrical devices, including installation, verification, inspection, testing, maintenance, alteration, and repairing are supervised by registered Electrical Worker for Electrical Work (REW).

REGULATORY COMPLIANCE AND INJURY MANAGEMENT

We strictly comply with occupational safety regulations and guidelines, including the Occupational Safety and Health Ordinance and the Employees' Compensation Ordinance. In the event of a work-related injury, the injured party should immediately report to the superior, seek for medical advice, and stop from working. We shall report accidents to the Labour Department and provide medical support to the injured party. Additionally, we hold safety meetings to review work-related accidents and develop more effective occupational safety measures.

In 2023, we regretfully report that there was one non-fatal work-related accident resulting in a loss of 70 workdays. The work-related accident rate per 100 persons is 0.9%. We pledge to further strengthen occupational safety measures and training to improve our occupational safety performance and strive to reduce the occurrence of work-related injuries. We will continue our efforts to facilitate employees to work in a safe and healthy working environment.

PEOPLE-ORIENTED SAFETY FIRST



GROWTH AND DEVELOPMENT

We highly value human capital and are committed to providing training and promotion opportunities to support employee growth and development.

RECOGNITION AND REWARD

We regularly recognize and reward outstanding employees, which includes granting employee honors, providing incentives, and offering employee benefits for keep motivating their morale and making their contribution being valued.

LEARNING AND DEVELOPMENT

Each year, we set learning goals for employees and provide corresponding training, study subsidies, and exam leave to encourage lifelong learning. It helps enhancing employees' professional skills and knowledge, enabling them to navigate evolving challenges and opportunities.

DIVERSIFIED TRAINING PROGRAMS AND PROMOTION OPPORTUNITIES

We offer wide range of training programs covering occupational health and safety, food safety, ethics and compliance, customer service skills, teamwork, technical and soft skills. Such comprehensive approach enhances employees' abilities and skills while supporting their personal and professional growth.

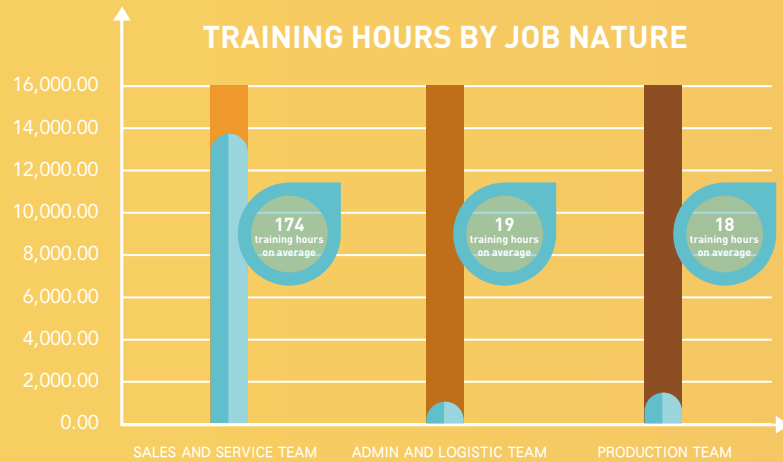
Through continuous training, we keep cultivating and developing internal talents with promotion opportunities. It obviously increases employee job satisfaction and loyalty which in returns, fostering better organization stability and growth. As of 2023, 75% of our managers were promoted internally, demonstrating our commitment to offer internal promotion opportunities.

In 2023, our employees received a total of 14,921 hours of training. We will hold on to provide diversified training opportunities to guarantee employees keep learning and staying aligned with our goals and core values. We believe that through investing in talent development, our employees will be better equipped to tackle any challenges ahead and contribute to the group's sustainable growth.

