THAC Group (Holdings) Limited

一木集團（控股）有限公司

(formerly known as Classified Group (Holdings) Limited)

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 8232)

想你未想 創你所享

Blow Your Mind *Level Up Your Life*

2025/26

Environmental, Social and Governance Report

CONTENTS

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Environmental, Social and Governance Report
For the fifteen months period ended 31 March 2026

INTRODUCTION

THAC Group (Holdings) Limited (the "Company"), together with its subsidiaries (collectively the "Group"), presents this Environmental, Social and Governance Report (the "ESG Report") for the fifteen months ended 31 March 2026 (the "Reporting Period") in accordance with Appendix C2 — Environmental, Social and Governance Reporting Code of the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited ("GEM Listing Rules").

REPORTING SCOPE AND FRAMEWORK

The scope of this ESG Report covers 8 restaurants and the head office operated by the Group during the Reporting Period. As at 31 March 2026, the Group operated 3 restaurants. The Report has been prepared in compliance with all applicable provisions set out in the "Environmental, Social and Governance Reporting Code" (the "ESG Reporting Code") contained in Appendix C2 to the GEM Listing Rules. During the preparation for the ESG Report, the Group has applied the reporting principles in the ESG Reporting Code as follow:

Materiality: Materiality assessment was conducted to identify material issues for the fifteen months ended 31 March 2026, thereby adopting the confirmed material issues as the focus for the preparation of the ESG Report. The materiality of issues was reviewed and confirmed by the Board and ESG working taskforce (the "Taskforce").

Quantitative: The standards, methodologies and applicable assumptions used in the calculation of KPIs data were supplemented by explanatory notes.

Consistency: Unless otherwise stated, the preparation approach of the ESG Report is consistent with the previous year for comparison. If there are any other changes in the scope of disclosure and calculation methodologies that may affect comparison with previous reports, explanations will be provided to the corresponding data.

Balance: The ESG Report has provided an unbiased picture of the Group's performance. It avoids selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the reader.

A content index with respect to compliance with the ESG Reporting Code is available at the end of this Report for reference. Except for provisions that the Group considers are inapplicable to its operations, for which explanations have been given on the rightmost column in the said index, this report has complied with all the "comply or explain" provisions set out in the ESG Reporting Code.

ESG GOVERNANCE STRUCTURE

The Board of Directors (the "Board") holds the overall responsibility for the Group's ESG issues and sets out ESG management approach, strategy, priorities and objectives. The Board is also responsible for setting up ESG targets, aiming at aligning with the global vision of carbon neutrality and enhancing corporate reputation. In order to better manage the Group's ESG performance, related issues and potential risks, the Board regularly evaluates and determines ESG-related risks and opportunities of the Group, as well as reviews its performance against ESG-related targets. The Board is also responsible for ensuring the effectiveness of the Group's risk management and internal control systems and approving disclosures in the ESG Report.

STAKEHOLDER ENGAGEMENT

The Group endeavours to create sustainable growth and long-term value for its stakeholders, who mainly are customers, employees, suppliers and shareholders. The Group generally concerns about health and safety, product responsibility and governance as important ESG issues. We also strive to provide quality facilities, services and delicious food. Our employees are trained to comply with the relevant law and regulations in the course of our daily operation. We continue to interact with our stakeholders on an ongoing basis in order to understand their views and collect their feedbacks. We have also established effective communication channels with our stakeholders through our website, annual general meeting, staff and suppliers meetings. The Group considers stakeholders' expectations in formulating its businesses and ESG strategies by utilizing diversified engagement methods and communication channels, shown as below:

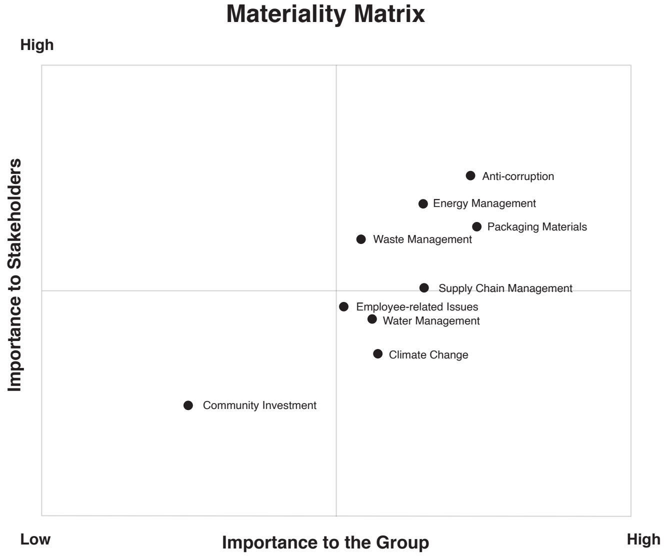
Stakeholders	Communication channels	Expectations
Shareholders	• Annual general meeting and other shareholder meetings • Financial reports • Announcements and circulars • Company website	• Compliant operation • Risk management • Anti-corruption • Economic performance • Corporate sustainability
Customers	• Customer satisfaction survey • Customer service team • Customer support hotline and email	• Food safety and quality • Protection of customers' interest • Quality of food and services provided • Food and service responsibility • Customer information and privacy protection • Compliant operation

