



2024

Environmental, Social and Governance (ESG) Report

CHAMPION GROUP

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// Chairman's Statement



Dear Stakeholders,

It is with great pleasure and a firm commitment that I present to you Champion Group's 2024 Environmental, Social, and Governance (ESG) Report. This past year, amidst coexisting global economic and environmental challenges, has spurred us to think more deeply about and commit more strongly to sustainable development. We have not only continued the professional spirit of the past three decades but also, under the guidance of our core philosophy "Cleanosophy," extended the standard of cleanliness from the environment to the spirit, dedicating ourselves to creating profound value for the mutual well-being of humanity and the planet.

2024 was Champion's "Year of Deepening Innovation." We established the "Cleannovation Lab R&D Team," bringing together experts from food safety, biotechnology, engineering, and information technology. This is not just a leap in our R&D capabilities but also our strategic positioning for future hygiene technology. We have achieved new breakthroughs in innovation and intellectual property, increasing our total number of patents to over 30. Each of these innovations carries our persistent pursuit of higher efficiency and more environmentally friendly solutions.

In recent years, we have faced increasingly severe climate change challenges and stricter regulatory requirements, which we view as opportunities to drive progress. We reference the ISO 14001:2015 system to continuously optimise our green operations, while the solar power project at our factory steadily contributes clean energy.

This year, we were honoured to receive the "Chief Happiness Officer Appreciation Awards 2024: Top 10 Happiest Companies Award." This accolade affirms our efforts in creating a positive and caring work environment. We are not only committed to enhancing the well-being of our team but also encourage our employees to actively participate in community service, giving back this positive energy to society.

"With purity of mind and integrity in action, we champion excellence." We firmly believe that corporate excellence stems from taking responsibility for our customers, employees, society, and the planet. We not only create clean products but also value the establishment of meaningful connections. Looking ahead, we will continue to build on the four pillars of C.A.R.E. (Customer Centric, Advancement of Communities, Raising Talent, Environmental Protection) to promote our sustainable development goals and work hand-in-hand with all stakeholders towards a healthier, cleaner, and more sustainable future.

Sun Lik Hung
Chairman
Champion Group International Limited



// About This Report

This is the second Environmental, Social, and Governance (ESG) report published by Champion Group (hereinafter referred to as "the Group" or "we"), aiming to disclose the Group's performance and commitments in sustainable development for the year ended December 31, 2024. This report covers the Group's main operating units in Hong Kong, Macau, and Mainland China.

Reporting Scope and Principles:

The preparation of this report references the requirements of the Hong Kong Stock Exchange's "Environmental, Social and Governance Reporting Guide" and adheres to the four reporting principles of Materiality, Quantitative, Balance, and Consistency. We are committed to providing comprehensive, objective, and transparent ESG information to address the concerns of our stakeholders. The report's content focuses on the Group's practices and achievements under our four sustainable development pillars: "Customer Centric," "Advancement of Communities," "Raising Talent," and "Environmental Protection."

Data and Disclosure:

The data contained in this report is primarily sourced from the Group's internal records and related statistics. We have taken reasonable measures to verify the accuracy and reliability of the data. Some environmental data (such as greenhouse gas emissions) may only cover specific scopes due to data collection limitations. We will continue to improve our data collection mechanisms to provide more comprehensive disclosures in the future.

Stakeholder Engagement:

We firmly believe that stakeholder engagement is key to promoting sustainable development. The Group will continue to maintain communication with key stakeholders such as customers, employees, suppliers, the community, and regulatory bodies through various channels, listening to their opinions and expectations, and incorporating them into our sustainable development strategy and daily operations. We welcome valuable feedback on this report from all parties to help us continuously improve our ESG performance.





01

About Champion Group



// Corporate Profile



Founded in 1994, Champion Group is a leading hygiene solutions company that has always focused on providing professional and innovative hygiene and cleaning solutions to customers worldwide. From an initial provider of traditional cleaning products to our current status as an environmental hygiene technology enterprise with "Cleanosophy" as its core philosophy, we firmly believe that "With purity of mind and integrity in action, we champion excellence. Caring for talent and craftsmanship, we make a sustainable future." We are dedicated to creating a healthier and more sustainable future for humanity and the planet through the power of cleanliness.

Vision

We create a sustainable future where health, cleanliness, and well-being are accessible to all.

Mission

We care about the cleanliness of everything—inside and out, from the environment around us to our mind within.



// Brand Philosophy

Cleanosophy

The essence of "CLEAN" in Cleanosophy embodies Champion's unwavering pursuit of cleanliness and sustainability.

Three States United for Comprehensive Protection
Beginning with solid (surface cleaning), liquid (water purification), and gaseous (air purification), we establish a holistic clean ecosystem, allowing cleanliness to permeate every inch of space.

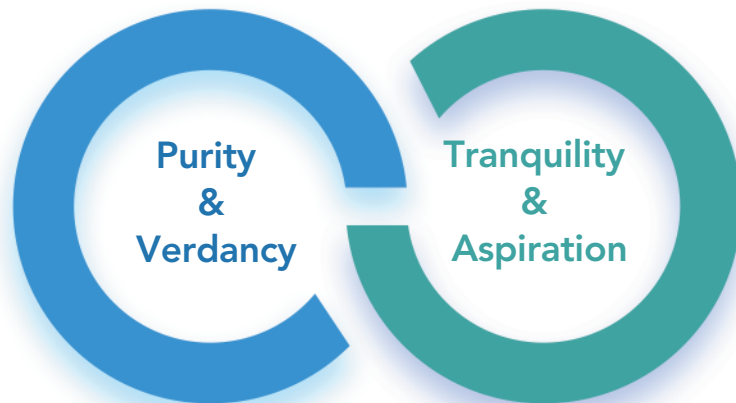
The Profound Meaning of "CLEAN"

Purity and Verdancy:

"CLEAR" represents the purification of the environment. "GREEN" signifies our commitment to environmental protection and sustainable development.

Tranquility and Aspiration:

"Tranquility" emphasises inner peace and harmony. "Competition" represents Champion's relentless aspiration for excellence and innovation.



Cleanliness of Body, Mind, and Spirit:

Cleanliness is our respect for life, care for the well-being of the mind, and commitment to the Earth.



Body: Health and Safety

We safeguard your health and safety with professional cleaning technology, purifying air, water, and surfaces to provide peace of mind for homes, businesses, and public spaces.



Mind: A Hassle-free Experience

Through our premium products and services, we are dedicated to creating a "hassle-free experience" for our customers, establishing cleanliness as a fundamental element of a comfortable daily life.



Spirit: Sustainable Development

We champion eco-friendly technologies and sustainable practices to lessen the burden on the planet and cultivate a cleaner living environment for future generations.

“We Make • We Care”

We Make: We are more than just a manufacturer, we redefine the standards and benchmarks of cleaning and re-engineer cleaning. With two self-owned factories, Champion has full control over both innovation and production. This enables us to continuously improve and refine our products, while exploring endless possibilities along the way.

We Care: Champion's dedication to making a positive impact beyond products, focusing on meaningful connections, elevated standards, and a cleaner, healthier world for all – for our clients, our industry and our world.



// Core Value : CLEAN, Driving Our Every Journey

Every step forward of Champion comes from the adherence to the following values:

C (Customer-Driven Innovation)

We innovate to meet and exceed our customers' evolving needs for physical and mental well-being.

L (Leading Environmental Sustainability)

We lead the way in sustainable practices, minimising our environmental impact.



N (Nurturing Well-being)

We care for our employees, customers, and communities we serve.

E (Excellence in All We Do)

We strive for excellence in all aspects of our business and commit to environmental responsibility.