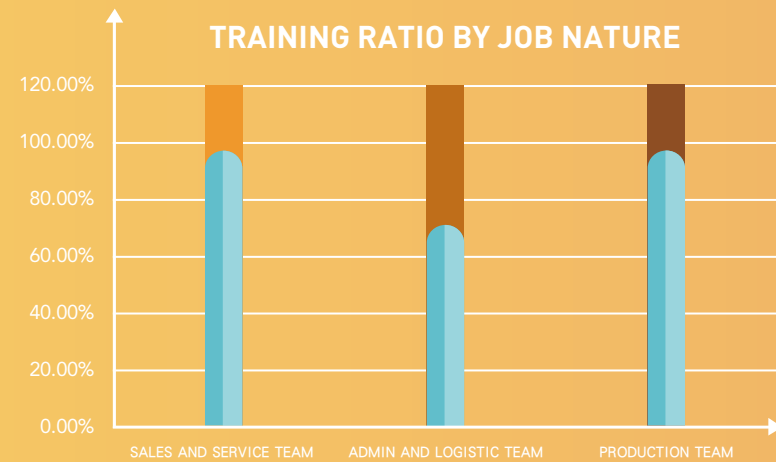


GROWTH AND DEVELOPMENT

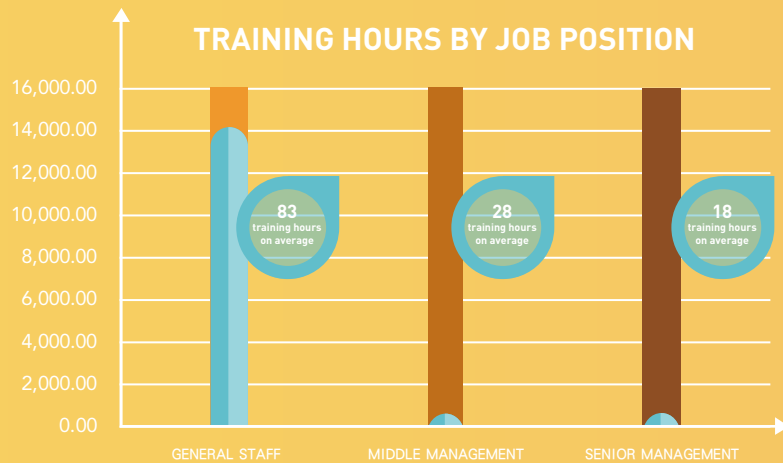
TRAINING HOURS BY JOB NATURE



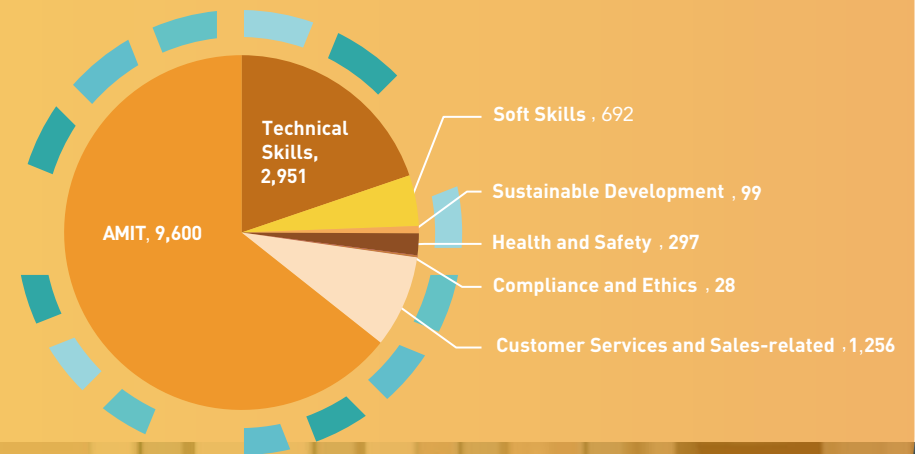
TRAINING RATIO BY JOB NATURE



TRAINING HOURS BY JOB POSITION



DISTRIBUTION OF TRAINING (IN HOURS)



AMIT is a 6-month training program specifically designed for all new Account Managers, contents include food safety, product knowledge, customer relationship management, etc., for the sake of providing the best professional services to our customers.

Management Professional Training



Leadership Training



Team Building Activity - Dialogue in the Dark



Cancer-related Health Talk



First-aid Training Class



Business Innovative Platform Training



Lecture on Industrial Knowledge



Food Safety Seminar



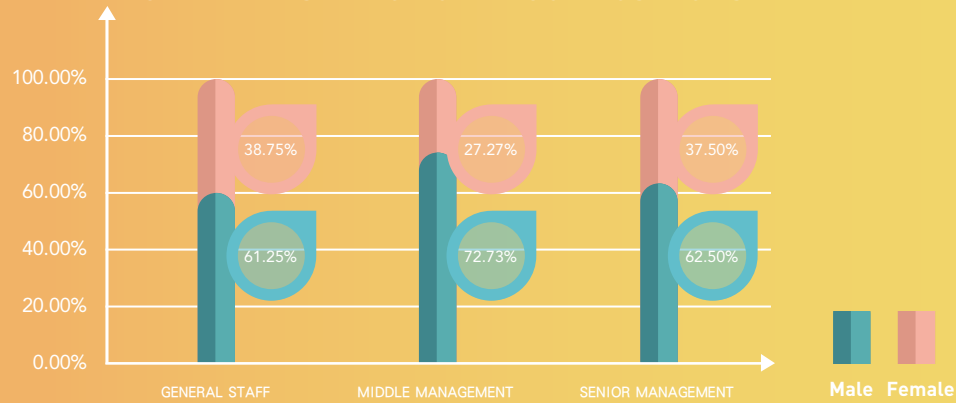
Occupational Health Seminar



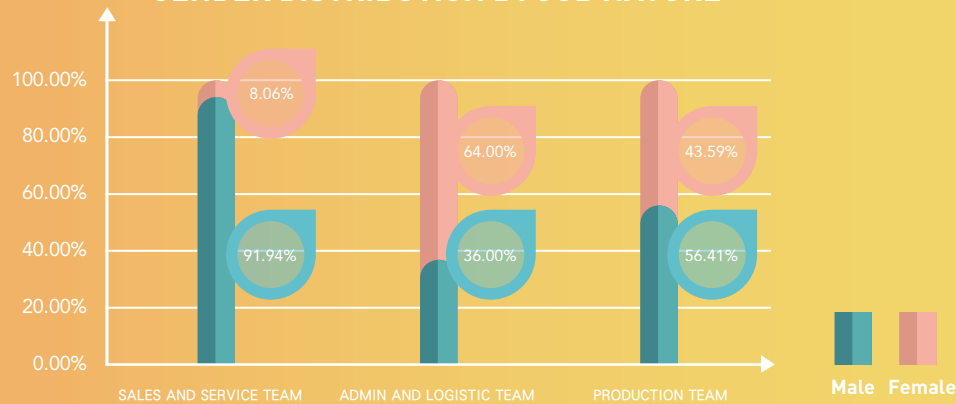
Raising Talents



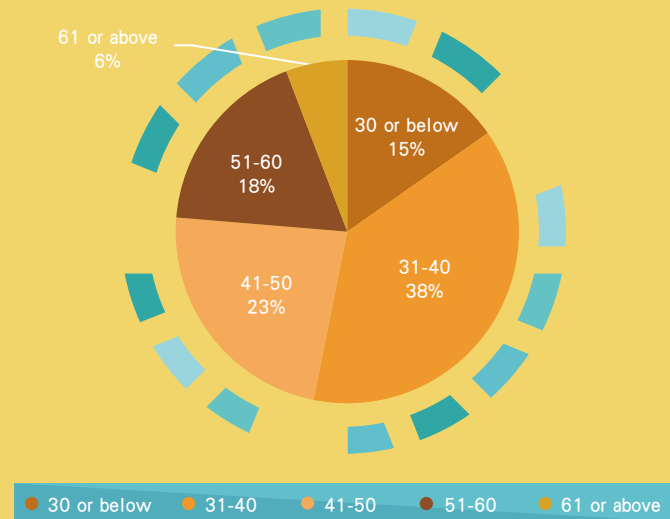
GENDER DISTRIBUTION BY JOB POSITIONS



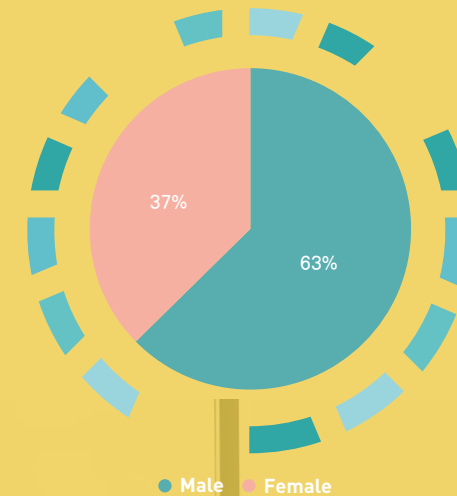
GENDER DISTRIBUTION BY JOB NATURE



EMPLOYEE DISTRIBUTION BY AGE



EMPLOYEE DISTRIBUTION BY GENDER



REMUNERATION AND BENEFITS

We place the highest concern to our employees' remuneration package and benefits and are willing to offer competitive salaries and comprehensive benefits to attract and retain proficient talents. Here are the measures we have taken in this regard:

MARKET SALARY ASSESSMENT AND BONUS SYSTEM

We conduct annual market salary assessments to justify if our salary levels are in line with the industry standards to maintain our competitiveness in talent recruitment and retention. We also impose bonus system that distributes bonuses regularly based on Champion Group's profitability and employees' performance as a mean to share the fruits of business growth with and recognize the contribution of our employees.

LEAVE POLICY

Other than statutory holidays, we also offer compassionate leave, exam leave and volunteer leave to support employees in managing personal and family matters, providing a flexible and balanced work environment for employees.

FAMILY-FRIENDLY POLICY

We offer family-friendly policies to support employees to balance work and family responsibilities, including flexible leave policies, children's education allowances, scholarship programs for children, and organizing parent-child and family activities.

COMPREHENSIVE MEDICAL COVERAGE

We provide medical insurance for all employees, including hospitalization, outpatient and dental benefits with extended medical coverage to employees' children under 18 and non-working spouses, ensuring that they are also under adequate health protection.



Winner of Champion Employees' Children Scholarship in 2023

EQUAL OPPORTUNITY

We adhere to the principle of equal opportunity throughout the process of talent recruitment, promotion, and job assignment. The following are the measures that we have taken to promote fairness:

EQUAL EMPLOYMENT OPPORTUNITY

We allow zero tolerance towards any discriminations based on race, gender, age, religion, sexual orientation, disability or other protected characteristics in the processes of recruitment, promotion, and job allocation, in order to create a fair and inclusive work environment, and to evaluate and select employees regarding their individual abilities and performance.

ANTI-DISCRIMINATION POLICY

We strictly prohibit any form of discriminations in workplace, including but not limited to discrimination against racial, gender, age, religious, sexual orientation, and disability. We encourage employees to report any issues involving discrimination to the management or the Human Resources department, and we promise to investigate and resolve these issues.



EQUAL COMPENSATION POLICY

We ensure that employees performing the same or equivalent work receive equal pay and benefits, regardless of gender, race or other protected characteristics. We conduct internal compensation assessments to ensure that the compensation system provides fair and reasonable evaluation mechanism based on employees' work experience and abilities.

WORKPLACE DIVERSITY AND INCLUSIVENESS

We encourage diversity and inclusiveness by respecting and accepting employees with different backgrounds, cultures and perspectives. We provide training and education to promote cultural exchange and mutual respect, and to establish an open and communicative work environment.

EQUAL TRAINING OPPORTUNITIES

We provide equal training opportunities to enhance employees' awareness and understanding of equality, which includes providing tools and skills to make sure they comply with the principles in their daily work, and to establish a fair and inclusive work environment.

CORPORATE CULTURE

We advocate "RICE" as our corporate culture, which represents respect (R), integrity (I), consideration (C), and engagement (E). We emphasize the importance of maintaining integrity and a devoted attitude at work. We are dedicated to fulfilling our commitments, adhering to ethical standards, and creating a trustworthy work environment by striving to do the right thing at the same time. We always appreciate employees who are capable to build up mutually supportive and collaborative relationships with respect, consideration and positive values created for the others for every decision they made.

RESPECT

We respect each other's differences, rights, perspectives, cultures, needs and feelings. We express gratitude for others' contributions and assistance, believe in the value of others and our owns.



INTEGRITY

Our success is built on honest, ethical, trustworthy and responsible behavior, with the attitude of "always do the right things" as the foundation of fulfilling our commitments.



CONSIDERATION

We empathize with others' feelings, practice in tolerance, gratitude and altruism, and consider how our work can benefit others, so as to imbue our work with deeper meaning.



ENGAGEMENT

We demonstrate participation, dedication, perseverance and enthusiasm in our work. When facing difficulties, we actively seek for solutions and teamwork support to accomplish our mission.





Full Time	Part Time	Others	Total
189	1	0	190



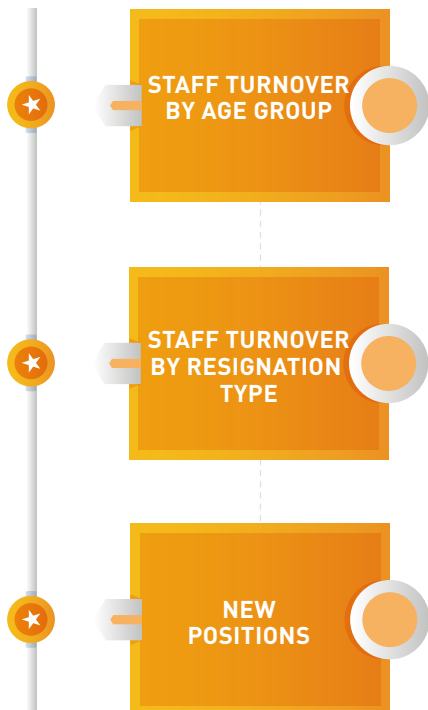
Gender (M-Male, F-Female)	30 or Below	31-40	41-50	51-60	61 or Above	Total
M (Headcount / M to F Ratio)	21 (72.41%)	39 (54.17%)	29 (35.91%)	24 (70.59%)	6 (54.55%)	119 (62.63%)
F (Headcount / M to F Ratio)	8 (27.59%)	33 (45.83%)	15 (34.09%)	10 (29.41%)	5 (45.45%)	71 (37.37%)
Total (Headcount /Group Ratio)	29 (15.26%)	72 (37.89%)	44 (23.16%)	34 (17.89%)	11 (5.79%)	190 (100%)