Stakeholders	Communication channels	Expectations
Employees	• Trainings, and briefing sessions • Regular meetings • Regular performance reviews	• Employee health and safety • Employee development and training • Protection of employees' rights and interests • Compliant operation • Equal opportunities
Suppliers	• Supplier management meetings • Supplier audit	• Fair and open procurement • Sustainable development of supply chain • Business ethics and reputation
The Community	• Community investment • Annual ESG report	• Contribute to society • Environmental protection

MATERIALITY ASSESSMENT

The materiality assessment process of ESG aspects includes: (1) identification of ESG reporting issues; (2) importance to the corporation under industry standard; (3) key ESG area prioritization with stakeholder engagement; and (4) evaluation and endorsement by the management. Based on the results of the materiality assessment, employee-related issues, product responsibilities, anti-corruption and customer service are considered to be the most concerned issues of the stakeholders of the Group. The Group strives to review these issues regularly for continuous improvement in its sustainability performance.

The following matrix shows the materiality assessment result of the Group:



CONTACT US

The Group welcomes stakeholders' feedback on its ESG approach and performance. Please give your suggestions or share your views with us via email at ir@thac.hk.

A) ENVIRONMENT

A1 Environment Protection and Compliance

As the Group is engaged in restaurant operations in Hong Kong, the Group attributes the success to its dedication to offering quality food and services to its customers. We are aware of the importance of balancing our business needs with our responsibility towards the natural environment. Environment protection is one of the material concerns of the Group and we are committed to contribute through more efficient use of resources and implement waste management into all areas of our business, where possible.

The Group has established environmental targets in four areas, namely greenhouse gas ("GHG") reduction, energy consumption, waste management and water conservation, aiming at aligning with the global and national vision of carbon neutrality, leveraging its corporate social responsibility and enhancing corporate reputation. The Group will strive to achieve the targets by implementing appropriate measures in its operation and reviewing the progress towards the targets set. The progress towards the targets set will be reported to the Board by Taskforce at least once a year. The following table summarises the targets established by the Group:

Aspect	Targets	Progress
GHG Emissions	Using 2024 as the baseline year, the Group will reduce its GHG intensity within the Reporting Scope by at least 5% by the financial year ended 31 March 2030	Achieved
Waste Management	The Group will enhance employees awareness of the concept of reducing food waste, control over recipes, food ordering and processing each year	In Progress
Energy Consumption	Using 2024 as the baseline year, the Group will reduce its energy consumption intensity within the Reporting Scope by at least 5% by the financial year ended 31 March 2030	Achieved
Water Conservation	The Group will enhance employees awareness of water conservation on an annual basis	In Progress

During the Reporting Period, the Group was not aware nor identified any material non-compliance with environmental laws and regulations including laws and regulations relating to air and GHG emissions discharges into water and land, and generation of hazardous and non-hazardous waste. Moreover, the Group measured and managed its environmental performance and impacts of its business activities on the environment and natural resources in several aspects throughout its operations:

i. Emissions

The Group's target is to reduce its GHG intensity by at least 5% by the financial year ended 31 March 2030. The Group's major source of GHG emissions are the consumption of liquefied petroleum gas ("LPG"), Towngas and electricity. The combustion of LPG and Towngas, which directly attributes to gaseous air pollutant emissions, accounts for 14.8% of the Group's total energy consumption. The volume of the GHG emissions and air emissions of the Group during the Reporting Period are cited as below:

GHG Emissions[1]	**Unit**	**Fifteen months ended 31 March 2026**	2024
Scope 1 Direct GHG Emissions – combustion of LPG and Towngas	(tCO_2e)	**57**	17
Scope 2 Energy Indirect GHG Emissions – Purchased Electricity	(tCO_2e)	**780**	546
Total GHG Emissions (Scope 1 and 2)	(tCO_2e)	**837**	563
Total GHG Emissions intensity (Divided by total revenue[2])	(tCO_2e/ HK$'M)	**10.0**	15.5

Air Emissions[3]	**Unit**	**Fifteen months ended 31 March 2026**	2024
Nitrogen oxides (NO_x)	(kg)	**4.26**	1.28
Sulphur oxides (SO_x)	(kg)	**0.02**	0.01

Note(s):

1. GHG emissions data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX, the "Sustainability Report 2023" and the "Sustainability Report 2024" published by the HK Electric Investments and HK Electric Investments Limited.

2. During the Reporting Period, the total revenue of the Group was approximately HK$83.6M (2024: HK$36.4M). Other intensity data in the ESG Report is also measured using this data.

3. The calculation method of air emissions is based on "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX. Due to the nature of the Group's operations and the use of LPG and Towngas for cooking, particulate matter (PM) emissions were insignificant during the Reporting Period.

To further minimise the potential impact of cooking fumes on air quality, the Group has implemented appropriate operational controls. Cooking fume extraction and filtration systems are installed in restaurant kitchens, as well as regular inspection, maintenance and repair of the ventilation system to ensure their effective operation.

Moreover, the Group always plans seriously for its selection of locations for opening and operating a restaurant. We particularly choose locations which being less negative impact of the cooking fume emissions and the odour nuisance to the neighbourhood.

During the Reporting Period, the Group recorded no case of non-conformity against the relevant laws and regulations for environment including Air Pollution Control Ordinance that had a significant impact on the Group.

ii. Sewage Discharge

The Group does not consume a significant volume of water throughout its business activities, and therefore its operations did not generate a material volume of wastewater discharge. The Company always acts in compliance with the Water Pollution Control Ordinance for the wastewater and sewage discharge. The majority of our Group's restaurants have been granted with the water pollution control license by the Environmental Protection Department of the Hong Kong Special Administrative Region ("HKSAR") for wastewater discharge. To minimize the environmental impact of wastewater and sewage discharge, the Group has installed appropriate and efficient facilities, including grease traps where applicable, to ensure wastewater is properly processed before being discharged.

iii. Waste Management

Food waste is the main source of waste generated from the Group's restaurant operations. The Guidelines for the Food Ordering and Processing have been stated in our Employee Handbook and Training Manual. With the implementation of controls over recipes and food portion, the Group is able to reduce food waste effectively and avoid leaving excessive ingredients and dishes. In addition, employees receive regular training to enhance their awareness of food waste reduction and promote responsible waste management practices.

Due to our business nature, no hazardous waste was generated during the Reporting Period. For the disposal of non-hazardous waste, the Group has set aside an area for recycling and storing used cooking oil and grease traps in each restaurant for qualified waste contractors to collect and dispose to minimize waste generations.

The table below sets out the data on hazardous and non-hazardous waste produced during the Reporting Period:

Types of waste discharge	**Unit**	**Fifteen months ended 31 March 2026**	2024
Hazardous Waste Produced	(Tonnes)	**N/A**	N/A
Non-hazardous Waste Produced	(Tonnes)	**2.5**	1.7
Hazardous Waste Intensity (Divided by revenue)	(Tonnes/HK$'M)	**N/A**	N/A
Non-hazardous Waste Intensity (Divided by revenue)	(Tonnes/HK$'M)	**0.03**	0.05

A2 Use of Resources

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

i. Energy Consumption

The major energy consumption of the Group in daily operation is electricity consumption. Through a series of proper management measures, the management has adopted an energy efficient interior design, layout and decoration, high energy efficient hardware, workflow with energy-saving consideration and green practices at workplaces. All these operational practices have shown the Group's dedication to energy saving.

The Group strictly complies with relevant laws and regulations on environmental protection, set internal guidelines and measures for this purpose in order to achieve energy saving and consumption reduction, minimizing negative environment impact of our business operation. Regular review is conducted on its energy objectives and targets to seek continuous improvement in the Group's energy performance. Unexpected high electricity consumption is investigated to find out the root cause and preventive measures are implemented.