A (Accountability with Transparency)

We operate with transparency and integrity by holding ourselves accountable to our stakeholders.

Five Champetencies : The Perfect Combination of Professionalism, Innovation and Responsibility

With five core competencies, we have become the benchmark for the industry:

Cross-team collaboration and open communication
create a seamless service experience.

Technical experts and business elites
work together to achieve a balance
between benefits and responsibilities.

Respond flexibly to challenges and
drive the clean revolution with tec-
hnological breakthroughs.

Respond quickly to the
market and lead indus-
trial transformation with
forward-looking thinking.



Fulfill our commitment
to society with integr-
ity and enthusiasm.

// 2024 Highlights

Green Certification

80 products have successfully obtained the China Environmental Labelling (TenRings) certification, demonstrating our commitment to environmental protection.

Intellectual Property

Achieved fruitful R&D results, with the Group's valid patents increasing to over 30 and trademarks to 73.



Customer Service

Maintained a **98%** on-time service rate.

Providing support to customers **365** days a year.



Quality Commitment

Achieved zero product recall incidents for many consecutive years,

100% of food-contact surface cleaning products are HACCP certified.

Energy Saving and Carbon Reduction:

Our patented heat recovery series dishwashers help the industry save 30 million kWh of electricity annually, reducing carbon emissions by 16,000 tonnes and saving 2,600 tonnes of pre United for Comprehensive Protection."

Innovation-Driven

Successfully developed and launched the Smart Motorpermanent Wash Pump, Smart Pulsed Signal Injector and the Smart Dishwasher, leading technological innovation in the industry.

Green Operations

The solar power generation system at our production plant operates stably, continuously reducing our carbon footprint.



Talent Development

Launched diversified talent development programmes, including innovative activities like Mental Health First Aid and Laughter Yoga, striving to be one of the Top 10 Happiest Companies.

// Corporate Honours

Champion Group's outstanding performance in the hygiene solutions field has been widely recognised over the years, earning numerous important awards and certifications from within and outside the industry. These honors highlight our efforts and contributions in product quality, service level, innovation capability, and sustainable development. They are not only an affirmation of our past efforts but also a driving force for our continuous progress.

Social Recognition



SDG Enterprise Awards

Acknowledges our efforts in promoting the United Nations Sustainable Development Goals.



BOC Hong Kong Corporate Environmental Leadership Awards

Recognises our outstanding contributions to environmental practices.

Mental Health Friendly Supreme Organisation

Recognises our commitment to promoting a mentally healthy and friendly work environment.



Caring Company

Awarded this honour for consecutive years, reflecting our commitment to caring for employees, the community, and the environment.



TVB ESG Awards

Received the "ESG Special Commendation Award - Merit," recognising our efforts and contributions in various aspects of ESG.



Chief Happiness Officer Appreciation Awards 2024

Won the "Top 10 Happiest Companies Award," proving our focus on sustainable workplace happiness and our commitment to promoting an excellent corporate culture.

Brand and Product Honours

China Environmental Labelling

80 of our products have received this certification, ensuring they meet environmental requirements throughout their lifecycle.



CEC2024ELP00325903

HACCP Food Safety Certification

All food-contact surface cleaning products have passed this certification, ensuring product safety and reliability.



Over 30 Patented Technologies

Multiple patented technologies, especially in heat recovery dishwashers, lead the industry in energy saving and carbon reduction.

Hong Kong Awards for Industries (HKAI)

Our heat recovery dishwasher won the Equipment and Machinery Design Award, affirming our excellence in energy-saving innovation.



2017
香港工商業獎
HONG KONG AWARDS
FOR INDUSTRIES

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

Hong Kong Premier Brands Awards (HKPIDA)

Awarded "Best Air Purification Product Company," proving our professional strength in the air purification field.



HONG KONG PROFESSIONAL
INTERIOR DESIGNER ASSOCIATION
香港專業室內設計師協會



02 | ESG Governance

Champion Group understands that a sound ESG governance structure is the cornerstone for achieving sustainable development goals. We have established a comprehensive governance system to ensure that ESG concepts are deeply integrated into our corporate strategy, daily operations, and decision-making processes to respond to the ever-changing external environment and stakeholder expectations.



// Governance Structure

Our Group's ESG governance structure consists of the Board of Directors, a Leadership Group, and an Executive Group, each with distinct responsibilities, working collaboratively to advance the sustainable development agenda:



Board of Directors and Advisors

As the highest decision-making level, they are responsible for overseeing ESG governance, reviewing governance outcomes, examining the risk management system, and ensuring sufficient resources for ESG governance. The Board regularly reviews ESG performance and makes decisions on significant sustainable development issues.



Leadership Group

Responsible for setting the ESG direction, philosophy, goals, policies, and measures. They assess the materiality of ESG issues and monitor ESG-related risks and performance. The Leadership Group also coordinates the Executive Group in promoting and implementing ESG projects and reports ESG governance matters to the Board.



Executive Group

Responsible for promoting and implementing ESG work, assisting the Leadership Group in formulating ESG policies, recording ESG data, and reporting on ESG implementation to the Leadership Group. The Executive Group is composed of representatives from different departments to ensure that ESG practices are effectively executed at all business levels.

This three-tiered governance structure ensures that the formulation and execution of ESG strategies are communicated and coordinated effectively from the top down and across all levels, thereby achieving our sustainable development goals.

// Sustainable Development Framework-C.A.R.E.

Champion Group's sustainable development strategy revolves around the four pillars of "C.A.R.E.," which is not only a reflection of our core values but also our action guide for achieving sustainable development goals:



C Customer Centric

We are committed to providing high-quality products and services, ensuring that product quality and safety meet the highest standards, and using innovative technology to meet customer needs for hygiene solutions. We value customer engagement and satisfaction and are committed to product stewardship, promoting responsible consumption and production.



A Advancement of Communities

We actively participate in community building, giving back to society through charitable activities, environmental initiatives, and educational campaigns. We support local community development and work with stakeholders to promote social progress.



R Raising Talent

We regard our employees as our most valuable asset. We are committed to providing fair development opportunities, comprehensive compensation and benefits, a healthy and safe working environment, and fostering a corporate culture of open communication to promote the physical, mental, and professional growth of our employees.



E Environmental Protection

We are pioneers in environmental protection, dedicated to creating green products, reducing our carbon footprint, using resources responsibly, and promoting a circular economy. We integrate environmental protection concepts into all aspects of product R&D, production, and operations to achieve environmental sustainability.



// Sustainable Development Goals

Champion Group's sustainable development goals are closely aligned with the United Nations Sustainable Development Goals (SDGs). Through our "C.A.R.E." framework, we are committed to contributing to the following SDGs

Goal 3 (Good Health and Well-being):

Ensure products are safe for human use and provide professional hygiene solutions to help customers prevent disease transmission.

Goal 9 (Industry, Innovation and Infrastructure):

Continuously invest in R&D for sustainable cleaning products, contributing to technological advancement in the industry.

Goal 12 (Responsible Consumption and Production):

Educate customers on the proper use of products to reduce waste and ensure products are safe, reliable, and meet high quality and ethical standards.

Goal 3 (Good Health and Well-being):

Promote the health, well-being, and safety of our employees.

Goal 10 (Reduced Inequalities):

Implement fair and inclusive business practices to ensure all employees receive equal treatment and opportunities.

We will continue to monitor the progress of these goals and disclose the relevant performance in future reports.



Goal 4 (Quality Education):

Collaborate with schools and institutions to hold educational seminars to raise community awareness of environmental protection and hygiene.