Gender (M-Male, F-Female)	General Staff	Middle Management	Senior Management
M (Headcount / M to F Ratio)	98 (61.25%)	16 (72.73%)	5 (62.50%)
F (Headcount / M to F Ratio)	62 (38.75%)	6 (27.27%)	3 (37.50%)
Total (Headcount /Group Ratio)	160 (84.21%)	22 (11.58%)	8 (4.21%)



Gender (M-Male, F-Female)	Sales & Service Technicians	Clerical & Logistics	Production Facilities
M (Headcount / M to F Ratio)	57 (91.94%)	18 (36.00%)	44 (56.41%)
F (Headcount / M to F Ratio)	5 (8.06%)	32 (64.00%)	34 (43.59%)
Total (Headcount /Group Ratio)	62 (32.63%)	50 (26.32%)	78 (41.05%)

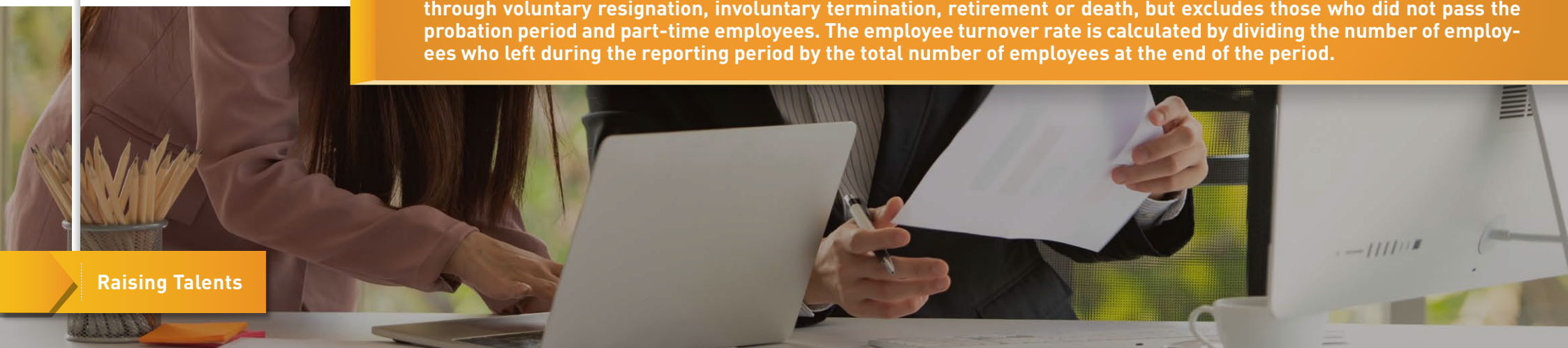


Gender (M-Male, F-Female)	30 or Below	31-40	41-50	51-60	61 or Above	Total
M (Headcount / Turnover Ratio)	9 (42.86%)	3 (7.69%)	4 (13.79%)	0 (0.00%)	0 (0.00%)	16 (13.45%)
F (Headcount / Turnover Ratio)	1 (12.5%)	4 (12.12%)	2 (13.33%)	1 (10.00%)	1 (20.00%)	9 (12.68%)
Total (Headcount / TurnoverRatio)	10 (34.48%)	7 (9.72%)	6 (13.64%)	1 (2.94%)	1 (9.09%)	25 (13.16%)

Voluntary Resignation	Involuntary Resignation
21 (84.00%)	4 (16.00%)

Male	Female	Total
2 (1.68%)	7 (9.86%)	9 (4.74%)

Employees include all individuals who have entered into employment contracts with the Group. The number of headcount uses the data as per the date of the reporting period. Employee turnover includes all staff who have left the Group through voluntary resignation, involuntary termination, retirement or death, but excludes those who did not pass the probation period and part-time employees. The employee turnover rate is calculated by dividing the number of employees who left during the reporting period by the total number of employees at the end of the period.



WORKPLACE INJURY

No. of Work-Related Fatalities	Percentage of Work-Related Fatalities (Per 100 headcount)	No. of Workplace Injury	Percentage of Workplace Injury (Per 100 headcount)	No. of Working Days Loss Due To Workplace Injury	Percentage of Working Days Loss Due To Workplace Injury
0	0%	1	0.89%	70	0.25%

TRAINING RATIOS AND HOURS BY JOB POSITIONS

	General Staff	Middle Management	Senior Management	Total
Training Ratio	88.14%	95.65%	87.50%	88.89%
Total No. of Training Hours	14,178	617	126	14,921
Average Training Hours Per Trained Staff	83	28	18	75

TRAINING RATIO AND HOURS BY JOB NATURE

	Sales & Service Technicians	Clerical & Logistics	Production Facilities	Total
Training Ratio	97.30%	75.44%	56.25%	88.89%
Total No. of Training Hours	12,533	989	1,399	14,921
Average Training Hours Per Trained Staff	174	19	18	75

TRAINING HOURS BY TRAINING CATEGORIES

Technical Skills	Soft Skills	Sustainability	Health & Safety	Compliance & thics	Customer Service & Sales-related	AMIT	Total
2,951	692	99	297	28	1,256	9,600	14,921

AMIT is a 6-month training program specifically designed for all new Account Managers, contents include food safety, product knowledge, customer relationship management, etc., for the sake of providing the best professional services to our customers.