During the Reporting Period, the Group has taken various measures, including but not limited to:

- Select energy-efficient equipment and electrical appliances for operation and office use
- Replace partial quartz bulbs with LED bulbs to reduce energy consumption

- Encourage employee to turn off all electrical appliances that come with when they leave office or restaurants
- Maintain suitable indoor air temperature in both restaurants and office space
- Promote use of telephone and video conference system to reduce travel needs
- Use environmental-friendly packaging materials and recycled materials for the take-away meals
- Recycle and reuse paper, and encourage double-sided printing

As a result of these energy-saving measures, employee awareness of energy conservation has been significantly enhanced.

As at 31 March 2026, the total energy consumption (mainly LPG, Towngas and electricity) increased to 2,002,674 kWh (2024: approximately 922,761 kWh), mainly due to the increase in business activities and revenue.

The table below sets out the data on energy use of the Group during the Reporting Period:

Types of Energy	**Unit**	**Fifteen months ended 31 March 2026**	2024
LPG	(kWh)	**1,503**	0
Towngas	(kWh)	**294,214**	88,653
Electricity	(kWh)	**1,706,957**	834,108
Total Energy Consumption	(kWh)	**2,002,674**	922,761
Energy Consumption Intensity (Divided by total revenue)	(kWh/HK$'M)	**23,955**	25,356

ii. Water Consumption

Water consumption of the Group is mainly attributable to food washing, cooking and cleaning. The Group is committed to enhancing water use efficiency and has established water conservation targets to promote responsible water management. Head Chefs and Restaurant Managers are responsible for implementing water-saving measures in daily operations and work practices. In order to increase the awareness of water conservation among employees and customers, the Group actively promotes the concept and practices for water conservation through displaying the slogans at the eye-catching areas of our restaurants and kitchens. During the Reporting Period, the Group did not encounter any issue in sourcing water that was fit for business operations.

As at 31 March 2026, the total water consumption by the Group increased to 33,557 m^3 (2024: approximately 6,386 m^3), it was primarily driven by the expansion of Chinese restaurants.

The table below sets out the data on water consumption of the Group during the Reporting Period:

Water Consumption	Unit	Fifteen months ended 31 March 2026	2024
Water Consumption	(kWh)	**33,557**	6,386
Water Consumption Intensity (Divided by revenue)	(m^3/HK$'M)	**401**	175

iii. Use of Packaging Materials

The Group provides takeaway services as part of its operations. In response to the regulations on disposable plastic tableware and other plastic products implemented in April 2024, and to maintain the food quality and food safety for our takeaway meals while supporting environmental conservation, the Group has adopted environmental-friendly and recycled materials for the takeaway packaging. In addition, the Group has set up a user guide for our employees on how to use the packaging materials. We also proactively encouraged customers to reuse and recycle their takeaway boxes and packaging with the aim of minimizing the environmental impact of excessive packaging waste.

As at 31 March 2026, the total Packaging Materials consumption of the Group was approximately 7.39 tonnes (2024: approximately 7.24 tonnes) due to the increase in revenue.

The table below sets out the data on packaging materials of the Group during the Reporting Period:

Packaging Materials	Unit	Fifteen months ended 31 March 2026	2024
Packaging Materials Consumption	(Tonnes)	**7.39**	7.24
Packaging Materials Consumption Intensity (Divided by total revenue)	(Tonnes/ HK$'M)	**0.09**	0.20

A3 The Environment and Natural Business

Although the core businesses of the Group have limited impact on the environment and natural resources, the Group recognizes the importance in minimizing the negative environmental impacts of its business operations as an ongoing commitment to corporate social responsibility. The Group regularly assesses the environmental risks of its businesses, adopts preventive measures to reduce potential risks and ensures compliance with relevant laws and regulations. The Group is also devoted to achieving sustainable development for generating long-term values to the community and its stakeholders.

i. Environmental Awareness

Apart from the measures mentioned in the previous sections, the Group also focuses on raising employees' awareness of environmental protection and the conservation of natural resources through various means of environmental education. The Group encourages employees to participate in campaigns and activities relating to the promotion of green environment.

ii. Indoor Air Quality

The Group strives to maintain a good indoor air quality at the workplace, for both offices and warehouses. By adopting air-purifying equipment in the workplace as well as conducting regular cleaning of air conditioning system, these measures resulted in maintaining indoor air quality by reducing pollutants, contaminants and dust particles.

B) SOCIAL

B1 Human Resources

In accordance with the Employment Ordinance, the Group has established a complete set of human resources policies and schemes for the recruitment and dismissal, working hours and rest days for its employees and has fully complied with all relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination and other benefits and welfare.