Goal 11 (Sustainable Cities)

Cooperate with local communities to contribute to their well-being and promote sustainable urban development.

Goal 6 (Clean Water and Sanitation):

Develop detergents that do not cause water pollution and create wastewater treatment solutions to protect aquatic life.

Goal 11 (Sustainable Cities and Communities):

Encourage communities to achieve sustainable development by promoting the use of energy-efficient equipment and eco-friendly detergents.

Goal 13 (Climate Action):

Implement sustainable manufacturing and operational practices to reduce greenhouse gas emissions and promote the use of renewable energy.

Goal 14 (Life Below Water):

Develop detergents that do not pollute water or harm marine ecosystem and create wastewater treatment solutions using biotechnology to protect aquatic life.

Goal 15 (Life on Land):

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



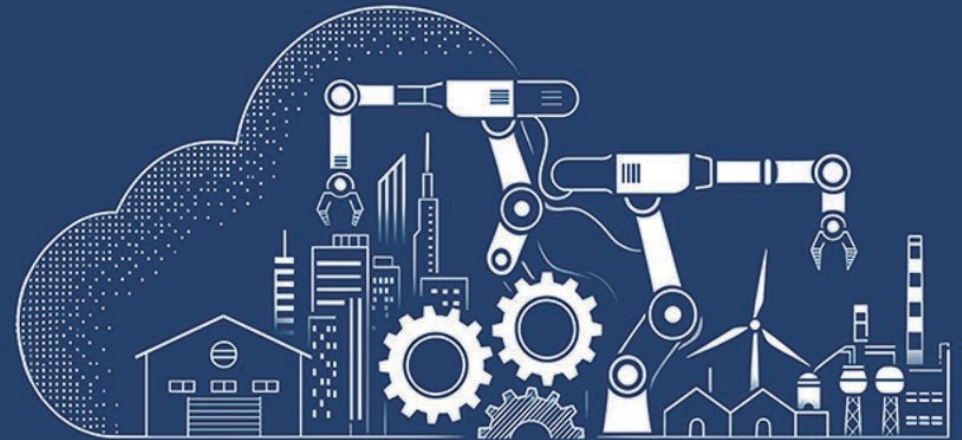
03 | Customer Centric

Champion Group has always adhered to the core value of being "Customer Centric," dedicating ourselves to providing clients with exceptional hygiene solutions. We deeply understand that customer satisfaction and trust are the cornerstones of our continued growth. Therefore, we not only focus on the innovation of products and services but also place paramount importance on product quality, safety, and a superior service experience, aiming to exceed customer expectations and jointly create a healthier, cleaner environment.



// Product and Service Innovation

Innovation is the core driving force of Champion Group. We continuously invest in research and development, aiming to provide more environmentally friendly, efficient, and sustainable products and services to meet the evolving needs of our customers. Our innovation strategy revolves around the "Five Savings and One Environmental Protection"—encompassing energy, water, space, materials, and labour savings, alongside environmental protection—and is realised through our "Cleanosophy" brand philosophy, fulfilling our promise of "Three States United for Comprehensive Protection."



// Three States United for Comprehensive Protection

The "Cleanosophy" brand philosophy is actualised by constructing a clean ecosystem of "Three States United for Comprehensive Protection." We firmly believe that true cleanliness is not about isolated cleaning but about the systematic health management of the entire environment. To this end, we have elevated the dimension of cleanliness from traditional two-dimensional thinking to a three-dimensional space, ensuring the power of clean permeates every corner.

Solid State Protection



This represents our commitment to the cleanliness of all physical surfaces. From highly efficient and energy-saving commercial dishwashers, which have won multiple patents, to surface cleaners with eco-friendly formulas that are HACCP certified, we ensure that every solid interface you touch is not only sparkling clean and meets the highest hygiene standards, but also that its cleaning process adheres to the sustainable principles of material efficiency and energy enhancement.

Liquid State Protection



We focus on every drop of water flowing through your environment. This includes not only our development of biodegradable detergents that can be precisely dosed to reduce chemical waste, but also our wastewater treatment solutions designed to protect the water cycle. We are committed to achieving cleanliness while minimising the impact on aquatic ecosystems and safeguarding precious water resources.

Gaseous State Protection



We extend the standard of cleanliness to every breath you take. Through our air purification systems that use advanced technologies like non-thermal plasma, we can efficiently remove airborne particles, volatile organic compounds (VOCs), and pathogenic microorganisms. The process is highly efficient and does not produce secondary pollutants like ozone, creating a truly healthy and fresh breathing environment for your customers and employees.

"Unity of Three States" is not a simple aggregation of three independent businesses but an interconnected and seamlessly integrated, all-encompassing clean ecosystem. When the solid surfaces, liquid water sources, and gaseous air are all under our trustworthy protection, customers can achieve true "peace of mind." This assurance stems from our commitment to comprehensive cleanliness and our professional, reliable guarantee.



// Innovation strategy

Every one of our product innovations embodies the principle of "Five Savings and One Environmental Protection," delivering dual value in both economic and environmental benefits to our customers.

Energy Saving

Our flagship product, the "Heat Recovery Energy-Saving Dishwasher," leverages multiple patented technologies to effectively recover waste heat, saving up to **70% more energy** than traditional models. The newly launched smart dishwasher can further optimise energy efficiency through **IoT technology**.

Water Saving

By optimising the design of the rinsing system, our dishwashers can effectively **reduce water consumption by 40%**, saving precious water resources for our customers while guaranteeing a clean result.

Space Saving

We are committed to developing **highly concentrated** cleaning products to reduce the storage space required. At the same time, our **efficient equipment**, such as the mini long-rack dishwasher, can maximise cleaning performance within a limited space.

Material Saving

We actively promote lightweight packaging, prioritising recyclable and environmentally friendly materials like **High-Density Polyethylene (HDPE)**. The design of **highly concentrated products** reduces the use of packaging materials like plastic bottles from the source. We also use **highly durable materials** such as stainless steel and zirconium ceramic to reduce wear and tear.

Labour Saving

By enhancing the automation and intelligence of our equipment, we significantly improve cleaning efficiency. For instance, our pioneering mini long-rack dishwasher can **increase cleaning efficiency by 250%**, effectively reducing the intensity of and reliance on manual labour and optimising human resource allocation.

Environmental Protection

This is the cornerstone of all our innovations. From developing **biodegradable biotechnology formulas** and implementing a dishwasher refurbishment and reuse programme to obtaining the **China Environmental Labelling (Ten Rings) certification** for 80 of our products, we always prioritise reducing our environmental footprint and promoting a circular economy.



// Enhancing R&D Strength

Smart Motorpermanent Wash Pump

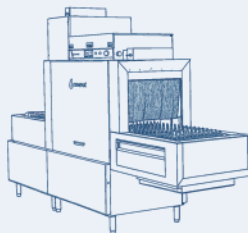
Uses permanent magnet variable frequency technology to increase output power by up to 150% compared to traditional motors.

Smart Dishwasher

Optimises energy and water consumption through IoT technology while monitoring hygiene standards.

Mini Flight-Type Dishwasher

A first-of-its-kind machine that improves cleaning efficiency by 250%, effectively saving space and increasing labour productivity.



Bipolar Ionisation Air Purifier



Employs non-thermal plasma technology and multiple purification mechanisms to effectively sterilise and deodorise without producing ozone, enhancing user safety.

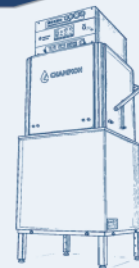
Biodegradable Technology Cleaning Products

Actively developing and applying biotechnology in cleaning products to reduce reliance on chemicals and provide greener solutions.