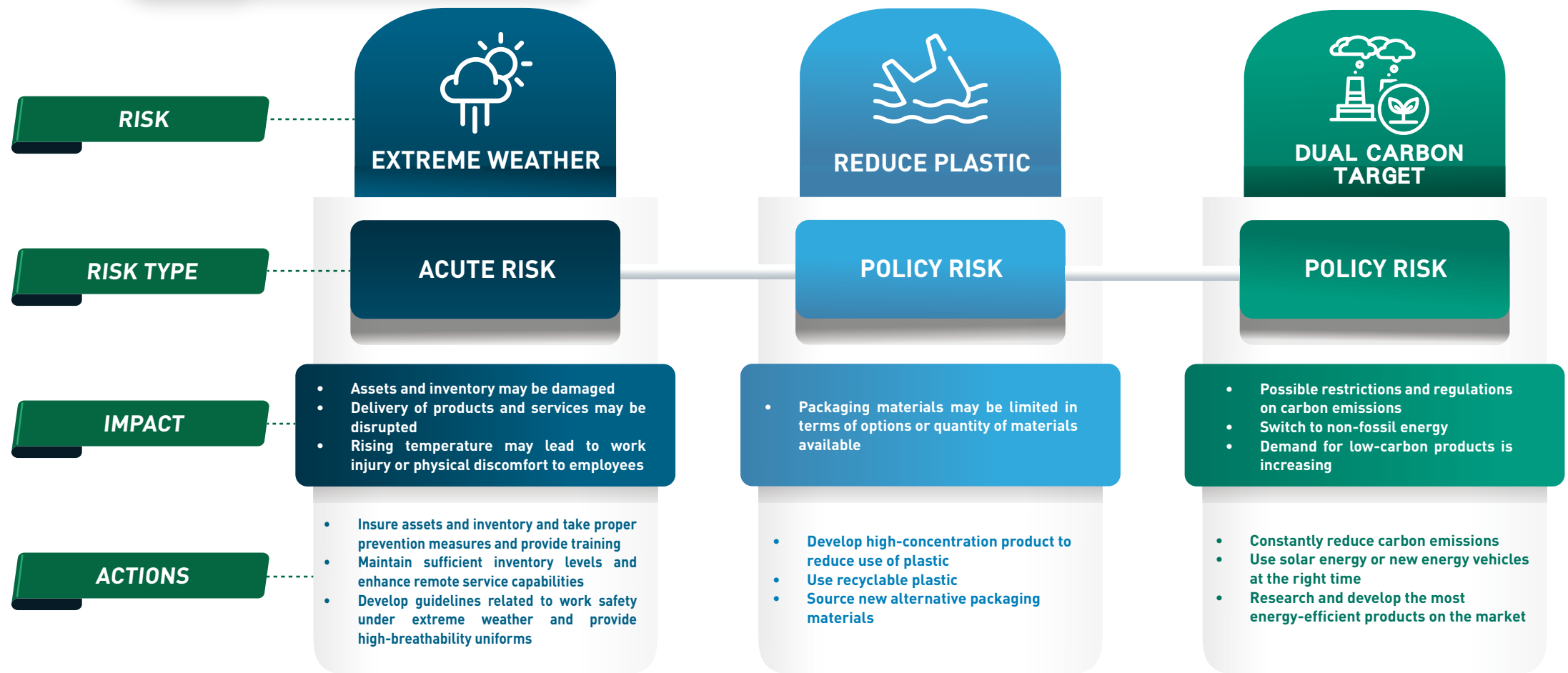
ENVIRONMENTAL PROTECTION



ENVIRONMENTAL PROTECTION

Our environmental management refers to the ISO 14001:2015 system, which includes formulating environmental policies and objectives, conducting climate risk assessments, establishing and implementing environmental initiatives and measures, as well as monitoring and improving performance in terms of measurable parameters.

OUR MAJOR CLIMATE RISK



REDUCTION IN CARBON EMISSIONS

OFFICE

Energy-efficient Lighting System

We use energy-efficient LED lights which meet the required levels of luminosity. Furthermore, we maximize the use of natural light and incorporate motion-sensor lights. Employees are encouraged to switch off lights when they are not in use.

Indoor Temperature Adjustment

We promote the practice of switching off the air conditioning when it is not necessary. Additionally, we maintain the indoor temperature at 25.5°C and encourage employees to utilize curtains to mitigate the impact of strong sunlight and reduce the indoor temperature.

Water Filtration Device

We have installed water filtration device instead of purchasing distilled water in order to reduce the carbon emissions as resulted from the transportation and production of distilled water.

Indoor Air Purification System

We have installed a self-developed indoor air purification system that can automatically adjust the fan speed in response to indoor suspended particles and carbon dioxide levels. It allows us to achieve a balance between air quality and energy efficiency, reducing unnecessary energy consumption and carbon emissions.

LOGISTICS AND TRANSPORTATION

Loading Optimization

We strive to produce highly concentrated products and optimize supply chain management practices by choosing suppliers from nearby regions to minimize transportation distances and reduce carbon footprints. Furthermore, we consolidate shipments to maximize the cargo volume per order and optimize route planning to reduce carbon emissions associated with traffic and transportation.

Strengthening of Remote Service Capabilities

We enhance our remote service capabilities through training and leverage of information technology to reduce unnecessary travel and business trips. It helps reducing carbon emissions resulted from our business activities.



REDUCTION IN CARBON EMISSIONS

PRODUCTION FACILITIES

Ventilation and Air Exhaust

We have set up and enhanced the in-plant ventilation and air exhaust system to ensure that the concentration of fugitive volatile organic compound (VOC) emissions meets the relevant standards. We comply with the emission limits specified in the local standard "Emission Standard of Volatile Organic Compounds for Furniture Manufacturing Industry" (DB44/814-2010) and the "Standard of Volatile Organic Compounds Emission Control for Fugitive Emission Sources" (GB 37822-2019) to ensure our emission concentration meets the corresponding requirements.

Dust and Gas Emission Treatment

We use bag filters to treat dust and waste gas to meet the requirements of the local standard "Emission Limits of Air Pollutants" (DB44/27-2001). We discharge the treated dust and waste gas through exhaust stacks with stack height no less than 25 meters.

Argon Arc Welding Gas Emission Treatment

We use the dilution method to mix the waste gas with air at a certain ratio. By mixing argon and nitrogen with air, we can reduce the concentration of argon and nitrogen, thereby reducing the environmental impact.

Solar Power Generation System

We have installed a 1,500 square meter solar photovoltaic system on the rooftop of our production facilities to generate electricity. Its annual power generation reaches 250,000 kWh. This clean and renewable energy can reduce our reliance on the traditional power supply and lower carbon emissions.

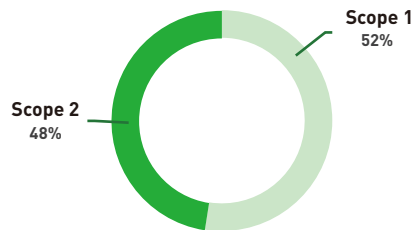


We will continue to work on improving our production facilities to further reduce the carbon emission and strive to achieve our sustainable development goals.

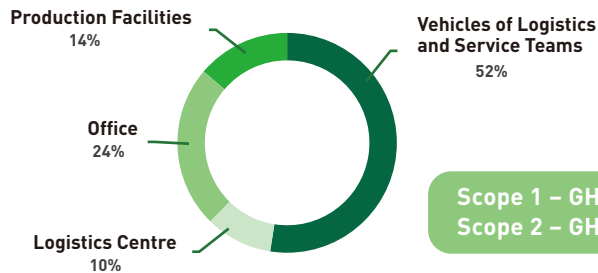
EMISSION OF GREENHOUSE GASES

50

GHG EMISSION



GHS EMISSIONS BY SETTING AND EQUIPMENT CATEGORY



In 2023, our total Scope 1 and Scope 2 GHG emissions were 91.1 tCO₂e and 82.6 tCO₂e respectively. Based on the emission intensity calculation, our emission density is 0.07 tCO₂e per product produced.

Scope 1 – GHG emissions include the trucks and vehicles owned by the group

Scope 2 – GHG emissions include the electricity directly purchased for the group's offices, logistics centers, and production facilities

Our main emission sources are as follows:

Production facilities Offices

The GHG emissions from production facilities were 23.9 tCO₂e, accounting for 13.76% of the total emissions.

The GHG emissions from offices were 41.5 tCO₂e, accounting for 23.92% of the total emissions.

Logistics centers

The GHG emissions from logistics centers were 17.1 tCO₂e, accounting for 9.84% of the total emissions.

Logistics and engineering vehicles

The GHG emissions from logistics and engineering vehicles were 91.1 tCO₂e, accounting for 52.47% of the total emissions.

EMISSION AND WASTE MANAGEMENT

We place great concern over environmental protection issues and are committed to take proper measures of handling emissions and waste to minimize its negative impact to the environment. Relevant measures taken in this regard are:

In 2023, we had no violations of waste regulations or incidents.

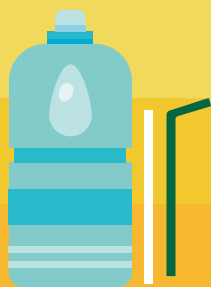


WASTE REGULATIONS AND INCIDENT REPORTED

The design and construction of our factories follow the principles of “separation of treatment of pollutants, rainwater and sewage diversion and Water Recycling” to optimize the configuration of our wastewater system. Our sewage undergoes pre-treatment in a three-stage septic tank before entering the integrated wastewater treatment system where concentrated water from deionization, ordinary wastewater and laboratory wastewater is treated. Such practice ensures our wastewater discharge meets the Grade A standard of the “Pollutant Discharge Standard for Municipal Wastewater Treatment Plants” (GB18918-2002), as well as complies with relevant standards and reduces negative impacts on the environment.



WASTEWATER SYSTEM IN FACTORIES



HANDLING OF PACKAGING MATERIALS

Various hazardous wastes generated, including sludge from the integrated wastewater treatment system, packaging bags, oil-soaked rags, waste lubricating oil from equipment maintenance and dust bag filters are all handled by qualified disposal units. We have completed the registration for hazardous waste platforms and comply with relevant pollution control standards for hazardous waste storage and disposal sites, such as the “Standard for Pollution Control on Hazardous Waste Storage” (GB 18597-2001), “Technical Specifications for Collection, Storage, Transportation of Hazardous Waste” (HJ2025-2012), and “Standard for Pollution on the Storage and Disposal Site for General Industrial Solid Waste” (GB 18599-2001). This handling method ensures the safe treatment and compliance of hazardous waste.

2,300 Kg recycled papers
164 Units of recycled dishwashers

Besides, in 2023, we recycled 2,300 kilograms of paper, 1.8 kilograms of metal, and 164 dishwasher machines, further demonstrating our commitment of recycling and reuse of resources.

Actively sourcing eco-friendly packaging materials are one of the Group's key practices in our environmental protection initiatives, and we have continuously applied the measures as below:



MAIN PACKAGING MATERIALS

include cardboard boxes, labels, and plastics. The plastics we use are recyclable high-density polyethylene (HDPE) material. It helps increasing plastic recycling rates and reducing environmental impact.

RECYCLABLE MATERIAL PROPORTION

96% of our packaging materials are recyclable. It shows our dedication to use sustainable materials. It also encourages customers to recycle and reuse packaging materials, and thus, minimizing resource waste and environmental impact to the greatest extent.

REDUCING USE OF CARDBOARD

We will adopt simplified packaging for dishwasher products in 2024 to reduce the amount of cardboard used. The new packaging method is expected to reduce cardboard usage by 20%, and thereby lower the associated resource consumption and waste generation.

PRODUCTION OF HIGHLY CONCENTRATED PRODUCTS

In recent years, we have been actively promoting the production of highly concentrated products with less packaging material while providing the same effectiveness and user experience to reduce the use of plastic bottles. It helps reducing plastic waste generation while lowering the transportation costs and carbon emissions.



OTHER MEASURES

AUTOMATED EQUIPMENT

We have introduced automated production equipment and make use of dispensers to control the consumption of cleaning agents to minimize wastage.

WASTE MANAGEMENT

We have implemented waste sorting system to effectively manage and dispose solid waste.

RECYCLING

We encourage employees to use rechargeable batteries, recycled paper, and utilize print preview functions to reduce paper usage. Additionally, we encourage employees to reuse furniture and equipment to reduce solid waste.

PAPERLESS INITIATIVES

To minimize the use of paper, we provide electronic fieldwork tools for employees, including tablets, cloud-based file servers, electronic workflows and approval systems. Furthermore, we encourage customers to opt for electronic invoices, electronic payments, and digital catalogs.

REDUCING DISPOSABLE UTENSILS

We provide dishwashers and non-disposable utensils for employees, encouraging them to reduce the use of takeaway food containers and promoting the use of reusable utensils.

WATER CONSERVATION

We use automatic sensor-controlled faucets to provide water whenever necessary.

INDOOR AIR QUALITY

We have installed air purification systems with automatic sensor, bringing in more fresh air to reduce indoor carbon dioxide levels and improve the indoor air quality of our office. The targeted indoor carbon dioxide level is no more than 1,000 ppm. We also ensure air flows from clean to dirty air zone, reducing the risk of disease transmission to further safeguard our employees' health.

FORMALDEHYDE (HCHO) REMOVAL

Before moving into our new headquarters in Yuen Long, we had conducted HCHO (Formaldehyde) treatment using FDA-approved agents to ensure that indoor HCHO level is less than 0.08 ppm. Also, we have improved the ventilation systems in areas where photocopiers are located to minimize the dispersion of harmful substances like dust and ozone. These measures are aimed to create a clean and healthy working environment for our employees.



CREATING GREEN PRODUCTS

We have introduced various models of steam heat recovery energy-saving dishwashers in Hong Kong, including door-type, conveyor-type, and flight-type dishwashers. These dishwashers make use of waste heat recovery to preheat incoming water, achieving significant energy savings which save up to 70% energy and 40% water usage compared to the conventional ones. This energy-saving effect not only helps reducing carbon emissions, but also enabling cost savings on energy expenses for the food and beverage industry.

Since the introduction of steam heat recovery technology, we have annually reduced carbon emissions by 5,505 ton and saved 872 ton of water usage for the food and beverage industry and thus, resulted in HKD 22 million saving in energy costs.



5,505 TONS OF CARBON
EMISSION REDUCTION

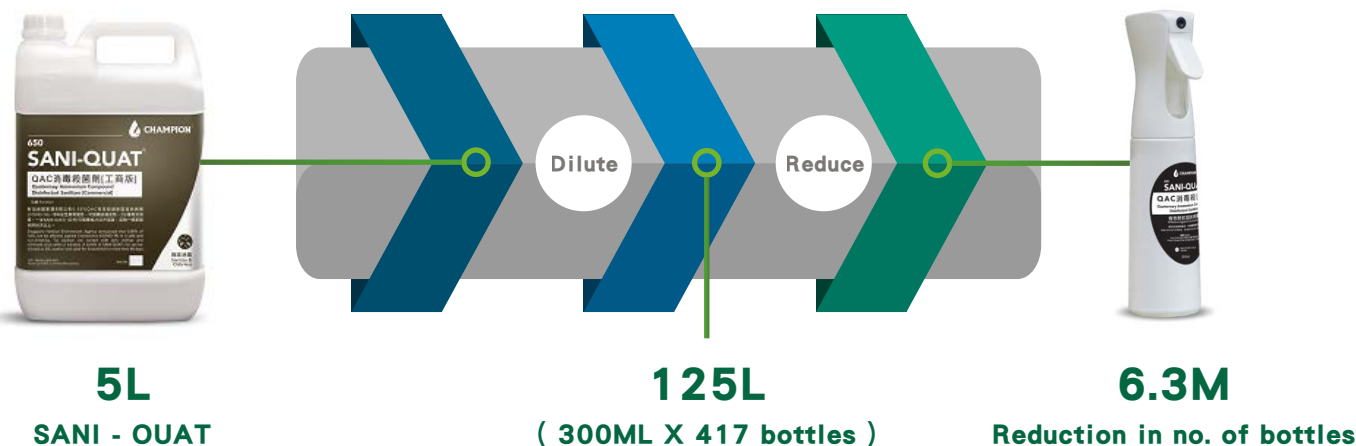
872 TONS OF WATER
USAGE REDUCTION

\$22M SAVING ON
ENERGY COST

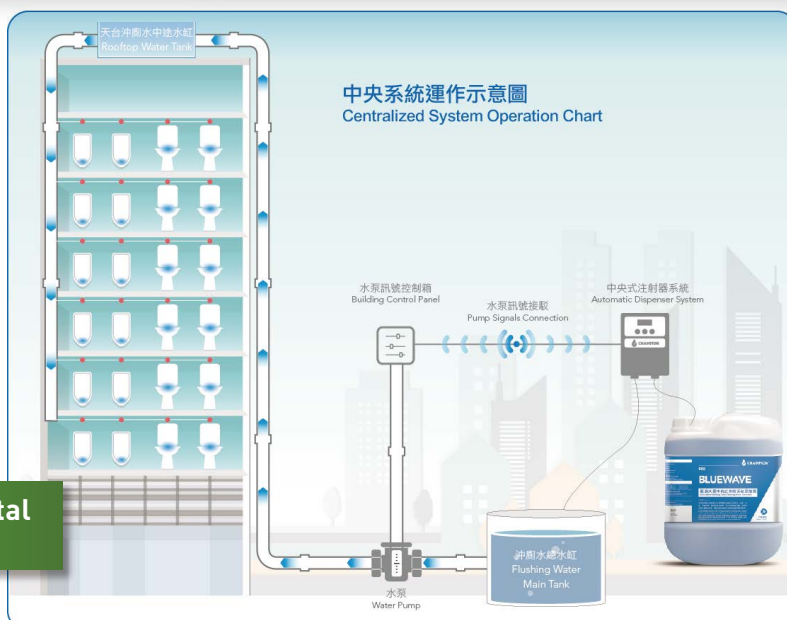


CREATING GREEN PRODUCTS

55



During the COVID-19 pandemic in 2020, we introduced high-concentration disinfectant products. Compared to commonly used disinfectant products in the market, these products can reduce plastic bottle usage by 99%. Since then, we have collectively reduced the usage of 6.3 million plastic bottles in 300 ml size which remarks a significant waste reduction and an effective mean to combat plastic pollution.



Environmental
Protection

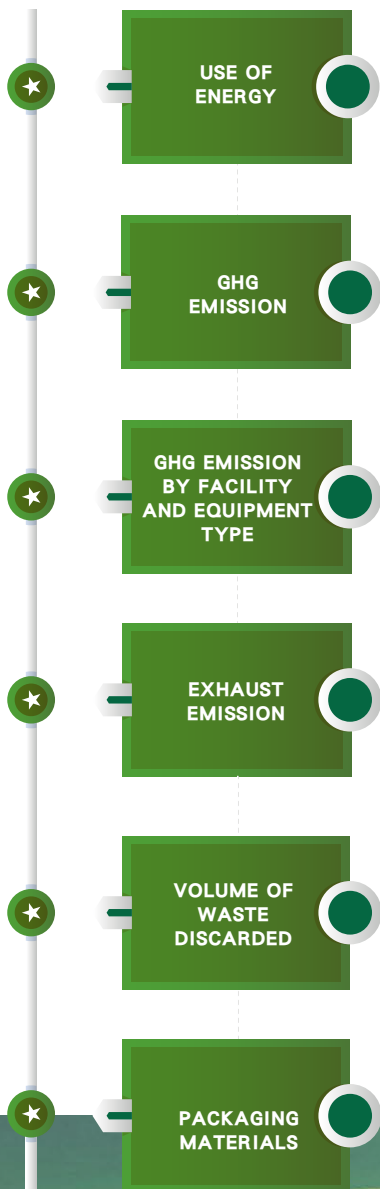
BLUEWAVE CENTRALIZED BUILDING TOILET FLUSHING WATER TREATMENT ADDITIVE

incorporates a dehydration technology that concentrates the product by 50 times, making a significant reduction in plastic bottle usage and carbon emissions associated with transportation compared to similar products in the market. Each year, it helps the industry to reduce the usage of 830,000 plastic bottles in 20L size.



KEY INDICATIONS

56



Electricity	Petrol	Diesel	Total	Power Intensity
190,226 kWh	122 kWh	252 kWh	190,600 kWh	80.1 kWh / ton of product produced

Scope 1	Scope 2	Emission Intensity
91.1 tCO2e	82.6 tCO2e	0.07 tCO2e / ton of product produced

Office	Logistics Centre	Logistics & Engineering Vehicles	Production Factories
41.5 tCO2e	17.1 tCO2e	91.1 tCO2e	23.9 tCO2e

NOX	SOX	PM	CH4	N2O
293.6 kg	0.6 kg	24.7 kg	6.0 kg	20.0 kg

Hazardous Waste	Hazardous Waste Intensity
0.7 ton	73 g / customer

Carton Boxes	Label	Plastic
56.6 ton	6.2 ton	95.0 ton

Environmental
Protection

SCOPE 1 - GHG EMISSION INCLUDES ALL THE TRUCKS AND VEHICLES OWNED BY CHAMPION GROUP
SCOPE 2 - GHG EMISSION INCLUDES THE DIRECT PURCHASE OF ELECTRICITY OF OFFICES, LOGISTICS CENTRES AND PRODUCTION FACILITIES OF CHAMPION GROUP.

FUTURE OUTLOOK



FUTURE OUTLOOK

In 2024, we will continue to actively and pragmatically promote Champion Group's sustainable development and social responsibility. Here is our outlook:

CUSTOMER CENTRIC (C)

• ELEVATING CUSTOMER EXPERIENCE

Our commitment is to provide faster, more convenient, and more effective customer support to deliver promising yet interactive customer experience. We shall achieve it through enhancing customer service process by providing more comprehensive customer service training to our staff, as well as upgrade of the IT system.

• SMART AND ENERGY-EFFICIENT DISHWASHER DEVELOPMENT

We shall keep focusing on developing smart and energy-efficient dishwashers to reduce energy consumption and improve efficiency to offer eco-friendly and energy-efficient solutions with less reliance on energy resources without compromising the cleaning efficacy.

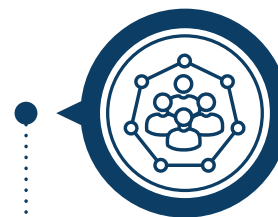
• ENHANCEMENT OF REMOTE SERVICE CAPABILITIES

We shall strengthen our remote service capabilities through upgrade of IT system to allow a more responsive and flexible service capacity to deliver exceptional and convenient service anytime, anywhere. We trust it could drive the Group and our customers to maintain the competitive edge amidst of the rapidly changing business environments.

ADVANCEMENT OF COMMUNITIES (A)

• COMMUNITY SERVICE

We shall keep to actively engaging in educational activities and community service to raise public awareness about hygiene initiatives and environmental protection. For instance, we will collaborate with schools to implement the "Workplace Experience Program" and provide environmental education talks to students during office visits. By doing so, we aim to advocate the significance of sustainable development to the next generation. Moreover, we will continue to encourage our employees to participate in various charitable services, fostering the corporate responsibilities of the Group. We believe that through these collective actions, we can make a positive difference and promote a culture of sustainability within the Group and beyond.



FUTURE OUTLOOK

RAISING TALENTS (R)

• TRAINING

We promise to offer training programs in occupational safety, compliance and sustainable development to strengthen the awareness and skills among our employees. Our goal is to ensure that all employees possess the knowledge and capabilities to adhere to safety regulations and legal requirements while aligning with our sustainable practices. To accomplish this, we offer a minimum average of 10 hours of training for each department per year. This investment in training will equip our employees with the necessary competencies to meet our high standards and contribute to a safer and more sustainable working environment.

• LEADERSHIP

We pledge to dedicate efforts to nurture future leaders and providing them with ample of opportunities in personal growth and development. We firmly believe that the talent and innovation of the next generation are crucial for the long-term success of Champion Group, and they play an instrumental role in driving our sustainable development initiatives.

ENVIRONMENTAL PROTECTION (E)

• INCREASE BIODEGRADABLE CLEANING PRODUCTS IN OUR PRODUCT PORTFOLIO

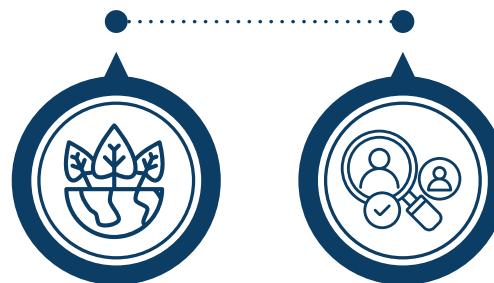
By reducing pollution to water and ecosystems, we aim to minimize our environmental impact and promote sustainable cleaning solutions.

• PAPERLESS OPERATIONS

Through upgrading the IT system, we aim to reduce paper usage and transform to digital and electronic workflows. This could help reducing our carbon footprint, improving efficiency and saving costs.

• OBTAINING CERTIFICATION OF “CHINA ENVIRONMENTAL LABELLING”

We are actively working towards obtaining certification that recognizes our environmental management practices and dedication to sustainable development. This certification will serve as a testament to our ongoing commitment and efforts to protect the environment.





CHAMPION[®]

We Make • We Care 我創造 • 我重視

卓 匯 集 團 國 際 有 限 公 司

Champion Group International Ltd.