In addition, a set of objectives and mechanism has been created for evaluating the employees performance on a regular basis. Through continual performance assessment, appropriate rewards and job promotion opportunities will be given to employees with outstanding performance. The attractive and appropriate fringe benefits and salary packages have been designed for recruiting and retaining talents which best-fit our development opportunities for training them.

The Company also prohibits any kind of discrimination in the workplace, which generally refer to gender, pregnancy, marital status, disability, family status, and race. In addition to policies for anti-discrimination, the Company provides fair opportunities for all employees. The Group reviews these policies and its employment practices periodically to ensure continuous improvements of its employment standards.

During the Reporting Period, the Group was not aware nor identified any material violation of the employment laws and regulations. The total number of full time employees and the distribution on demographics as at 31 March 2026 have been depicted as below:

Total Number of Full Time Employees and Distribution				
	Fifteen months ended 31 March 2026		2024	
Gender	**No. of employees**	**Occupied percentage (%)**	No. of employees	Occupied percentage (%)
Male	**43**	**46%**	17	31%
Female	**51**	**54%**	37	69%
Job Type	**No. of employees**	**Occupied percentage (%)**	No. of employees	Occupied percentage (%)
Full Time	**87**	**93%**	54	100%
Part-time	**7**	**7%**	0	0%
Age Range	**No. of employees**	**Occupied percentage (%)**	No. of employees	Occupied percentage (%)
18 – 30	**9**	**10%**	5	9%
31 – 40	**18**	**19%**	17	31%
41 – 50	**18**	**19%**	15	28%
51 – 64	**42**	**45%**	15	28%
> 65	**7**	**7%**	2	4%
Total Number of Full Time Employees	**94**	**100%**	54	100%

Employee Turnover Rate by Gender and Age Group				
	Fifteen months ended 31 March 2026		2024	
Gender	**No. of Employees**	**Turnover Rate**	No. of Employees	Turnover Rate
Male	**56**	**60%**	7	13%
Female	**44**	**47%**	14	26%

Age Group	**No. of Employees**	**Turnover Rate**	No. of Employees	Turnover Rate
18-30	**10**	**11%**	6	11%
31-40	**20**	**21%**	6	11%
41-50	**23**	**25%**	3	6%
51-64	**42**	**45%**	6	11%
>65	**5**	**5%**	0	0%

All employees of the Group are based in Hong Kong.

B2 Health and Safety

The Company has made a pledge to provide employees with a safe working environment with our full dedication. A Committee for Health and Safety has been established with a complete set of policies and instructions. The Committee always supervises and assesses the potential risks for occupational health and safety issues at the workplace. The operation business unit and the management team are also in discussion on a regular basis for a full review of working environment and other concerns at the workplace.

Simultaneously, the Group provides a series of appropriate training such as comprehensive health and safety training pack for all newly joined employees, first-aid, fire evacuation and other actions for emergency situations for employees to increase their awareness of workplace safety and to further minimize the relative potential risks. If any accidents happened, our employees are required to report to the management and the related departments in accordance with the standard procedures.

During the Reporting Period, no case of violation of occupational health and safety laws, standards and regulations, such as Occupational Safety and Health Ordinance, for the Group was observed. No case of work-related fatality was recorded for the past three years. The below table shows the number of lost days recorded due to work-related accidents:

Number of Employees Deceased and Lost Days Due to Work-related Accidents			
	Fifteen months ended 31 March 2026	2024	2023
Number of Employees Deceased Due to Work Injury	**0**	0	0
Number of Lost Days Due to Work Injury	**0**	25	0

B3 Staff Training and Development

In order to provide quality dining service, sharpen and strengthen the job knowledge and skills for the given roles of employees, the Group provides training to employees on a regular basis. The scope of training covers standard procedures and methods for cooking and storing food and ingredients, customer service provision and quality control mechanisms in the catering service chain.

Each department within the Group is responsible to review and plan on-the-job training schedule, in which trainings usually include product knowledge and provide better understanding on standard operating procedures. Employees are also required to attend health and safety courses if necessary, which may relate to work safety requirements and within their work scope.