Heat Recovery Energy Saving Dishwasher

Multiple patented technologies effectively recover waste heat, saving up to 70% of energy.



Smart Pulsed Signal Injector

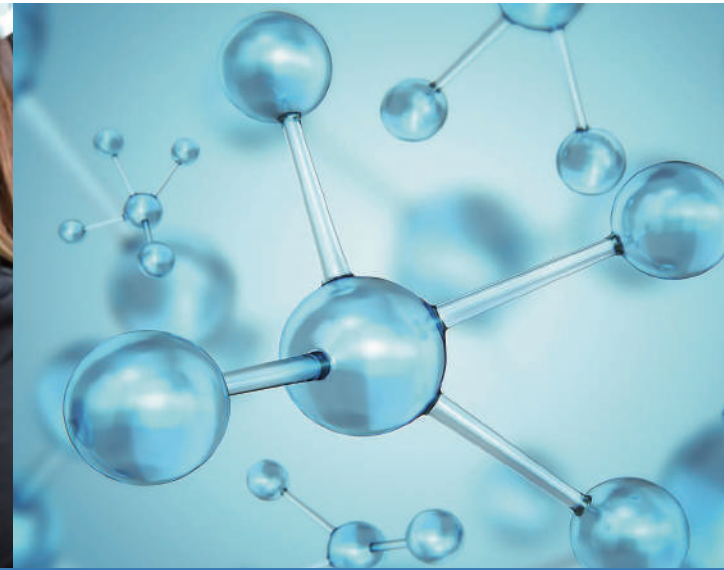
Adopts reciprocating piston pump technology from oil extraction to achieve more precise chemical dosing, significantly reducing detergent waste.

Champion Group continues to strengthen its R&D capabilities. We have established the "Cleanovation Lab R&D Team," which brings together experts from various fields including food safety, biotechnology, engineering, and information technology to jointly drive technological innovation. We firmly believe that by integrating cross-disciplinary professional knowledge, we can develop more forward-looking and practical hygiene solutions.

These innovations not only reflect our pursuit of technological leadership but also demonstrate our commitment to environmental protection and sustainable development. We will continue to invest in R&D to provide our customers with more intelligent, eco-friendly, and efficient hygiene solutions.

// Product Quality and Safety

Champion Group upholds the highest standards for product quality and safety, which is a manifestation of our responsibility to our customers. We have established a stringent quality management system to ensure that every stage, from product design and production to delivery, complies with international standards and industry regulations, providing customers with safe, reliable, and efficient hygiene solutions.



Quality Management



During the reporting period, Champion Group had no product recall incidents due to health and safety issues, which fully demonstrates our excellent performance in product quality control. We strictly adhere to the ISO 9001 quality management system, the QS management system, and the requirements of the GB/T9001-2016 national standard, integrating them throughout our entire production process. Through automated production lines and digital quality control, we can monitor product quality in real-time, ensuring that every product meets strict quality standards. As a manufacturer of disinfection products, we strictly comply with the "Hygiene Standards for Disinfection Product Manufacturers" to ensure the sanitation and safety of our production environment and processes. Furthermore, all cleaning products intended for food-contact surfaces have passed Hazard Analysis and Critical Control Point (HACCP) certification. This international certification is a powerful testament to our commitment to food safety, ensuring our products are safe and reliable for use in the food processing and catering industries.

Strengthening Quality Awareness

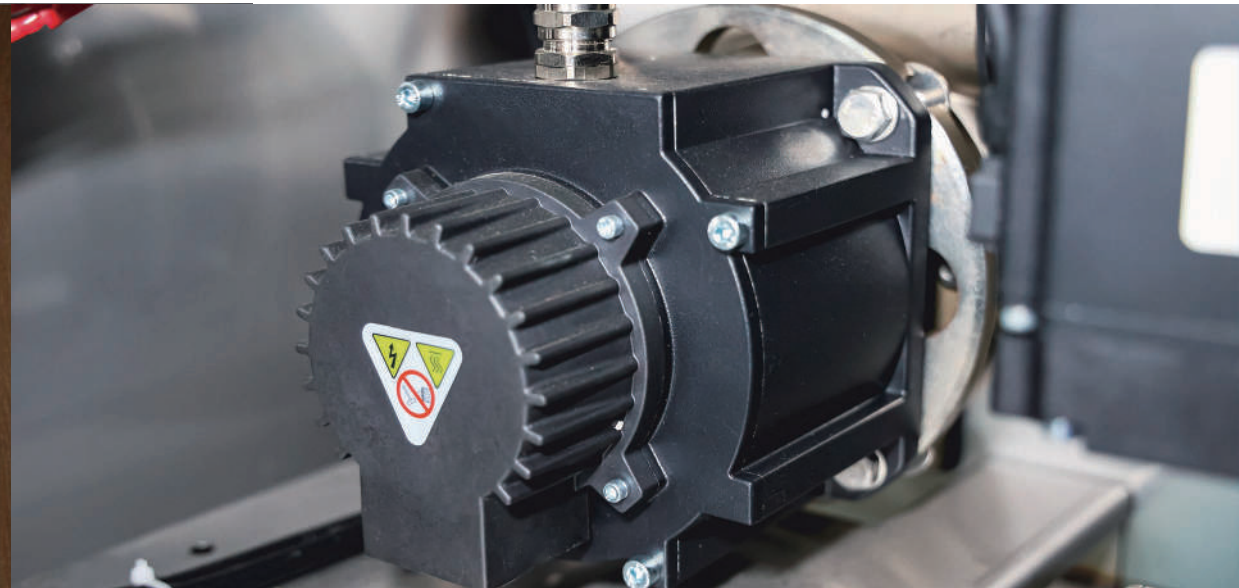
We are well aware that quality consciousness is an intrinsic driver of corporate development. Champion Group implements a Total Quality Management (TQM) programme, encouraging employees to participate in quality improvement. We conduct regular monthly reviews of product and service quality. Through data analysis, customer feedback, and internal audits, we continuously identify opportunities for improvement and promptly adjust and optimise our production and service processes to ensure the sustained and effective operation of our quality management system.

Product Ingredient Transparency

Champion Group places a high value on the transparency of product ingredients. We firmly believe that customers have the right to know the detailed information of the products they use. Therefore, we provide detailed and accurate lists of ingredients on our product labels and in our instruction manuals, ensuring that customers can clearly understand the product's composition, usage methods, and precautions. In addition, we provide relevant Safety Data Sheets (SDS) to help customers use our products correctly and safely. This transparency not only protects the customer's right to know but also reflects our commitment to product safety and customer health.

// Enhancing the Service Experience

Champion Group is committed to providing excellent customer service. We understand that a high-quality service experience is key to building long-term customer relationships. Through timely responses, diverse communication channels, and continuous service upgrades, we ensure that our customers receive professional and efficient support at all times.



Multiple Communication Channels

We regularly collect customer feedback and continuously improve our services based on their opinions. We offer multi-channel customer support, including online communication channels and a customer service hotline, to answer customer inquiries about our products.

Timely Response and Proactive Maintenance

We firmly believe that excellent service lies not only in the speed of response but also in forward-thinking prevention. In 2024, through continuous optimisation of our resource scheduling management, we maintained a high on-time service rate of 98.5%. We not only provide uninterrupted support 365 days a year but have also deepened our service philosophy from "passive repair" to "proactive maintenance." In 2024, we provided over 20,000 proactive equipment health checks and maintenance services, which is a testament to the "worry-free experience" promise within our "Cleanosophy." Through preventive maintenance, we safeguard the health of our customers' equipment, ensuring the continuity and stability of their operations and allowing them to truly experience peace of mind.