The number of employees trained and the number of training hours completed as of 31 March 2026 are recorded as below:

	Fifteen months ended 31 March 2026			2024		
Gender/Level	**Number of Employees Trained**	**%**	**Average Number of Training Hours Completed**	Number of Employees Trained	%	Average Number of Training Hours Completed
Male	**47**	**55%**	**5.5**	32	27%	1.6
Female	**39**	**45%**	**3.3**	88	73%	1.4
Top Management	**3**	**3%**	**9.0**	3	3%	2.0
Middle Management	**1**	**1%**	**48.0**	27	22%	1.8
Supervisors	**15**	**17%**	**10.2**	50	42%	1.3
General Staff	**67**	**78%**	**2.4**	40	33%	1.5

During the Reporting Period, the Group recorded a total of 86 employees trained (2024: 120 employees trained) and a total of 389 training hours (2024: 177 hours). On average, each employee completed 4.5 training hours (2024: 1.5 hours) during the Reporting Period.

B4 Labour Standards

The Group strictly complies with the Employment Ordinance and prohibits the employment of child labour and the use of forced labour in all of its operations. During the recruitment processes, all applicable laws and regulations relating to employment have been taken into account by the Human Resources Department to ensure that all our new recruits are legal workers in Hong Kong.

In addition, employees of the Group work overtime on a voluntary basis and the relevant working hours and overtime regulations are set out in detail in the Employee Handbook in order to avoid any violation of labour standards and to safeguard the rights and interests of employees in a practical manner. The Group prohibits any form of forced labour practices, slavery and trafficking of labour. If any form of forced labour is found, the Group will immediately investigate and stop the forced labour situation, and will communicate and discuss the situation investigated and the opinions collected to the senior management in a timely manner to jointly seek a solution.

In accordance with the relevant laws and regulations for child labour and forced labour, each employee will sign an employment contract with the Company, which states the employment and labour related terms. No violation regarding with child and forced labour-related laws and regulations was identified by the Group during the Reporting Period.

B5 Procurement Management

The Group ensures that the procurement decisions are carried out based on the principles of openness, fairness and impartiality to raise efficiency, secure quality, lower risks concerning procurement. The senior management has overall supervision of the procurement process and regularly carry out supervision and evaluation work, and implement rectification against non-compliance if any. The Group does not tolerate any behaviours regarding bribery and corruption, and strictly forbid suppliers from obtaining procurement contracts or partnerships through any forms of transfer of benefits or gifts. If any material violations of laws and regulations are found, the Group reserves the right to terminate the contract with such suppliers.

The Group focuses on the procurement of environmentally preferable products and services when selecting suppliers. The Group also adopts necessary measures to secure the supply contracts which comply with its environmental protection policies. The Group arranges meetings with food suppliers and other service providers on a regular basis to ensure the provision of quality dining service for customers. Based on the standards for internal auditing and the relevant laws and regulations applicable in Hong Kong, the Group has regularly reviews the performance and services of all of its suppliers. The Group therefore only appoints those with satisfactory performance in line with its quality standards, and are in compliance with laws and regulations. For those which are non-compliant with the set requirements, the Group removes them from its supplier list or even terminate its business cooperation.

When purchasing ingredients and food items, the Group requires its head chef to check and inspect before using in the Group's restaurants. Any non-conforming products are promptly rejected and returned to the suppliers.

During the Reporting Period, the Group had 89 suppliers within Hong Kong and China (2024: 172 suppliers). The breakdown of the Group's suppliers were as follow:

	Fifteen months ended 31 March 2026		2024	
Geographic Zone	**Number of Suppliers**	**Occupied (%)**	Number of Suppliers	Occupied (%)
Hong Kong & China	**89**	**100%**	172	99%
Others	**0**	**0%**	1	1%
Total	**89**	**100%**	173	100%

B6 Product Responsibility

The Group highly values customers' satisfaction and end-users' requirements in its food and services provided. In pursuit of quality excellence, the Group is committed to producing the highest quality food products in a safe and clean environment, adhering strictly to industry hygiene, safety and quality standards.

i. Quality of Food, Services and Hygiene

During the Reporting Period, the Company complied with all applicable laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to our food and services, such as Food Safety Ordinance. Food hygiene and food safety were observed during the Reporting Period. This proves the effectiveness of the Group's compliance with the related laws, rules and regulations, and the practices of internal monitoring and management control. In addition to focusing on food freshness and food hygiene, the Group maintains high standards of environmental hygiene for kitchens and dining areas.

To achieve the goal for providing a quality dining experience, the Group has regarded it as very important that its employees are able to completely understand the food processing, manage a restaurant and serve customers. If there is any quality problem on food, the affected food are immediately returned to kitchen team and address the issue promptly. Employees are required to receive the adequate training to ensure that they attain the highest service quality and meet the customer expectation. The Group has set up various complaints and feedback channels, such as telephone hotline, email and website, to collect suggestions and advice from customers. The customer data protection and privacy are followed to the Group's policy. During the Reporting Period, the Group was not aware of nor identified any customer complaints on food quality which were material to its business operations and no sold food/drinks was subject to recall for safety and health reason.

ii. ***Trade Description Ordinance***

In line with the Trade Descriptions Ordinance upheld in Hong Kong, the descriptions for the services and dishes shown on the advertisement, promotional items and menus do not make any exaggeration or any false statements. During the Reporting Period, no case for any violation of the laws of advertising and labelling was discovered. Further, no complaints from customers or violation of the Trade Descriptions Ordinance was recorded.

iii. ***Data Privacy and Compliance***

The Group stringently follows the Personal Data (Privacy) Ordinance ("PDPO") when collecting, processing and use the personal data of its customers for promotion and business purpose. Employees shall not at any time during or after resignation or termination with the Company, reveal or cause to be revealed to any person or company, any of the trade secrets, confidential operations, processes, dealings or any information concerning the organization, business, finances, transactions or any of its related. In addition, employees shall not download any software to any computer workstation without prior consent of the Company. The Group is committed to protecting its customers, affiliates and employees in terms of the privacy and personal data. During the Reporting Period, no violation of PDPO case was identified.

iv. ***Protection of Intellectual Property***

The Group indicates clearly in the employment contract regarding ownership of intellectual property rights. Moreover, employees are not allowed to install any unauthorised or unlicensed software on their working computers provided by the Group. The Group obtains authorisation in the use of computer software by licensed third parties and adhere to all applicable terms of use prior to utilisation of any properties.

The Group operates its restaurants under various brands with necessary filings or registration of trademarks. The senior management reviews these intellectual property periodically to minimise the risk of infringement. During the Reporting Period, the Group complied with the relevant laws and regulations, including Trade Marks Ordinance and Copyright Ordinance.

B7 Anti-corruption

The Group has zero toleration on any corruptions, frauds and all other behaviours violating work ethics. The Group values and upholds integrity, honesty and fairness in the way it conducts businesses. The Group's major operations formulated such policies on the control and prevention of bribery, extortion, fraud and money laundering between shareholders and related parties in each business operation and trade activity.

In addition, the relative code of practice for anti-corruption and anti-bribery are stated in Employee Handbook to remind employees not to be engaged in any corruption with their suppliers and other stakeholders. Other schemes for corruption prevention include supplier due-diligence, segregation of duties and the declaration of conflict of interest. The Group also encourages employees to report corruption or other illegal acts through our whistle-blowing measures. Regular updates on anti-corruption training materials are provided to directors and senior management of the Group.

During the Reporting Period, no cases with respect to violation of Prevention of Bribery Ordinance or other relevant laws and regulations regarding corruption, extortion, fraud and money laundering was brought against the Group or its employees in relation to the activities of the Group. This results from our practical action over the monitoring and prevention for the bribery, extortion, fraud and money laundering. Materials delivered by the Independent Commission Against Corruption ("ICAC") are made to enhance for increasing the awareness of anti-corruption after the relaxation of the anti-pandemic measures imposed by Hong Kong Government.

B8 Community Investment

The Company always cares about social relations with the neighbourhood areas and actively participates in various charity activities to help those in need in the society.

The Group continued to participate in "Feeding Hong Kong" Donation Scheme during the Reporting Period. The Group contributed approximately HKD$8,111 collected from our designated dishes to support the under-privileged groups.

C) CLIMATE CHANGE

The Group addresses the climate change risks in the Group's operations. The Group has developed its Climate Change Policy to enhance its ability to respond to climate impacts and to mitigate the risks and impacts of climate change on the Group, thereby assisting the Group to adapt to and resist climate change. During the Reporting Period, the Group has been monitoring the potential and actual impacts of climate change, and the actions were taken to manage them as described below:

C1 Governance

To develop systematic management of ESG issues under the Board's delegations, the Group has established the Taskforce for management and assistance in oversight. The Taskforce have the responsibility for collecting and analysing ESG data, monitoring and evaluating the Group's ESG performance, keeping track of and reviewing the progress made against the Group's ESG-related targets, ensuring compliance with ESG-related laws and regulations, assisting in conducting materiality assessment and preparing ESG reports. The Taskforce also arrange meetings regularly to evaluate the effectiveness of current policies and procedures, and formulates appropriate solutions to improve the overall performance of ESG policies. Furthermore, the Taskforce report to the Board periodically, assist in assessing and identifying the Group's ESG risks and opportunities, ensuring the implementation and effectiveness of the risk management and internal control systems.