04 | Community Development

Champion Group firmly believes that the success of the company is inextricably linked to the prosperity of the community. We actively fulfil our corporate social responsibility, giving back to society and promoting sustainable community development through diversified community engagement and public welfare activities. We are committed to building a relationship of mutual trust and benefit with the community to jointly create a better living environment.



// Charitable Activities

Champion Group actively participates in various charitable activities, encouraging employees to engage in volunteer services and extending the company's care to all corners of society. We maintain a close partnership with the charitable organisation "Contripassion" to jointly support local elderly people living alone, children from grassroots families, and the education of children in mountainous regions of mainland China.

In 2024, we donated HKD 23,691 and, more importantly, we united our team and spread hope by raising funds for charities through the following diverse public welfare activities.

"She Le Yuan" (Joy of Giving) Charity Sale



"She Le Yuan" is a unique internal programme that combines environmental protection with charity. We regularly encourage employees to bring unused but still valuable items from their homes to the company. Through an internal charity sale platform, these items find new owners. This not only puts the environmental concept of resource recycling into practice and reduces waste but also allocates all proceeds from the sale to our charity fund. Every exchange of "giving" and "receiving" is a relay of love, giving old items a new life and allowing goodwill to circulate continuously.

Getting Actively Involved in the Community

We are well aware that while financial donations are important, personal companionship and service can better convey the warmth between people. Therefore, we actively organise employees to participate in the on-site service activities of "Contripassion." Whether it's visiting elderly people living alone to deliver festive greetings and daily necessities, acting as after-school tutors to provide guidance and spark interests for children from grassroots families, or sorting and packing stationery for schools in mountainous areas, our colleagues are personally involved. These valuable experiences not only help others but also give our team members a deeper understanding of and empathy for society.



Charity Sale Day



In addition to our permanent donation channels, we also organise special charity sales to raise funds to support charitable projects.

Love Drink Donation Box

We have set up a special "Love Drink Donation Box" in our office pantry. This small corner has become a convenient channel for employees and visitors to express their goodwill in their daily routine. Every donation represents a casual act of caring. It reminds us that even small acts of kindness, when pooled together, can generate immense energy, making philanthropy a natural and easy part of the workday.



// Social Contribution

Champion Group gives back to the community in various ways, especially in the fields of hygiene and health, where we actively contribute our professional knowledge and resources:

Knowledge Empowerment and Industry Leadership

We value the importance of education and publicity, especially concerning hygiene and health. By organising seminars with different institutions, producing educational videos, and writing articles, we provide community residents with knowledge about hygiene and health and encourage them to adopt positive health behaviours. In addition, we are happy to share the latest technologies and methods for energy conservation, hygiene, and improving indoor air quality with the industry and the public, committed to enhancing the health awareness and quality of life of the entire society.



Inspiring the Future-Youth Career Planning Support

We firmly believe that investing in youth is investing in the future. Therefore, we actively cooperate with local secondary schools and participate deeply in career planning activities such as the "Business-School Partnership Programme." This is not just a one-off career talk but an immersive experience. We invite students to visit Champion, tour our offices and showrooms, and see for themselves how "Cleanosophy" is transformed from a concept into innovative environmental products. Our senior engineers and management personnel serve as guest speakers, sharing their personal journeys in green technology, business management, and other fields to provide students with real, vivid industry insights. Our goal is not only to inspire their interest in the environmental technology industry but also to plant a seed of pursuing innovation and social responsibility in their hearts.



Food Wise and Waste Less-Environmental Practices in Traditional Culture

We integrate the concept of sustainable development into traditional culture by actively responding to and participating in the annual Mid-Autumn Festival mooncake recycling and sharing campaign. We set up collection points within the company, encouraging employees and partners to donate surplus mooncakes. We collaborate with local charities and non-profit organisations to ensure these festive foods, filled with goodwill, are properly redistributed to those in need in the community, such as grassroots families and elderly people living alone. This action not only effectively reduces food waste during the holiday season and alleviates pressure on landfills but, more importantly, it spreads the warmth of the festival, giving the traditional holiday a dual meaning of environmental protection and care. It is a concrete practice of our "Cleanosophy" principle: "With purity of mind and integrity in action, we champion excellence."





05 | Raising Talent

Champion Group firmly believes that talent is the company's most valuable asset. We are committed to creating a healthy, safe, inclusive, and opportunity-filled work environment for our employees. We advocate a people-oriented corporate culture and motivate employees to grow together with the company through a comprehensive training system, competitive compensation and benefits, and diverse employee care activities, achieving a win-win situation for both individuals and the organisation.



// Corporate Culture

In line with our brand philosophy "Cleanosophy," we firmly believe that the physical and mental health of our employees is the cornerstone of the company's sustainable development. Therefore, we actively promote a body-mind-spirit wellness programme, aiming to comprehensively care for the physical, psychological, and spiritual health of our employees, allowing them to feel happiness and a sense of belonging at work and to grow together with the company. Through a variety of activities and support measures, we are committed to creating a work environment that is physically and mentally pleasant and full of vitality.

Body : Protecting Physical Well-being



Health and Safety

We strictly adhere to all occupational safety and health regulations, provide employees with a safe working environment and adequate personal protective equipment, and regularly conduct training on chemical safety, electrical safety, and fire safety to ensure employees have the necessary safety knowledge and skills to prevent work-related accidents from the source.



Comprehensive Compensation and Medical Benefits

We provide a solid guarantee for the physical health of our employees and their families. Our comprehensive medical insurance covers hospitalisation and outpatient services, ensuring employees can receive timely medical support when needed, without any worries.



Work-life Balance

We continuously monitor employees' working hours and discourage unnecessary overtime to ensure they have sufficient rest. At the same time, through our "You Have a SAY" activity fund, we support employees in organising various social and recreational activities that are beneficial to their physical and mental health, such as sports competitions and family outings, helping them to fully relax and maintain their vitality outside of work.

// Corporate Culture

Mind : Nurturing Mental Growth



Professional Growth and Development

We provide systematic and diversified training programmes covering professional skills, management abilities, and soft skills, and have established a clear promotion ladder to encourage internal advancement. We believe that continuous learning and challenges are the best ways to maintain mental vitality.



Caring for Mental Health

In 2024, we specially introduced "Mental Health First Aid" training to enable more colleagues to identify and respond to mental health issues around them. At the same time, we regularly hold innovative stress-relief activities such as "Laughter Yoga" to help employees release work pressure and create a positive, optimistic work atmosphere.



Open and Transparent Communication Channels

Through platforms like "Praise," we encourage mutual appreciation and recognition among colleagues, building a positive psychological feedback loop. We believe that an environment where one is heard and respected is an important source of psychological safety and job satisfaction.



Equality, Diversity, and Inclusion

We are committed to ensuring that there is no discrimination based on gender, age, background, or other factors in recruitment, promotion, and compensation, providing a fair and just development platform for all employees where everyone can feel secure in utilising their talents.

Spirit : Elevating the Spirit



Personal Values and the Corporate Mission

We are not just providing hygiene solutions; our "Cleanosophy" philosophy is about creating a healthier, more sustainable future for the world. We guide our employees to understand the deeper meaning of their work, allowing them to feel that their contribution is not only for the company but also for society and the planet, thereby gaining a sense of mission and pride in their work.



Actively Participate in Community Service Activities

We believe that serving others is an important way to enrich one's spiritual world. The company actively organises and supports employees in participating in various charitable volunteer activities, such as visiting grassroots families and participating in environmental initiatives, allowing employees to find joy and satisfaction in dedication.



Strong Sense of Team Belonging and Happiness

Through team-building, holiday celebrations, and various social activities, we strengthen the emotional connections among colleagues, building a family-like team spirit. In 2024, we were greatly honored to receive the "Chief Happiness Officer Appreciation Award: Top 10 Happiest Companies Award." This honor is the highest recognition of our unremitting efforts in creating a happy work environment and inspires us to continue making Champion a spiritual home where employees feel a strong sense of belonging and happiness.



// Equal Opportunity

Champion Group is committed to ensuring equal employment opportunities and adheres to the principle of fairness in talent recruitment, promotion, and work allocation. We explicitly prohibit any form of discrimination in the workplace, including but not limited to discrimination based on race, gender, age, religion, sexual orientation, disability, or other protected characteristics. We implement an equal pay policy to ensure that employees in jobs of equal work or equal value receive equal pay and benefits. We encourage diversity and inclusion, respect and value employees from different backgrounds, cultures, and perspectives, and provide equal opportunity training to enhance employees' awareness and understanding of equal opportunity.



// Growth and Development

We place great importance on talent development and are committed to providing training and promotion opportunities to support the growth and development of our employees. We set annual learning goals for our employees and provide corresponding training, continuing education subsidies, and examination leave. We offer a diversified training programme that includes occupational health and safety, food safety, compliance and ethics, customer service, teamwork, professional skills, professional development, and soft skills. In 2024, our trained employees population accounted for 79%, and each employee received an average of 48 hours of training, which demonstrates our emphasis on and cultivation of internal talent. We also use recognition and reward mechanisms to motivate and encourage employee morale.

// Comprehensive Compensation and Benefits

We value our employees' compensation and benefits and are committed to providing competitive salaries and comprehensive benefit plans to attract and retain outstanding talent. We conduct annual market salary assessments and regularly distribute bonuses based on the company's profitability and employees' work performance. In addition to statutory holidays, we also offer compassionate leave, examination leave, and volunteer leave. We provide family-friendly policies, including flexible leave policies, children's education allowances, a children's scholarship programme, and organise parent-child and family activities. We provide comprehensive medical coverage for all employees, their minor children, and non-working spouses to ensure their health and well-being.



// Health and Safety

We are highly concerned about the health and safety of our employees and have adopted the principle of "People-oriented, Safety-first" to ensure occupational safety in the work environment. We have developed occupational safety manuals for different positions and provide all employees with corresponding safety equipment and personal protective equipment (PPE). We offer occupational safety training in areas such as chemical safety, electrical safety, fire safety, first aid, and machinery use. We have strict management measures for the use and storage of chemicals and rigorously comply with relevant electrical engineering regulations and codes of practice. In 2024, we regret to report two fall incidents, which resulted in 33 lost workdays. We are committed to further strengthening our occupational safety measures and training in the future to improve our safety performance and strive to reduce the occurrence of work-related injuries.





06

Environmental Protection

Champion Group understands that environmental protection is the cornerstone of sustainable corporate development. We uphold the core value of "Leading Environmental Sustainability" and are committed to integrating environmental concepts into every aspect of product development, production, and operation, with the aim of reducing our environmental impact, promoting a green circular economy, and contributing to the fight against climate change.



// Green Products

We actively develop and promote green products, aiming to provide customers with efficient and environmentally friendly hygiene solutions while minimising the environmental impact of the product lifecycle.

Recyclable Packaging Materials

We are committed to achieving "reduction" and "circularity" in our packaging. Currently, 96% of our packaging materials are recyclable, significantly reducing waste generation. We continue to explore more environmentally friendly packaging solutions to further reduce our environmental footprint.

China Environmental Labelling

We know that green commitments require authoritative verification. Currently, 80 of our products have successfully obtained the China Environmental Labelling, also known as the "Ten Rings." This means that every stage of our products, from raw material selection and production process to final disposal, has passed rigorous environmental standard audits, providing customers with a trustworthy green choice.



Biotechnology Formulas

We are actively exploring the application of biotechnology in the cleaning field. By introducing biodegradable detergent formulas, we reduce our reliance on traditional petrochemical products from the source, significantly lowering the potential impact of our products on water and soil ecosystems after use, and leading the industry towards a gentler, more sustainable path of green chemistry.



Heat Recovery Energy-Saving Dishwasher

Our flagship "Heat Recovery Energy-Saving Dishwasher" series is the best embodiment of our green innovation. With several core patented technologies, it efficiently recovers waste heat generated during the washing process to preheat the incoming water, achieving energy savings of up to 70% and a 40% reduction in water consumption. This is not just a breakthrough in technical parameters but a substantial environmental contribution. As of the end of 2024, this product series helps the catering industry save 30 million kWh of electricity annually, reducing carbon emissions by 16,000 tonnes, saving 2,600 tonnes of precious water resources, and saving our customers over HKD 48 million in energy costs, achieving a win-win for both environmental and economic benefits.



Refurbished Dishwasher Reuse

We actively promote the refurbishment and reuse programme for dishwashers. Through collection, professional inspection, and replacement of core components, old equipment is given a new life. This not only significantly reduces the generation of large equipment waste but is also our firm commitment to practicing a circular economy and extending product lifecycles.

// Advocating Responsible Sourcing

Champion Group understands that a company's environmental responsibility extends beyond itself to the entire supply chain. We uphold the principle of responsibility in our procurement process, prioritising products and suppliers that share the same environmental philosophy, and are committed to building a resilient and transparent green value chain with our partners.

"Giving Back" Pallet Recycling Programme

We actively participate in and promote an industrial pallet recycling programme. This not only effectively reduces wood consumption and solid waste generation, but we also combine this environmental action with social welfare by donating all proceeds from pallet recycling to our partner charities, achieving a dual-value cycle of "environmental protection" and "charity."



Sustainable Choices for Packaging Materials

We adhere to three main principles in the procurement of packaging materials:

- **Lightweight Design:**

Choosing solutions that use the minimum amount of material while ensuring protective performance.

- **Eco-friendly Materials:**

Prioritising green and environmentally friendly materials such as FSC-certified paper and recycled plastics.

- **Circular Potential:**

Prioritising materials that are easy to recycle or reuse to promote resource circulation.



Green Procurement Standards

In our procurement decisions, we consider environmental performance to be as important as quality and cost. We prioritise the purchase of office equipment and production materials that hold energy-saving, water-saving, or environmental labels, reducing our own operational energy consumption and environmental impact from the source.



// Green Operations

We integrate our environmental management system into daily operations and strictly comply with the environmental laws and regulations of each operating location. We are committed to achieving green production and office environments to minimise the impact of our operations on the environment.

Environmental Management Referencing ISO 14001:2015



Our environmental management practices reference the ISO 14001:2015 Environmental Management System standard to ensure the effectiveness and continuous improvement of our environmental management system.

Implementing Energy Management

We implement a comprehensive energy management plan, continuously improving energy efficiency through technological upgrades, equipment retrofits, and employee training, and have obtained relevant energy-saving certificates.



Implementing Waste Reduction Measures



We actively promote waste reduction, reuse, and recycling. Through source control and sorting and recycling measures, we effectively reduce waste generation and have obtained relevant waste reduction certificates.

Application of Clean Energy

We have installed a 1,500 square meter solar photovoltaic power generation system on the roof of our production plant, with an annual power generation capacity of 250,000 kWh. In 2024, this system continued to supply renewable energy and reduce carbon emissions. This marks our gradual transition from being an energy consumer to a producer and consumer of clean energy.



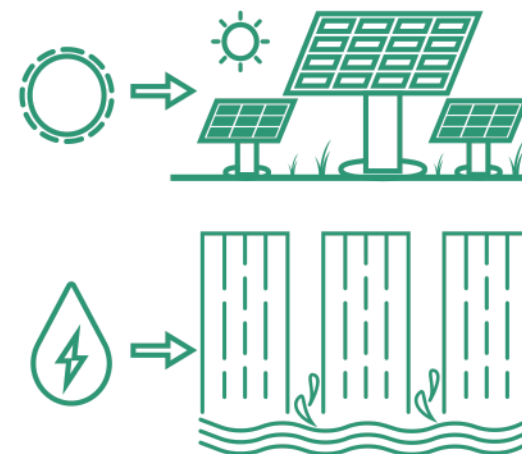
Green Manufacturing



Our products have obtained the China Environmental Labelling, which is not only a recognition of the products themselves but also an affirmation of the environmental friendliness of our entire production process.

Discharge Management

Our plant strictly follows the design principles of "separating clean and contaminated water, separating rainwater and sewage, and recycling water." All hazardous waste generated during the production process is handed over to qualified professional institutions for compliant treatment. In 2024, we had no incidents of violating environmental regulations or accidental spills, maintaining a good environmental safety record.



// Greenhouse Gas Emissions

Champion Group is committed to systematically managing and reducing our carbon footprint. In 2024, while our business continued to grow, we successfully controlled our greenhouse gas emissions through a series of energy-saving measures, including installing energy-efficient lighting systems, setting air conditioning temperatures to 25.5 degrees Celsius, and optimising logistics to reduce transportation frequency.



During the reporting period, our total greenhouse gas emissions were as follows:

- **Scope 1 (Direct Emissions):**
72.1 tonnes of CO² equivalent, primarily from the fuel consumption of logistics and engineering vehicles.
- **Scope 2 (Indirect Emissions):**
207.4 tonnes of CO² equivalent, primarily from purchased electricity.

Our total emissions were 279.4 tonnes of CO² equivalent, with an emission intensity (calculated per tonne of product produced) of 0.13 tonnes of CO² equivalent.

We will continue to monitor and assess climate change-related risks and opportunities and formulate more ambitious emission reduction targets to contribute Champion's strength to achieving global carbon neutrality goals.



// Addressing Climate Change

Champion Group recognises the global challenges posed by climate change. We are actively taking action to reduce greenhouse gas emissions and enhance our corporate resilience to climate change.

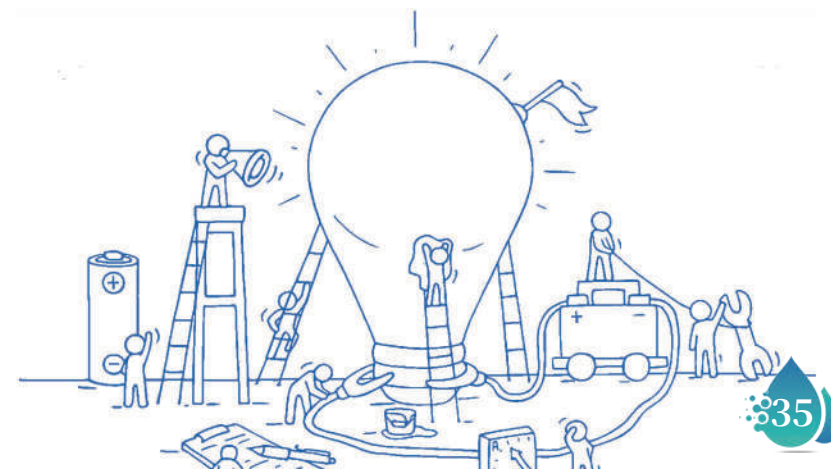
Risk	Extreme Weather	Plastic Reduction	Dual Carbon Goals
Risk Type	Acute Risk	Policy Risk	Policy Risk
Impact	• Asset and inventory damage • Disruption to service / goods supply • Rising temperatures may cause employee discomfort / injury	• Material availability or usage quantity of packaging materials may be restricted • Increased regulation	• Limits and regulation on carbon emissions • Transition to non-fossil fuel energy • Increasing demand for low-carbon products
Response	• Insure assets / goods; implement flood / wind protection measures and training • Maintain sufficient inventory; enhance remote service capabilities • Formulate extreme weather work guidelines	• Product concentration to reduce plastic use • Use recyclable plastics • Identify alternative packaging materials	• Continuously reduce the Group's carbon emissions • Use solar power or introduce new energy vehicles in a timely manner • Develop the most energy-efficient products on the market



07

Corporate Governance

Champion Group understands that sound corporate governance is the cornerstone of long-term sustainable development. We are committed to establishing an efficient, transparent, and responsible governance system to ensure that all business activities comply with laws, regulations, and ethical standards, thereby safeguarding the interests of the company and all stakeholders.



// Board Governance Structure

The Board of Directors of Champion Group is the company's highest decision-making body, responsible for formulating corporate strategy, overseeing management operations, approving major investments, and managing risks. The members of the Board possess diverse professional backgrounds and extensive industry experience, ensuring that decision-making is scientific and comprehensive. The Board has several committees and independent advisory teams, such as the ESG Committee, Remuneration Committee, and financial advisors, to enhance governance efficiency and professionalism. The Board regularly reviews the company's ESG performance and integrates the concept of sustainable development into all levels of corporate governance.



// Business Ethics

Champion Group firmly adheres to the principle of integrity in its operations, viewing business ethics as the core of its corporate culture. We have formulated a strict code of conduct and an anti-corruption policy that explicitly prohibits any form of bribery, corruption, or unethical behavior. The company has established a conflict of interest declaration mechanism to prevent such conflicts. During the reporting period, Champion Group had no incidents of corruption, which fully demonstrates our efforts and effectiveness in building a culture of integrity.



// Compliance and Operations

Champion Group strictly complies with all applicable laws, regulations, and industry standards, and is committed to compliant operations. We have established a dedicated compliance department responsible for monitoring changes in laws and regulations, formulating internal compliance policies, and conducting internal control and compliance reviews of various business processes. We regularly evaluate and optimise our internal control systems to ensure their effectiveness and adaptability. By continuously optimising our processes, we aim to reduce operational risks, enhance management efficiency, and ensure the long-term stable development of the company.



// Protecting Intellectual Property

Champion Group places great importance on the protection of intellectual property (IP), viewing it as a vital asset for corporate innovation and competitiveness. We invest significant resources in research and development and actively apply for patents and register trademarks to protect our innovative achievements. To date, Champion Group holds over 30 patents and 73 trademarks, which cover our core technologies, product designs, and brand image. We have established a comprehensive IP management system, strengthening IP awareness training for employees internally and taking legal action against infringement externally to ensure the company's legitimate rights and interests are protected. We firmly believe that effective IP protection is key to encouraging innovation, promoting technological progress, and maintaining fair market competition.





08 | Outlook

Looking ahead, Champion Group will continue to uphold the brand philosophy of "Cleanosophy" and the brand promise of "We Make • We Care." Champion Group will not only be a provider of hygiene solutions but also a pioneer leading the sustainable transformation of the industry.



// Outlook

Champion Group will, with a more open attitude, work hand-in-hand with partners from all sectors to jointly address challenges, seize opportunities, and work tirelessly to build a healthy, clean, and sustainable future.

•Deepening the Smart Customer Experience:

We will invest resources to upgrade our Customer Relationship Management (CRM) system and deeply integrate it with our Internet of Things (IoT) devices, such as our smart dishwashers. The future goal is to establish an exclusive digital platform for customers, allowing them to monitor their equipment's energy consumption, water usage, and chemical dosage in real-time. This will make the benefits of the "Five Savings and One Environmental Protection" quantifiable and transparent, empowering customers to manage their costs and environmental impact more precisely.



•Promoting Predictive Maintenance Services:

By analysing data collected from IoT devices, our "Cleanovation Lab R&D Team" will develop predictive maintenance capabilities. This will allow us to upgrade from "passive response" to "proactive prevention," predicting potential issues and scheduling maintenance before a failure occurs, thereby minimising downtime and elevating our service standards to new heights.

•Circular Economy Model:

For our dishwashers, we will increase the proportion of our refurbishment and reuse business. We will also consider modularity and ease of disassembly from the initial design stage to lay the foundation for higher-level circular economy practices in the future.

•Promoting Low-Carbon Logistics and a Green Supply Chain:

We will introduce electric transport vehicles in 2025 as the first step in our low-carbon logistics development. Concurrently, we will gradually establish a supplier ESG assessment system, prioritising cooperation with suppliers who demonstrate outstanding performance in environmental protection and social responsibility, thereby extending the concept of sustainable development throughout our entire value chain.



•Establishing a Volunteer Team:

Centered on the principle "A pure heart leads to righteous actions," we will establish a volunteer team to more actively participate in social welfare activities.

•Deepening Industry-Academia-Research Collaboration:

We will actively seek to establish partnerships with industry experts, academic institutions, and scientific research organisations, especially in the fields of green chemistry, biotechnology, and environmental engineering. Through joint R&D projects, we hope to accelerate the transformation and application of cutting-edge environmental and smart technologies.

•Optimising the Talent Development System:

We will systematise our existing training resources to establish an internal learning and development platform. This platform will provide employees with a complete career development roadmap, from new hires to senior leadership, with a key focus on strengthening training in ESG, green skills, and digital transformation to ensure our team always possesses the core competencies to lead the future.

•The Happiest Company:

Building on our existing "body-mind-spirit" foundation, we will introduce a more comprehensive wellness partner programme. In addition to mental health support, it will cover a broader range of health and lifestyle support, becoming a holistic life partner for our employees and solidifying our reputation as one of the "Happiest Companies."

// ESG Key Performance Indicators

Environmental Responsibility

Indicators	Unit	2024
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Emissions

The types of emissions and respective emissions data

Exhaust Gas	NOX emission	kg	345.6
	SOX emission	kg	0.4
	PM emission	kg	28.6
	CH4 emission	kg	4.5
	N2O emission	kg	15.4

Use of Resources

Direct and/or indirect energy consumption by type in total and intensity

Use of resources	Power consumption	kWh	394,015
	Gasoline consumption	L	9,210
	Diesel consumption	L	19,261
	Total energy consumption	kWh	684,591
	Energy Consumption Intensity	kWh/tonne of products produced	313

Total packaging materials used for finished products and with reference to per unit produced

Packaging	Plastic packaging materials used	t	97.9
	Paper packaging materials used	t	60.0
	Total packaging materials used	t	157.9
	Packaging Material Intensity	t/tonne of products produced	0.07

Greenhouse Gas Emissions

Greenhouse gas emissions and intensity

Greenhouse gas emission	Scope 1 greenhouse gas emission	tCO2e	72.1
	Scope 2 greenhouse gas emission	tCO2e	207.4
	Total greenhouse gas emissions	tCO2e	279.4
	Greenhouse gas emission intensity	tCO2e/tonne of products produced	0.13



// ESG Key Performance Indicators

Social Responsibility

Indicators		Unit	2024
Employment			
Total workforce by gender, employment type, age group and employee category			
Total number of employees		People	115
Gender	Number of male employees	People	75
	Number of female employees	People	40
Employment type	Number of full-time employees	People	115
	Number of part-time employees	People	0
Age group	Number of employees aged below 30	People	18
	Number of employees aged 30 to 50	People	80
	Number of employees aged above 50	People	17
Employee category	Number of general employees	People	83
	· Number of male general employees	People	52
	· Number of female general employees	People	31
	Number of middle management employees	People	25
	· Number of male middle management employees	People	18
	· Number of female middle management employees	People	7
	Number of senior management employees	People	7
	· Number of male senior management employees	People	5
	· Number of female senior management employees	People	2
Total number and rate of new hires by gender, age group and employee category			
Total New Hires		People	38
Total New Hires Rates		%	33
Gender	Male employees new hire rate	%	43
	Female employees new hire rate	%	15
Age group	New hire rate of employees aged below 30	%	67
	New hire rate of employees aged 30 to 50	%	28
	New hire rate of employees aged above 50	%	24
Employee category	New hire rate of general employees	%	41
	New hire rate of middle management employees	%	12
	New hire rate of senior management employees	%	14

Total number and rate of employee turnover by gender, age group and employee category

Total Employee Turnover		People	26
Total Turnover Rate		%	23
Gender	Male employees turnover rate	%	31
	Female employees turnover rate	%	8
Age group	Turnover rate of employees aged below 30	%	33
	Turnover rate of employees aged 30 to 50	%	20
	Turnover rate of employees aged above 50	%	24
Employee category	Turnover rate of general employees	%	30
	Turnover rate of middle management employees	%	4
	Turnover rate of senior management employees	%	0

Health and Safety

Number and rate of work-related fatalities occurred in each of the past three years

			2024	2023	2022
Work-related fatalities	Number of fatalities related to work	People	0	0	0
	Rate of fatalities due to work-related injuries	%	0	0	0

Lost days due to work injury

Loss due to work-related injuries	Lost days due to work-related injury	Days	33
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// ESG Key Performance Indicators

Indicators		Unit	2024
Development and Training			
The percentage of trained employees by gender and employee category			
Ratio of trained employees to total employees		%	79
Gender	Rate of trained male employees	%	81
	Rate of trained female employees	%	77
Age group	Rate of trained employees aged below 30	%	88
	Rate of trained employees aged 30 to 50	%	80
	Rate of trained employees aged above 50	%	67
Employee category	Rate of trained general employees	%	80
	Rate of trained middle management employees	%	77
	Rate of trained senior management employees	%	86
The average training hours completed per employee by gender and employee category			
Average training hours for all employees		Hours	48.3
Gender	Average training hours for male employees	Hours	65.8
	Average training hours for female employees	Hours	8.5
Age group	Average training hours for employees aged below 30	Hours	71.4
	Average training hours for employees aged 30 to 50	Hours	51.6
	Average training hours for employees aged above 50	Hours	7
Employee category	Average training hours for general employees	Hours	59.7
	Average training hours for middle management employees	Hours	12.6
	Average training hours for senior management employees	Hours	5.9

Supply Chain Management			
Number of suppliers by geographical region			
Information about suppliers	Total number of suppliers	Number	63
	Percentage of local suppliers in China	%	97
Product Responsibility			
Percentage of total products sold or shipped subject to recalls for safety and health reasons			
Product recall	Percentage of product recall	%	0
Number of products and service-related complaints received			
Complaints about products	Number of product and service-related complaints	Number	20
Anti - Corruption			
Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases			
Corruption lawsuits	Number of legal cases regarding corruption practices	Case	0
Community Investment			
Resources contributed to the focus area			
Community investment	Amount of contribution for public welfare	HK\$	23691
Remarks:			
1. Annual New Hire Rate: (Number of new hires during the period / Number of employees at the end of the period) * 100%.			
2. Annual Employee Turnover Rate: (Number of employee departures during the period / Number of employees at the end of the period) * 100%.			
3. Annual Employee Training Rate: (Total training hours during the period / Number of employees at the end of the period) * 100%.			
4. Number of Employee Turnover: Number of persons whose employment relationship with the company was terminated due to dismissal, retirement, or death.			