C2 Strategy

The Group's climate assessments cover short-term (1–3 years), medium-term (3–10 years), and long-term (over 10 years) horizons. The results of the climate assessment are as follows:

Climate Risks and Opportunities

Climate-related Risk	Potential Impacts	Time Horizon	Mitigation/Response Measures
Acute Physical Risk			
Typhoons, heavy rain, flooding and other extreme weather events	Extreme weather events may disrupt restaurant operations, delay the delivery of food ingredients and other supplies, affect employee attendance, and result in temporary business interruptions or property damage.	Short-term	The Group has established contingency measures, including typhoon and rainstorm work arrangements, emergency response procedures and business continuity plans. Flexible work arrangements are adopted where appropriate to safeguard employees' health and safety. The Group also maintains communication with suppliers to minimise operational disruptions during adverse weather conditions.
Transition Risks			
Climate-related regulations, carbon reduction policies and changing stakeholder expectations	More stringent environmental regulations and evolving market expectations may increase compliance costs and require investment in energy-efficient equipment, sustainable packaging and operational improvements.	Medium- to long-term	The Group closely monitors changes in climate-related laws and regulations and reviews its environmental management practices regularly. The Group continues to implement measures to reduce greenhouse gas emissions, improve energy efficiency and minimise waste generation, enabling it to adapt to evolving regulatory requirements and stakeholder expectations.

Climate-related Risk	Potential Impacts	Time Horizon	Mitigation/Response Measures
Climate-related Opportunities	Improved resource efficiency, lower operating costs, enhanced corporate reputation and greater customer confidence.	Medium- to long-term	The Group seeks opportunities to improve energy and water efficiency, optimise resource consumption, reduce food waste and promote environmental awareness among employees. These initiatives support sustainable business development while enhancing operational efficiency.

C3 Risk Management

The Group recognises the importance of effective risk management in supporting its sustainable business development. The Board is responsible for overseeing the Group's risk management and internal control systems, while management is responsible for identifying, assessing, monitoring and managing key business and ESG-related risks.

The Group conducts regular risk assessments to identify potential operational, financial, compliance and ESG risks. Appropriate control measures are implemented to mitigate identified risks, and the effectiveness of the risk management and internal control systems is reviewed periodically to support the Group's business objectives and long-term sustainability.

C4 Metrics and Targets

The Group's GHG emissions are presented in the section headed "A1. Environment Protection and Compliance – i. Emissions", including disclosures of Scope 1 and Scope 2 GHG emissions. The data collection methodology and calculation basis are prepared in accordance with the standards set out in the notes to that section.

THE ESG REPORTING CODE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED

Mandatory Disclosure Requirements	Section/Declaration
Governance Structure	ESG Governance Structure
Reporting Principles	Reporting Scope and Framework
Reporting Boundary	Reporting Scope and Framework

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions; Sewage Discharge; Waste Management
KPI A1.1	The types of emissions and respective emissions data.	Emissions; Sewage Discharge; Waste Management
KPI A1.2	GHG emissions in total (in tonnes) and intensity.	Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and intensity.	Not applicable – Explained
KPI A1.4	Total non-hazardous waste produced (in tonnes) and intensity.	Waste Management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Environment Protection and Compliance
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Energy Consumption; Water Consumption; Use of Packaging Materials
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Use of Packaging Materials
KPI A2.2	Water consumption in total and intensity.	Water Consumption
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Consumption
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Consumption
KPI A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced.	Use of Packaging Materials
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Environmental Awareness; Indoor Air Quality
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Awareness; Indoor Air Quality

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect A4: Climate Change		
General Disclosure	Repealed 1 January 2025	Climate Change
KPI A4.1	Repealed 1 January 2025	Climate Change
B. Social		
Aspect B1: Human Resources		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Human Resources
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Human Resources
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Human Resources

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past four years including the reporting year.	Health and Safety
KPI B2.2	Lost days due to work injury.	Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety
Aspect B3: Staff Training and Development		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Staff Training and Development
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Staff Training and Development
KPI B3.2	The average training hours completed per employee by gender and employee category.	Staff Training and Development

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards
Aspect B5: Procurement Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Procurement Management
KPI B5.1	Number of suppliers by geographical region.	Procurement Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Procurement Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Procurement Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Procurement Management

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Product Responsibility

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment