

WE ENABLE SMART & SUSTAINABLE LIVING

Technology | Brand | Manufacturing

COMPUTIME GROUP LIMITED

金寶通集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 320)

*For identification purposes only



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About this Report

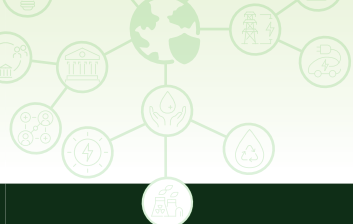
This Environmental, Social and Governance (“ESG”) Report (the “Report”) is published by Computime Group Limited (“Computime”, the “Company”, “we”, “us”, or “our”), disclosing its management approach and performance in environmental and social aspects of the Company and its subsidiaries (collectively, the “Group”). This Report, published in both English and Chinese, is an integral part of our annual reporting and should be read in conjunction with our Annual Report for the year ended 31 March 2025, in particular the Management Discussion and Analysis section and Corporate Governance Report contained therein. If there is any discrepancy between the two versions, the English version shall prevail.

Reporting Guidelines and Principles

This Report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Universal Standards 2021. This Report has also disclosed all Hong Kong Exchanges and Clearing Limited (“HKEX”) mandatory disclosure requirements and “comply or explain” provisions set out in the Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) contained in Appendix C2 to The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. This Report is also prepared with reference to IFRS Foundation’s International Sustainability Standards Board (“ISSB”) on IFRS Sustainability Disclosure Standards (“ISSB Standards”) recommendations and the Company’s sustainability initiatives, where applicable, are align with the United Nations Sustainable Development Goals (“UNSDGs”).

In the process of preparation of this Report, we have followed the Reporting Principles as recommended by GRI and as set out in the HKEX ESG Reporting Code to define the report content and to ensure the quality of information presented, including:

Materiality:	The interests of stakeholders and broader economic, social or environmental topics raised by stakeholders have been taken into account in defining material topics.
Quantitative:	The Report indicates which data have been estimated, and the underlying assumptions and techniques used for the estimation, or where that information can be found.
Balance:	The information in this Report is presented in a format that allows users to see positive and negative trends in performance on a year-to-year basis.
Consistency:	The Report and its information can be compared on a year-to-year basis. Any significant variation between reporting periods can be identified and explained.
Stakeholder Inclusiveness:	The Report draws upon the outcomes of any stakeholder engagement processes undertaken specifically for the report.
Sustainability Context:	The Report describes how sustainability topics relate to its long-term strategy, risks, opportunities, and goals including in its value chain.
Completeness:	The Report includes all significant impacts in the reporting period and provides reasonable estimates of significant future impacts.
Accuracy:	The Report contains accurate quantitative and qualitative data to allow an assessment of our impact.



About this Report (continued)

Verifiability:	The Report provides clear explanations with reliable evidence to enhance the accuracy of the reported information.
Clarity:	The Report avoids excessive and unnecessary detail and contains the level of information required by stakeholders.
Comparability:	The Report and its information can be compared on an annual basis due to its consistent reporting manner.
Timeliness:	The Report is disclosed on a regular schedule and is accessible in time for readers to make decisions.

Reporting Boundary and Period

Unless otherwise stated, the social data in the Report covers the entire Group. The environmental data in the Report covers the business operations of the Group located in Hong Kong, Shenzhen in China, Malaysia and overseas offices in United Kingdom (the "UK"), European countries including Germany, Denmark and Romania, and Illinois in the United States of America (the "US"). In determining our environmental data reporting boundary, operating offices and production facilities with fixed assets exceeding HK\$250,000 are selected.

The reporting period is for the year ended 31 March 2025 (the "Year" or "FY2025" or "FY24/25"). There have been no significant changes in the Group's major business framework and no significant restatements of data were made during the Year.

Board Approval

This Report has been reviewed and confirmed by the management team and was approved by the Board of Directors (the "Board") on 30th June 2025.

Feedback

The information and data collection are contributed by various corporate functions and subsidiaries across the Group. We have established a mechanism for summarising data and information, conducting regular reviews on the data and information. Nevertheless, we recognize the potential shortcomings of our reporting process and strive to enhance our work on disclosure. Your comments and idea are appreciated and will help us to improve our work and performance continuously.

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Message from Chairman and CEO

Dear Stakeholders,

As the world continues to confront complex and pressing challenges—from climate change to digital transformation—the need for responsible, forward-thinking leadership has never been more critical. At Computime, we embrace this responsibility with purpose and conviction. Guided by our vision to enable smart and sustainable living, we are committed to creating long-term value for our customers, partners, employees, shareholders, and the communities we serve.

From our origins as a manufacturer of electronic clock devices, Computime has evolved into a global solutions provider, integrating technology, branding, and manufacturing expertise. This transformation has been driven by a clear and enduring mission: to universalize smart and sustainable living through technologies, products, and manufacturing solutions. We view sustainability not merely as compliance requirements, but as strategic imperatives that shape our decision-making, operations, and stakeholder relationships.

In FY2025, we elevated our commitment to transparency and accountability through the public disclosure of our Climate Change Management Policy, Sustainability Policy, and Board Diversity Policy. These milestones reflect our belief in inclusive governance and our dedication to building trust with all stakeholders.

We are proud to report significant progress in our environmental performance. We exceeded our 2020 environmental targets, achieving a 38% reduction in Scope 1 and 2 greenhouse gas emissions, a 7% decrease in electricity consumption, and a 51% reduction in water consumption intensity. Additionally, we have received multiple accolades, including three (3) Low Carbon Manufacturing Programme Gold Labels from WWF, the LOOP+ Third Level label in Hong Kong, and Penang Green Office Label in Malaysia. The EcoVadis rating also rose significantly to the 78th percentile and was awarded the Bronze Medal. These results are the outcome of disciplined operational strategies and a strong focus on low-carbon manufacturing and energy efficiency.

Looking to the future, we have established a bold Scope 1 and 2 Decarbonisation Roadmap. From our 2020 baseline, we aim to reduce emissions by 40% by 2030, 60% by 2040, and 90% by 2050. We also expanded our use of renewable energy, initiating its deployment in our European operations and planning further adoption across our global sites.

Our dedication to social responsibility remains equally strong. We have maintained zero work-related fatalities for the eighth consecutive year, reflecting our rigorous health and safety standards. Our focus on employee development remains firm, with a 100% training rate achieved for the second consecutive year and a 49% increase in average training hours per employee, reaching 32.5 hours. We also take pride in our commitment to gender equality, with a balanced male-to-female workforce ratio of 42:58 of our total workforce, reinforcing our inclusive and equitable workplace culture. Beyond our internal efforts, we contributed over HK\$200,000 to community development projects, affirming our belief in shared prosperity.

Governance continues to be a cornerstone of our sustainable growth. We have maintained ISO 27001 certification for Information Security Management, underscoring our commitment to data protection and cybersecurity across our operations. In our supply chain, we achieved a 100% screening rate for new suppliers using environmental and social criteria, ensuring that our procurement practices align with our sustainability values. Our focus on innovation remains unwavering, as demonstrated by our growing intellectual property portfolio—now comprising 163 granted patents and 97 additional patents in process. This reflects our continuous investment in advanced technologies and industry leadership.



Message from Chairman and CEO (continued)

As global challenges intensify, we remain resolute in our commitment to be part of the solution. At Computime, we believe that ambition and responsibility can—and must—coexist. With the continued dedication of our employees and the trust of our stakeholders, we are confident in our ability to build a smarter, more sustainable future.

Thank you for being a valued part of our sustainability journey.

By Order of the Board

AUYANG Pak Hong Bernard

Chairman, Chief Executive Officer and Executive Director

Hong Kong, 30 June 2025



About Computime

Our Business Overview

Computime Group Limited, founded in 1974 and listed on HKEX since 2006, has grown into a leading provider of technology, brand, and manufacturing solutions. From humble beginnings as a small manufacturer of electronic clocks and timing devices in Hong Kong half a century ago, we strive to drive innovation and contribute to the advancement of modern life with commitment to fostering smart and sustainable lifestyles.

Our core focus is on developing products and ecosystems that support net-zero living, with significant investments in Research and Development (“R&D”) across areas such as IoT, Cloud, Connectivity, HMI, Artificial Intelligence (“AI”), and Machine Learning (“ML”). Our versatile product portfolio encompasses a wide range of offerings, including Electronic Vehicle (“EV”) chargers, smart irrigation, robotics, professional security, AI climate control, innovative thermostats, and induction cooking solution.

Through our two main operating segments — Control Solutions and Branded Business — we are dedicated to driving smart and sustainable living. With a strong global presence, we have established offices, R&D centres, and manufacturing facilities across 20 locations in Asia, North America, and Europe.

Control Solutions

Control Solutions are in the technology and manufacturing arena to provide Original Equipment Manufacturer (“OEM”) and Original Design Manufacturer (“ODM”) solutions to the commercial, industrial, and consumer markets. Our focus includes key segments such as Appliance Controls, Heat Ventilation and Air Conditioning (“HVAC”), Water & Air Solutions, Tools products and Medical and Wellness Products.

Branded Business

Branded Business offers smart home, climate control, and environmental control products and ecosystems to professional installers, property developers, utility companies and wholesalers under our house brands in Salus and Braeburn.

In addition, Computime has a business to customer (“B2C”) arm - Computime Brands. This venture focuses on providing smart home and smart building solutions and security devices to provide brand solutions and retail customers.



About Computime (continued)

Our Vision, Mission, Core Values and Culture

OUR VISION

To be a leading innovator and enabler of smart and sustainable living

OUR MISSION

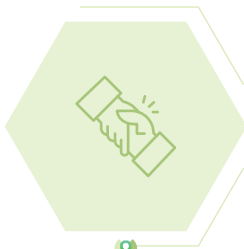
To universalize smart and sustainable living through technologies, products and manufacturing solutions

OUR CORE VALUES



Uncompromising Integrity

Maintaining ethical standards with transparency, honesty, and accountability in all professional actions.



Purposeful Collaboration

Believing teamwork and shared goals drive success by aligning every effort to our collective vision.



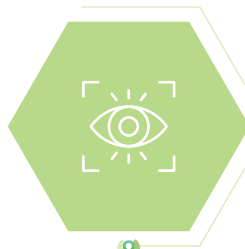
Solution-Driven Mindset

Facing challenges creatively and turning failures into growth opportunities.



Adaptive Resilience

Adapting with agility and strength to thrive in changing environments.



Bold Foresight

Shaping the future with curiosity, innovation, and strategic vision.

OUR CULTURE



Building A-Teams

Attracting and retaining top talent, empowering businesses to operate autonomously, and fostering a culture where individuals are encouraged to make informed decisions and drive collective success.



Taking Ownership

Embracing responsibility, proactively addressing challenges, and being accountable for actions and outcomes to drive personal and organizational success.



Fostering Learning

Creating a dynamic environment that champions continuous learning and prioritizes the growth and development of talents to reach their full potential.



Promoting Transparency

Cultivating an open and honest communication culture, ensuring information is shared safely, and maintaining clear accountability for actions and decisions.


















Achieving Excellence

Inspiring a commitment across the organization to set ambitious goals and consistently deliver outstanding results, fostering a culture of high performance and continuous improvement.

About Computime (continued)

Sustainability Performance Highlights

Environmental				
				
Advanced transparency by publicly disclose our Climate Change Management Policy and Sustainability Policy	Exceeded our 2020 environmental targets by reducing Scope 1 & 2 emissions by 38.3%, lowering electricity consumption by 7%, and cutting water consumption intensity by 51.8%	Announced our 2050 decarbonization roadmap for low carbon transition	Honoured with the EcoVadis Bronze Medal, ranking in the 78 th percentile ¹ globally	Awarded with 3 Gold Certificates under WWF's the Low Carbon Manufacturing Programme ("LCMP") and achieved Level 3 of the Low-carbon Operation Programme ("LOOP+")
Social				
				
Established a comprehensive Talent Management Program covering the entire employee career path	Maintained 100% trainings rate across all employee levels for three consecutive years	Male-to-female workforce ratio of 42:58 of our total workforce	Upheld a record of zero work-related fatalities over the past nine years	Strong dedication to community involvement with a 49% year-over-year increase in employee volunteering hours
Governance				
				
Enhanced transparency by publicly disclose our Board Diversity Policy	Achieved 28.6% female representation on our Board of Directors, surpassing the industry average	100% of governance body members received anti-corruption training	100% of buyers across all locations have received training on sustainable procurement	163 patents granted with 97 patents in application

¹ The percentile rank shows how the score compares to other companies' scores. The 78th percentile means the score is higher than or equal to the score of 78 percent of all companies rated by EcoVadis.

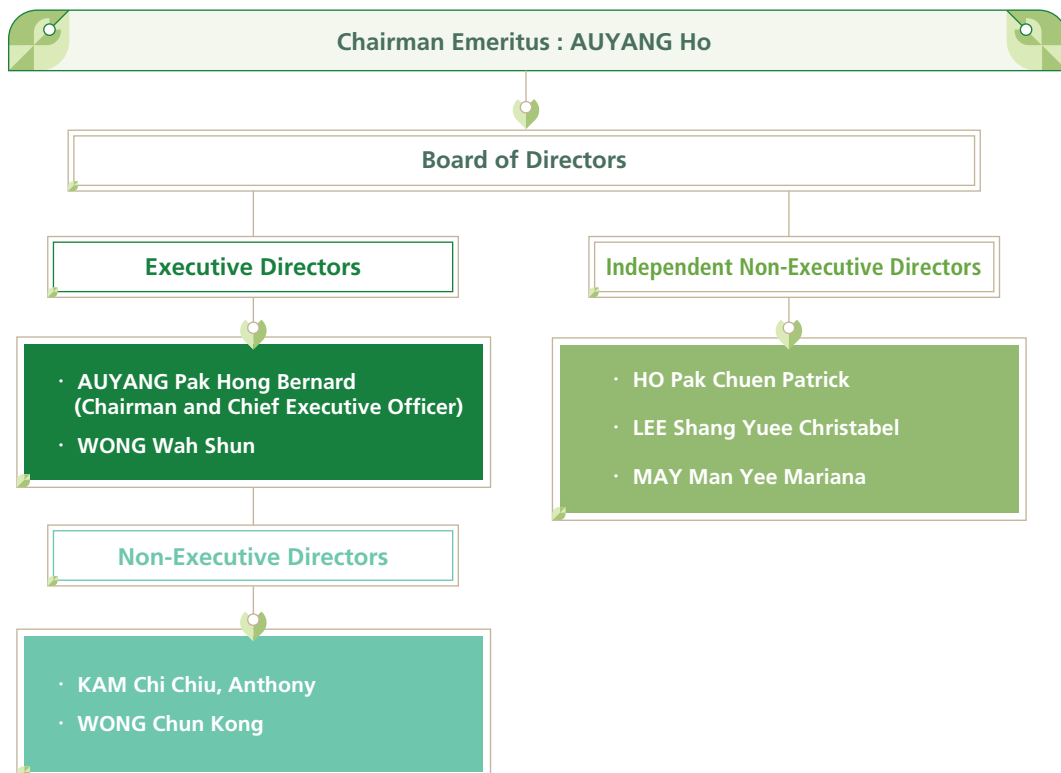
Our Sustainability Approach

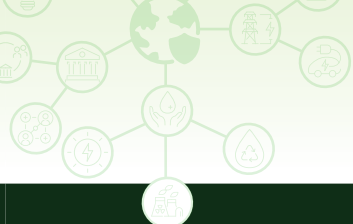
At Computime, we demonstrate our commitment to sustainability by combining industry expertise with targeted ESG initiatives that align with global sustainability goals. By continuously enhancing our sustainability framework and strategic pillars, we ensure that our operations remain responsible and future focused. This approach allows us to generate significant environmental and social impacts while strengthening our position as a sustainable and accountable organization.

ESG Governance

We uphold a strong corporate governance framework throughout our ESG journey to protect the interests of our customers, shareholders, employees, and other stakeholders.

The Board of Directors serves as the highest governance body, holding overall responsibility for Computime’s ESG reporting and performance. To ensure sustainable governance, the Board has established four dedicated committees: the Executive Committee, Audit Committee, Nomination Committee, and Remuneration Committee, each operating under clearly defined terms of reference. By adopting an ESG governance and risk management approach aligned with both international and local best practices, we are committed to enhancing transparency, accountability, and the effective management of sustainability-related issues.





Our Sustainability Approach (continued)

Our ESG Governance Structure

<p>Highest Governance Body</p>	<p>Board of Directors:</p>			
<p>Board Oversight</p>	<p>Audit Committee</p> <ul style="list-style-type: none"> Reviewing the financial information and reports of the Group Monitoring the Company's financial reporting system, internal control system, and risk management system Monitoring effectiveness of climate risk management and internal controls Oversee integration of climate risks into enterprise risk management frameworks, internal controls, and business continuity plans. 	<p>Executive Committee</p> <ul style="list-style-type: none"> Assisting the Board in discussing and making decisions on day-to-day management and operational issues Monitoring the execution of strategic plans and operations of all business units 	<p>Nomination Committee</p> <ul style="list-style-type: none"> Reviewing and recommending the composition of the Board and formulating procedures for the nomination and appointment of Directors Assessing the independence matters, reviewing the Board Diversity Policy, and providing recommendations for any necessary revisions 	<p>Remuneration Committee</p> <ul style="list-style-type: none"> Providing recommendations to the Board regarding the remuneration policy and structure for directors and senior management, ensuring transparency and fairness Making recommendations on the remuneration packages, reviewing and approving performance-based remuneration based on corporate goals and objectives
<p>Under Audit Committee's Oversight</p>	<p>ESG Management Committee</p>			
	<ul style="list-style-type: none"> Developing and implementing of the ESG vision, strategy, and policies Approving the annual ESG initiatives plan and regularly reviewing progress in meetings Funding of ESG initiatives (e.g., Charity Donations) Communicating with external parties on ESG matters 			

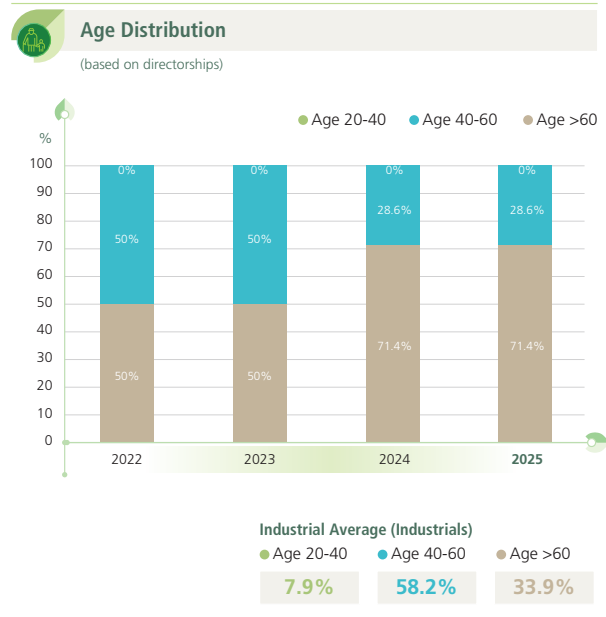
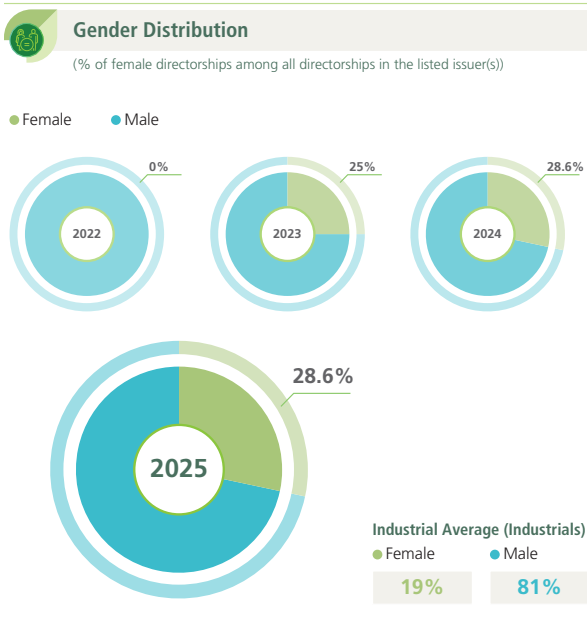
(Please refer to our Annual Report for the detailed roles and responsibilities of the Committees.)

Our Sustainability Approach (continued)

Board Independence and Diversity

During the Year, the Group introduced its Board Diversity Policy, emphasizing a range of diversity perspectives in the selection of Board candidates. These perspectives include, but are not limited to, gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and tenure. The ultimate selection is based on merit and the value candidates bring to the Board.

In recent years, we have made notable progress in promoting gender diversity on the Board, demonstrating our commitment to inclusivity and balanced leadership. Female representation has increased from 0% in 2022 to 25% in 2023, with further progress to 28.6% sustained for 2024 and 2025. We firmly believe that diverse perspectives enhance decision-making, foster innovation, and contribute to long-term success.



Our Sustainability Approach (continued)

Our ESG Management Committee

The ESG Management Committee, a sub-committee of the Audit Committee, plays a critical role in steering the Group’s sustainability practices.



Through regular bi-monthly meetings, the Committee evaluates sustainability strategies, assesses performance, and identifies opportunities for continuous improvement to meet the Group’s long-term objectives. During the year, the Audit Committee and ESG Management Committee convened four times to evaluate sustainability strategies, policies, performance, and activities.

Our Sustainability Strategy and Policies

Our sustainability approach is driven by the internal policies and development strategies, with a focus on improving quality of life through technology and innovation. As a global corporation, we are committed to conducting our business in a socially responsible and ethical manner, creating long-term value for business growth and the broader community. Our sustainability strategy is centred on three core pillars that encapsulate environmental, social, and governance issues of utmost impact to us.

The Group’s Environmental Policy serves as the foundation for guiding environmentally conscious practices while delivering superior products and services. Under our Environmental Policy, we developed 3 sub-policies that guide our action when implementing ESG.

Our Sustainability Approach (continued)

Our Policies

Environmental Policy

Reflecting our commitment to environmental stewardship through strict compliance with local laws, regulations, and customer environmental requirements. The policy focuses on safeguarding the environment by conserving resources, reducing energy consumption, and promoting resource recovery and recycling. We are also dedicated to controlling pollution and hazardous sources, minimizing emissions of pollutants, and preventing accidents. These efforts ensure that our operations align with sustainable practices while mitigating environmental impact and upholding our responsibility to the planet.

CLIMATE CHANGE MANAGEMENT POLICY
A technology, brand & manufacturing company that enables and advances smart and sustainable living for everyone.

OBJECTIVE
To guide the integration of carbon emission reduction targets into Computime's long-term management incentive plans to mitigate climate change impacts and enhance the company's adaptability to climate-related risks

OUR STRATEGIES

- Mitigation**
 - Enhance energy efficiency
 - Expand green technology
 - Set reduction targets
 - Integrate climate consideration
- Adaptation**
 - Assess climate impacts
 - Adopt mitigation measures
 - Integrate risk considerations
 - Explore emission solutions
- Resilience**
 - Establish resumption plan
 - Create recovery team
 - Formulate recovery measures
 - Provide management guidelines

OUR COMMITMENT

- Comply with Laws and Regulations
- Evaluate and Improve Operations
- Conduct Policy Communication

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Climate Change Management Policy

Climate Change Management Policy outlines approaches to address climate change by focusing on mitigation, adaptation, and resilience-building. It promotes energy efficiency, engages suppliers, integrates climate risks into business plans, collaborates with partners, and establishes business resumption plans.

SUSTAINABILITY POLICY

Our Belief
To integrate innovation and sustainability into business operations, reducing environmental impact, improving community quality of life and providing reasonable returns to investors

Vision
To be a leading innovator and enabler of smart and sustainable living

Mission
To make smart and sustainable living universally accessible

Values
Customer Focus, Solution-Driven, Innovation, Collaboration, Integrity

Environment (Our focus)
Reduce Carbon Emission, Improve Resource Efficiency, Embrace Green Technology, Promote Green Practice

Social (Our focus)
Promote Diversity & Equality, Invest in Talents Development, Deliver Exceptional Products, Adopt Sustainable Procurement

Governance (Our focus)
Enhance Corporate Governance, Open Communication with Stakeholders, Maintain Transparency, Establish ESG Committee

Laws & Regulations (Our focus)
Adhere to All Applicable Laws and Uphold Ethical Standards

COMPUTIME | A technology, brand & manufacturing company that enables and advances smart and sustainable living for everyone.

Sustainability Policy

Sustainability Policy outlines our commitment to integrating innovation and sustainable development into daily operations. It focuses on environmental stewardship, social responsibility, and robust governance. Key initiatives include reducing GHG emissions, promoting inclusive workplace practices, and enhancing corporate governance.

REDUCE, REUSE, AND RECYCLE
Cut waste by using resources mindfully, repurpose materials to give them new life, and recycle to protect our planet. Together we can make a lasting impact.

1 ENERGY SAVING
Energy conservation helps combat climate change and protect wildlife.

2 WASTE REDUCTION
By reducing waste and promoting recycling, we foster a more sustainable society.

3 GO PAPERLESS
Minimizing paper use lowers the carbon footprint by decreasing demand for production.

4 WATER CONSERVATION
Reduce water usage saves the environment and saves life. Every drop counts.

COMPUTIME





Green Office Policy

Green Office Policy outlines sustainable practices to reduce environmental impact across office operations. It focuses on energy saving, waste reduction, recycling, going paperless, and applying the 5R principle.

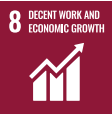


Our Sustainability Approach (continued)

Responding to Global Sustainable Development





Aligned with the UNSDGs, we have been actively engaged in activities related to community outreach, environmental protection, and inclusive economic growth. We prioritize the UNSDGs that align closely with our business objectives and sustainability strategies. Throughout the Year, we have undertaken various initiatives aligned to support these goals.

UNSDGs	Targets	Contributions in FY 24/25
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Target 3.8 – Achieve universal health coverage</p>	<ul style="list-style-type: none"> • Provided comprehensive medical insurance coverage and seasonal vaccinations to our employees, facilitating the access to essential healthcare services • Organized regular health check-ups and wellness workshops to promote preventive healthcare awareness
 <p>4 QUALITY EDUCATION</p>	<p>Target 4.1 – Ensure all girls and boys receive quality education</p> <p>Target 4.4 – Upskill individuals for employment, decent jobs and entrepreneurship</p>	<ul style="list-style-type: none"> • Trained employees through diverse training programs covering topics such as the latest technologies, industry updates, and workplace knowledge and skills • Partnered with local schools to provide STEM workshops students
 <p>5 GENDER EQUALITY</p>	<p>Target 5.b – Enabling technology to promote the empowerment of women</p>	<ul style="list-style-type: none"> • Provided IT training programs to our global workforce, equipping employees with up-to-date knowledge on the latest technological trends
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Target 7.1 – Universal access to modern energy</p> <p>Target 7.3 – Improve energy efficiency</p> <p>Target 7.a – Promote investment in clean energy technology</p>	<ul style="list-style-type: none"> • Integrated sustainable technologies in the design and manufacturing processes of our eco-friendly products • Implemented real-time energy monitoring systems to track and reduce energy waste • Implemented energy saving and resource saving initiatives across global sites

Our Sustainability Approach (continued)

UNSDGs	Targets	Contributions in FY 24/25
	<p>Target 8.6 – Promote youth employment and training</p> <p>Target 8.7 – End child labour in all its forms</p> <p>Target 8.8 – Protect labor rights and promote safe and secure working environments for all workers</p>	<ul style="list-style-type: none"> • Established the Talent Management Program covering the entire career path • Adhere to the International Labour Organization Convention and strictly prohibit the use of child labour in any form within our operations • Implemented a strict supplier code of conduct prohibiting the use of child labor • Conducted annual safety drills and provided ongoing safety training to all employees. • Established anonymous whistleblower hotlines to report labor rights violations
	<p>Target 9.5 – Enhance scientific research, upgrade technological capabilities</p>	<ul style="list-style-type: none"> • Allocated a portion of annual revenue to R&D for green manufacturing technologies • 163 patents granted with 97 patents in application • Over 500 in-house engineers worldwide
	<p>Target 10.3 – Ensure equal opportunity and reduce inequalities of outcome</p>	<ul style="list-style-type: none"> • Instituted transparent promotion and pay review policies to ensure merit-based advancement • Continue to implement the professional behaviour policy to maintain a workplace culture characterized by fairness, respect, diversity, and inclusion • Human Right Policy in place and adhere to all laws and regulations related to human rights • Through EcoMacher tree planting program, the Group helped 6 families in Thailand and Ecuador

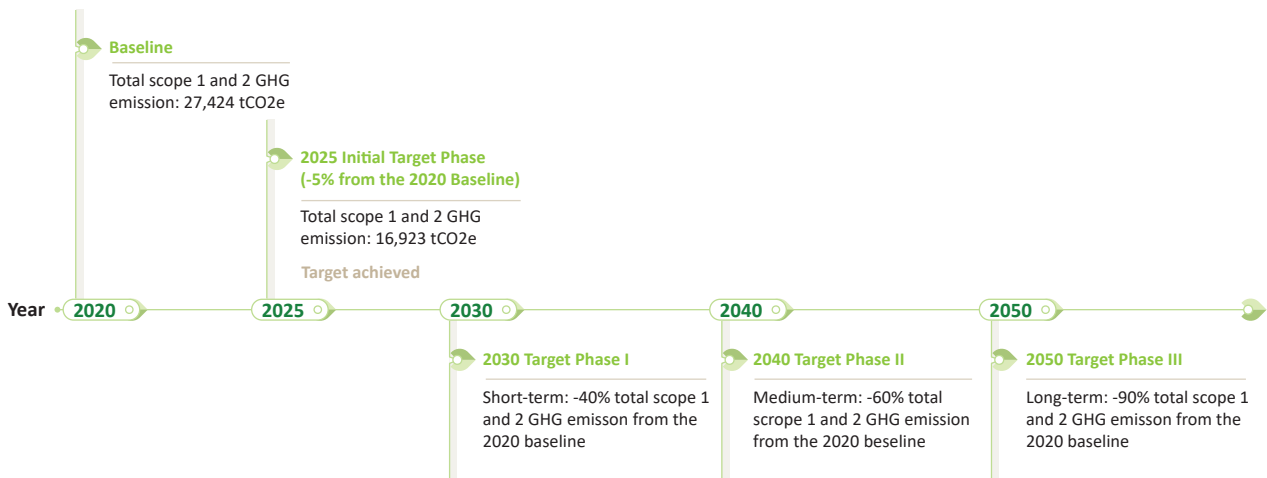
Our Sustainability Approach (continued)

UNSDGs	Targets	Contributions in FY 24/25
	<p>Target 12.2 – Achieve sustainable management and efficient use of natural resources</p> <p>Target 12.4 – Achieve environmentally sound management of chemicals and all wastes throughout their life cycles</p> <p>Target 12.5 – Substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>Target 12.7 – Promote public procurement practices that are sustainable</p>	<ul style="list-style-type: none"> • Set annual targets to reduce water and waste generation per unit of output • Ensured 100% compliance with hazardous waste disposal regulations across all facilities • Integrated sustainability criteria into supplier evaluation and procurement processes • Prioritized sourcing from local and eco-certified vendors
	<p>Target 13.1 – Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in countries with business operations</p> <p>Target 13.2 – Integrate climate change measures into policy and planning</p> <p>Target 13.3 – Improve climate change education</p>	<ul style="list-style-type: none"> • Published Climate Change Management and Sustainability Policy • Established business continuity plans for extreme weather and disaster scenarios • Organized ESG training to employees to enhance their environmental awareness
	<p>Target 15.2 – sustainable management of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally</p>	<ul style="list-style-type: none"> • Sponsored tree planting program in deforested regions as part of carbon offsetting efforts. In FY24/25, we adopted 1,000 additional trees in Thailand, and together with the 1,000 trees planted in Ecuador last year, the total lifetime CO2 sequestration increased to 500 tonnes, which equals to 2,000.0 hours flying for one person
	<p>Target 16.5 – Substantially reduce corruption and bribery in all forms</p>	<ul style="list-style-type: none"> • Internal code of conduct in place to ensure business conduct • Complied with the anti-money laundering and counter-terrorist financing policy

Our Sustainability Approach (continued)

We have developed an internal decarbonisation roadmap that defines our short-term, medium-term, and long-term GHG emission reduction targets to be achieved by 2050. This roadmap serves as a framework for embedding our sustainability strategy into our business operations. It emphasizes our key commitments and goals, guiding our actions while allowing stakeholders to assess our performance and hold us accountable.

Computime’s Decarbonisation Roadmap



Environmental Pillar:

GHG Emission Reduction

- Optimize energy consumption through automation, AI, and advanced technologies
- Explore adoption of green/renewable energy in operational sites
- Promote green mobility options and raise employee environmental awareness

Resource Conservation

- Promote comprehensive green office practices to reduce waste and enhance resource efficiency.
- Leverage digitalization to reduce paper and material usage.
- Develop product and packaging eco-design guidelines to minimize material use and enhance recyclability

Green Value Chain Management

- Collaborate with suppliers to adopt sustainable practices by integrating ESG criteria into evaluations, co-developing environmental initiatives, and promoting greater awareness across the supply chain.
- Collaborate with customers to co-develop environmentally friendly solutions and reduce lifecycle impact
- Promote sustainable sourcing throughout the supply chain



Our Sustainability Approach (continued)

Social Pillar:

Employee Wellbeing

- Foster a healthy work environment with physical and mental wellness programs
- Ensure occupational health and safety through regular training
- Promote work-life balance and supportive workplace culture

Talent Development

- Provide continuous training and development opportunities
- Cultivate a diverse, inclusive, and equitable workplace
- Build future leadership through structured career development and succession planning that covering all career stage

Community Investment

- Support educational, environmental, and technological community initiatives
- Partner with NGOs and social enterprises to drive long-term community impact
- Encourage employee volunteering and participation in social responsibility programs

Governance Pillar:

Corporate Governance

- Maintain a transparent, accountable, diversity board structure with regular oversight
- Uphold ethical business practices and anti-corruption measures
- Strengthen internal control and compliance systems

ESG Management Committee

- Establish cross-functional ESG committees to monitor progress and ensure accountability.
- Integrate ESG into business strategy and risk management.
- Set measurable ESG targets, implement tracking systems to regularly assess and align efforts

Stakeholders Communication




- Maintain open and transparent dialogue with investors, customers, and communities.
- Conduct regular stakeholder engagement to identify material ESG issues.
- Publish timely and accurate ESG disclosures aligned with global reporting frameworks.

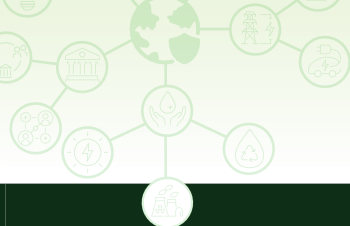
Our Sustainability Approach (continued)

Stakeholder Engagement and Materiality Assessment





To better understand our stakeholders’ needs and enhance business performance in an ever-evolving industry landscape, the Group is committed to improving the transparency of our sustainability disclosures and meeting stakeholder expectations. Over the years, we have consistently conducted stakeholder engagement activities to gain deeper insights into the priorities, perspectives, and expectations of our diverse stakeholder groups, including employees, customers, business partners, regulatory bodies, investors, and financiers. Their valuable input and constructive feedback have been crucial in helping us adapt to changing market dynamics and global sustainability trends.

Recognizing the mutual influence between our business and the external environment provides us with a comprehensive view, enabling us to align with global stakeholders and actively contribute to a more sustainable and prosperous future. To stay responsive and relevant, we carry out an annual materiality assessment to identify the areas of greatest importance for both our stakeholders and the Group. This process helps us evaluate and address key issues that matter most to customers, employees, investors, suppliers, and subcontractors. By understanding how our operations impact their decisions and addressing their expectations, we strengthen the trust they place in us. These ongoing efforts ensure that our ESG initiatives remain focused, effective, and aligned with the evolving needs of the communities and industries we serve.

Stakeholder groups	Topics concerned	Communication channels
<p>Customers</p> 	<ul style="list-style-type: none"> • Customer service and satisfaction • Innovation management • Competitive advantages in the industry • Product quality control • Product eco-friendly innovation • Data Security and Privacy Protection • Business ethics 	<ul style="list-style-type: none"> • Customer satisfaction surveys • Quality assessment meetings • Products training workshops • Customer services hotline and email
<p>Employees</p> 	<ul style="list-style-type: none"> • Employee benefits • Talent management • Training and education • Occupational safety and health • Career development 	<ul style="list-style-type: none"> • Employee communication meetings • Employee satisfaction surveys • All-employee email announcements • Internal newsletter • Internal trainings
<p>Investors</p> 	<ul style="list-style-type: none"> • Computime’s advantages in the industry • Future growth potential • Continuous improvement of profitability • Corporate strategy • R&D goals and progress • Business ethics • Compliance with laws and regulations 	<ul style="list-style-type: none"> • Annual general meeting • Annual report • Interim report • ESG report • Communication via phone calls and emails • Company website



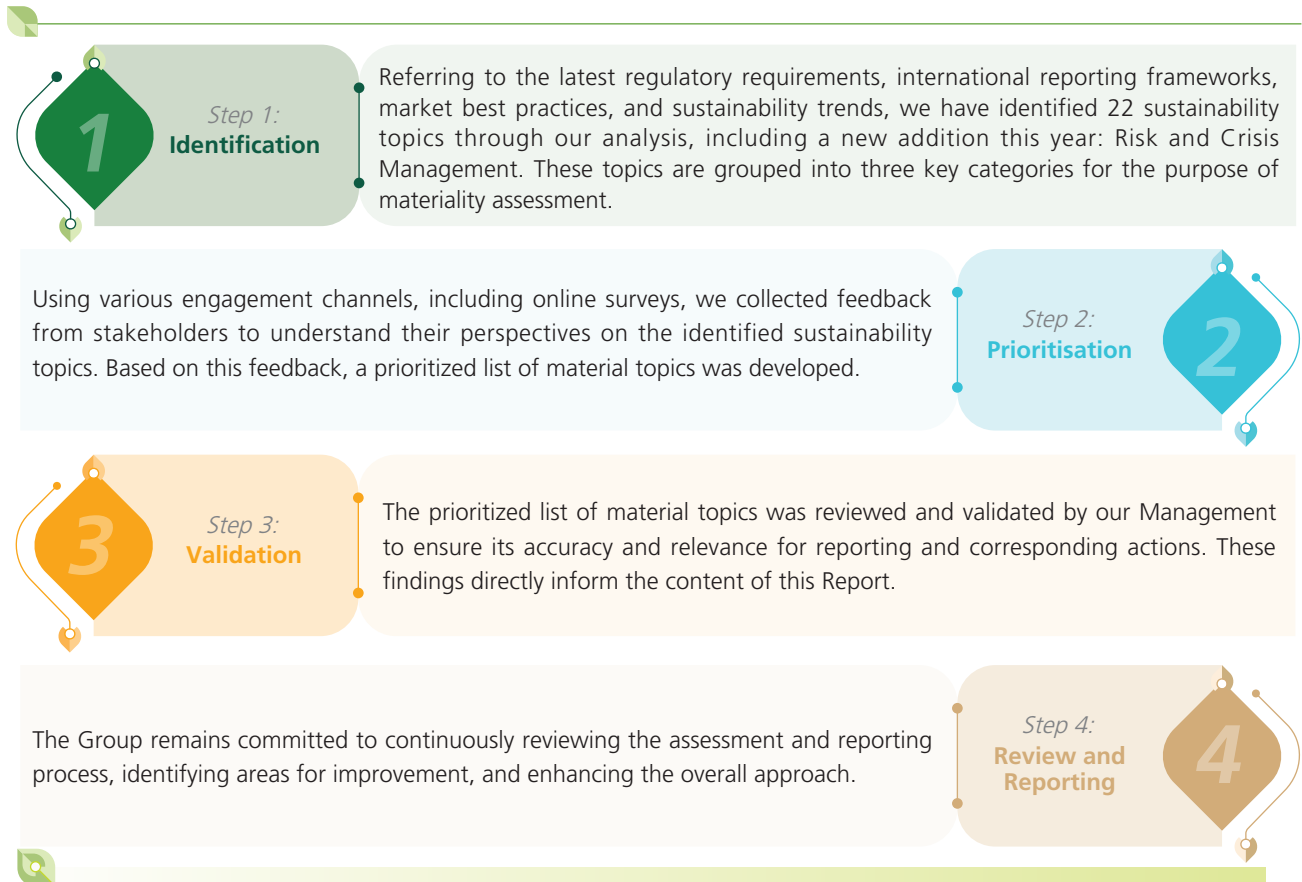
Our Sustainability Approach (continued)

Stakeholder groups	Topics concerned	Communication channels
Suppliers 	<ul style="list-style-type: none"> • Quality, price, delivery, service • Supplier chain management • Business ethics • Data Security and Privacy Protection • Compliance with laws and regulations • Business ethics 	<ul style="list-style-type: none"> • Ratings and on-site review • Audits for suppliers • Supplier surveys • Business review meetings
Community 	<ul style="list-style-type: none"> • Waste control and pollution prevention • Environmental protection • Employee health and safety • Compliance with laws and regulations 	<ul style="list-style-type: none"> • On-site visits • Regular meetings • Corporate website • Charity Events
Regulatory Bodies 	<ul style="list-style-type: none"> • Compliance with laws and regulations • ESG risks • Business ethics 	<ul style="list-style-type: none"> • Annual Report • Corporate website
NGOs 	<ul style="list-style-type: none"> • Environmental compliance • GHG emissions • Effluent and waste 	<ul style="list-style-type: none"> • Charity Events • ESG Report • Corporate website

Our Sustainability Approach (continued)

Materiality Assessment

A four-steps methodology has been established for our materiality assessment exercise:



Our Sustainability Approach (continued)

The results of the materiality assessment have been interpreted through a materiality matrix, which evaluates the significance of issues to both internal and external stakeholders, as well as their impact on the environment, society, and economy. The identified material topics represent the most critical risks and opportunities faced by Computime. These results were presented to the Board for review, validation, and approval. Our initiatives addressing the top material topics are detailed in this Report.

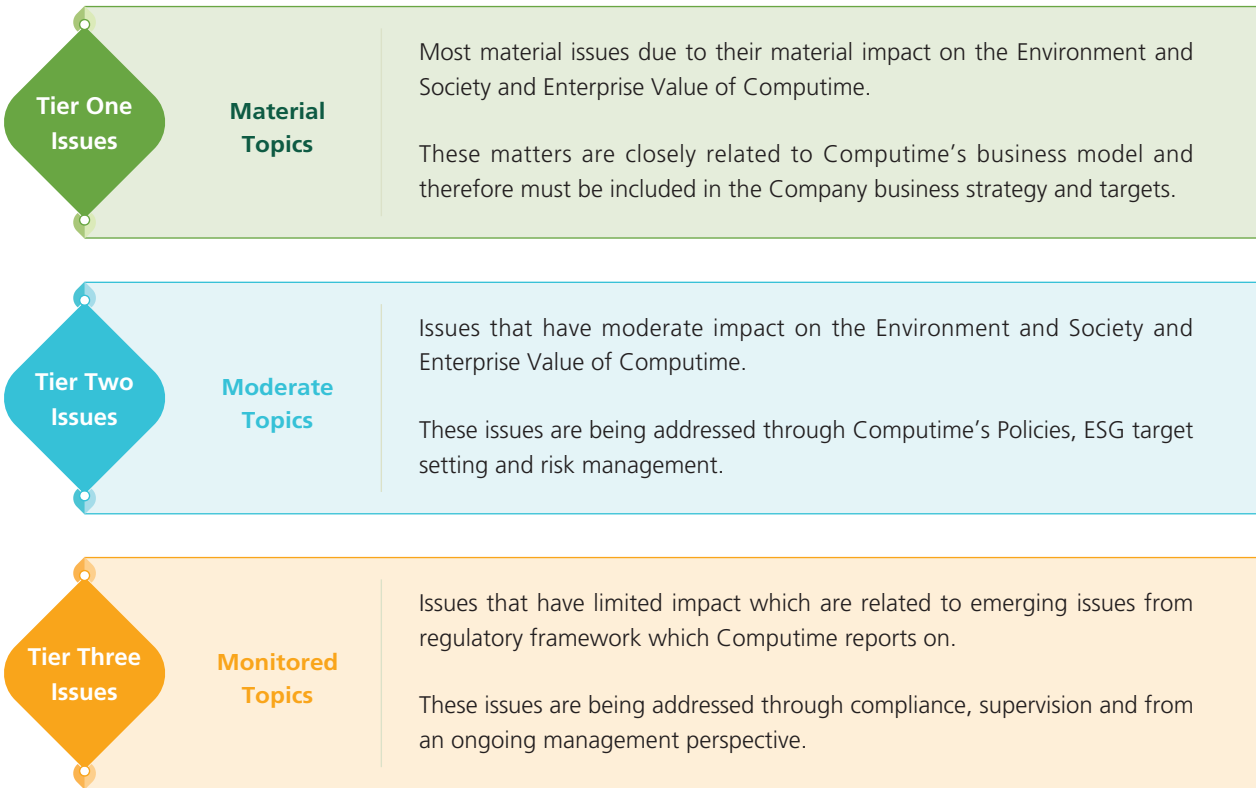
Materiality Matrix



Tier One Issues	Tier Two Issues	Tier Three Issues
1 Laws and Regulations Compliance	3 Cyber Security and Data Privacy Protection	8 Energy Efficiency and Greenhouse Gas Emissions
2 Business Ethics and Anti-Corruption	5 Product and Services Quality	10 Air Emission Management
4 Product Innovation and Intellectual Property	12 Waste Management	11 Water Consumption and Conservation
6 Conflict Minerals	17 Stakeholder Communications	13 Chemical Management
7 Risk and Crisis Management	18 Occupational Health and Safety	14 Green products
9 Climate Change	20 Customer Wellbeing, Health and Safety	15 Talent Attraction, Retention and Development
16 Labour Practices and Human Rights	22 Community Investment	21 Responsible Supply Chain Management
19 Diversity, Inclusion and Equal Opportunities		



Our Sustainability Approach (continued)



Environmental Sustainability

The Group is dedicated to addressing environmental challenges through transformative initiatives that promote decarbonization, climate resilience, and environmental management. By leveraging technology and innovation, we continually work to minimize our footprint, enhance environmental stewardship, and demonstrate a profound respect for the natural world.

To foster a sustainable future that benefits all, Computime remains committed to integrating environmentally responsible practices into its business operations and actively managing its ecological impact. By reinforcing our support for the UNSDGs, we have intensified our efforts in green product innovation, decarbonization, and resource-efficient initiatives.

Environmental Management

At Computime, all of our manufacturing facilities in Mainland China have achieved ISO 14001:2015 Environmental Management System Certification. This certification encompasses a comprehensive set of policies and procedures designed to effectively manage and improve the environmental performance of our manufacturing operations.

To effectively manage our environmental impact, we have implemented the Environmental Scope Identification and Evaluation Management Procedures, the Accident Management Procedures and the Environmental Monitoring Procedures, which extend to both our internal operations and supplier activities. The identification procedures help us to maintain a detailed inventory of emission sources, define monitoring scopes, assign responsibility to specific departments, and establish monitoring frequencies. This enables us to pinpoint areas with significant environmental impact and proactively manage risks. Similarly, the accident procedures classify incidents into four severity levels and provide clear protocols for post-incident actions, investigations, and resolutions, ensuring rapid and efficient responses to emergencies such as chemical spills or excessive discharges.

Our governance framework incorporates collaboration across departments, including engineering, human resources, and production, with management representatives at all levels accountable for implementing sustainable practices. To ensure continuous improvement, we annually review and update our register of legal and environmental requirements in line with ISO 14001 Standards, reinforcing our commitment to compliance and environmental stewardship. These comprehensive measures reflect our dedication to protecting the planet, minimizing environmental risks, and fostering a culture of sustainability throughout our operations and supply chain.

Our Environmental Targets

In our commitment to enhancing environmental sustainability, reducing our carbon footprint, and minimizing wasteful practices, we have established quantitative environmental goals and reduction targets. These targets aim to strengthen the management of energy and emissions, ensure compliance with regulatory obligations, and enhance the Group's resilience to climate risks across the supply chain.

The Group has made a steadfast commitment to minimizing its environmental impact by focusing on four key areas: electricity consumption, GHG emissions, water consumption, and general waste. As 2025 marks the conclusion of the first phase of our environmental targets, we have closely monitored the implementation of these initiatives throughout the year. This diligent approach has enabled us to track our progress and successfully achieve two of our key targets. The Group has conducted a comprehensive review of our environmental performance and renewed our targets to ensure continuous improvement and alignment with our sustainability objectives.

Environmental Sustainability (continued)

Environmental Targets	Base Year	Baseline ²	Target Year	Target Type	Reduction Target	Target Status
Electricity Consumption	2020	32,545 MWh	2025	Absolute	-5%	Achieved
GHG Emission (Scope 1 and 2)	2020	27,414 tCO ₂ e	2025	Absolute	-5%	Achieved
Water Consumption	2020	107.6 m ³ / HKD'000,000 revenue	2025	Intensity	-4%	Achieved
General waste generation	2020	369.25 tonnes	2025	Absolute	-5%	In progress

We have met our 2025 environmental targets for both GHG emissions, electricity consumption and water consumption intensity, while general waste generation target still in progress and need to be adjusted.

Achieved

Electricity Consumption	<ul style="list-style-type: none"> √ -7.0% reduction against baseline √ While our electricity usage increased due to the commencement of operations at our Malaysian plant in 2022, we implemented multiple initiatives to mitigate this impact. √ We enhanced operational and equipment efficiency, introduce energy-saving practices, and actively explore the use of renewable and green energy sources.
GHG Emission (Scope 1 and 2)	<ul style="list-style-type: none"> √ -38.3% reduction against baseline √ We improved energy efficiency and a decrease in overall energy consumption
Water Consumption Intensity	<ul style="list-style-type: none"> √ -51.8% reduction against baseline √ We achieved through our continued efforts to optimise water use in our production processes, including initiatives to purify and reuse water

In progress

General waste generation	<p>In progress</p> <p>We identified discrepancies in our 2020–2022 baseline data due to an initially incomplete data scope. In response, we have revised and recalibrated the baseline to ensure accuracy. The updated figures will be presented in the following section.</p>
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² The baseline data for 2020 have been updated following the Group's review and refinement of data scope and coverage.

Environmental Sustainability (continued)

Further to our scope 1 and 2 GHG emission, we have reported Scope 3 GHG emissions data related to employee air travel in Hong Kong, Malaysia, and Mainland China, totalling 114.82 tCO₂e in FY2024. During the Year, we expanded our data coverage to include all employee business travel in the US and, the UK and the Europe, amounting to 207.56 tCO₂e.

Looking ahead, we remain committed to promoting sustainable travel and encouraging employees to consider the environmental impact of their transportation choices. In the coming year, the Group will further expand our Scope 3 data disclosure in alignment with the GHG Protocol and identify material Scope 3 categories.

Responding to Climate Change

In support of Hong Kong's Climate Action Plan 2050, we are committed to adopting strategic, solution-oriented actions to address climate change and contribute to Hong Kong's journey towards carbon neutrality. To enhance transparency, the Group has made climate-related disclosures with reference to the recommendations of the IFRS S2 Standards. We will actively engage with our stakeholders and participate in various professional associations to collaboratively tackle climate change challenges.

Governance

The Board of Directors is responsible for reviewing and approving the sustainability-related issues. Our sustainable development agenda and the progress towards the Group's 2030 targets are reported and discussed at the quarterly Board meetings. The ESG Management Committee is responsible of setting the target, direction on sustainability issues, developing and monitoring the Group's ESG strategy and initiatives, as well as overseeing relevant workgroups and assigning responsibilities for promoting ESG.



In addition to shaping strategic direction, the Board ensures effective risk management and internal controls, reviews the adequacy of resources and staff qualifications, and evaluates our financial and ESG-related policies and practices to support sustainable development. To further strengthen our ESG governance, the Board has appointed the ESG Management Committee to oversee all ESG-related matters. Our corporate risk register incorporates ESG-related risks, including climate- and nature-related risks, and we have fully integrated sustainable development factors into our corporate risk analysis. This comprehensive approach ensures alignment between risk management and our sustainability objectives.

Strategy

Our commitment aligns with decarbonization efforts, and we aspire to support both local and national net-zero carbon goals. We actively monitor national climate change policies and proactively assess the climate-related risks impacting our operations. In the upcoming the year, the Group will conduct climate risk assessment and scenario analysis to further strengthen our effort in facilitating our understanding and better mitigation method. Further details will be disclosed in the next ESG report.

Environmental Sustainability (continued)

Climate-related Risks and Opportunities

Risk Categories	Risk Type	Risk Description	Potential Financial Impacts
Physical risks³ 	Acute	<ul style="list-style-type: none"> Increased frequency of occurrence of severe and extreme weather events (e.g. typhoons, floods and storms) may impact the Group’s operations 	<ul style="list-style-type: none"> Increase in operating costs: Additional energy consumption and employees’ absence Decrease in product sales: Lower quality of products caused by abnormal operations or lock down of production facilities Damage to Facilities and Equipment: Costly repairs and replacements, disruptions in manufacturing processes
	Chronic	<ul style="list-style-type: none"> Rising sea level and increased frequency of extreme rainfalls may affect work in regions where the Group operates 	<ul style="list-style-type: none"> Decrease in revenue: Lower productivity resulting from production suspension Increase in repair and replacement costs: The breakdown and even damage of facilities
Transition risks 	Policy and Legal	<ul style="list-style-type: none"> Development of carbon pricing mechanisms in countries where the Group operates will bring in the risk of increased cost of unavoidable GHG emissions 	<ul style="list-style-type: none"> Increase in operating costs Investment in low-carbon technologies
		<ul style="list-style-type: none"> Enhanced disclosure obligations, including disclosure of information relating to GHG emissions and actions taken to reduce such emissions in a responsible manner in its ESG report using the approaches of mitigation and adaptation 	<ul style="list-style-type: none"> Increase in front-end costs to adopt/deploy new operating practices and processes Investment in low-carbon technologies

³ Physical risks are identified under RCP8.5 scenario which refers to the baseline scenario in the absence of climate change policy interventions.



Environmental Sustainability (continued)

Risk Categories	Risk Type	Risk Description	Potential Financial Impacts
	Technology	<ul style="list-style-type: none"> Substitution of existing products and services with lower emissions options 	<ul style="list-style-type: none"> Decrease in value of assets Write-offs and early retirement of existing assets Increase in costs: Preliminary R&D expenditure and capital expenditure for new and alternative technologies
		<ul style="list-style-type: none"> The timing of technology development and deployment and the uncertainty of results regarding the transition to lower emissions technology will affect the returns of the Group's technology related investments 	<ul style="list-style-type: none"> Decrease in investment capital Increase in R&D expenditure
	Market	<ul style="list-style-type: none"> Frequent extreme weather events may bring pressure to the supply chain 	<ul style="list-style-type: none"> Increased supply chain costs Increase in the cost of raw materials
	Reputation	<ul style="list-style-type: none"> The failure to offer effective feedback to different stakeholders (including consumers, investors and the government) may affect the Group's reputation 	<ul style="list-style-type: none"> Threat to market share decline Decrease in investment capital
Transition opportunity	Market	<ul style="list-style-type: none"> Changes in customer behaviour such as preferring more environmentally friendly products will increase the demand for eco-friendly products and services 	<ul style="list-style-type: none"> New business opportunities for green products and solutions






In the coming year, the Group will undertake a comprehensive climate risk assessment and scenario analysis. This initiative will enhance our understanding of climate risks and help us develop more effective mitigation strategies. Details of these efforts will be disclosed in the next ESG report.



Environmental Sustainability (continued)

Risk Management

To address the challenges posed by climate change, we have adopted a proactive approach that prioritizes both prevention and preparedness. By implementing a Business Resumption Plan and EHS Emergency Preparedness and Response and conducting regular emergency drills for scenarios such as floods, typhoons, fires, and chemical leaks, we ensure that our employees are well-equipped to respond effectively in critical situations.

Risk Management Mechanism	Plans and Procedures
 <p>Business Resumption Plan (“BRP”)</p>	<ul style="list-style-type: none"> • Establish precautionary measures related to floods and typhoons such as maintenance of drainage system • Set up a Business Recovery Team and specify its responsibilities • Perform BRP test at least on a yearly basis through an unannounced drill • Outline resumption plan for different departments with a detailed checklist
 <p>Flood and Typhoon Prevention Manual</p>	<ul style="list-style-type: none"> • Strengthen risk assessment, flood control inspection and emergency response capacity building • Adopt targeted flood prevention measures to improve corporate anti-risk capacity • Carry out rescue work in a timely manner to effectively avoid expansion of losses and resume production and operation as soon as possible
 <p>Warning and Prevention Strategies on Typhoon and Heavy Rain</p>	<ul style="list-style-type: none"> • Formulate preparatory measures, temporary measures and recovery measures • Set up a typhoon emergency response team • Provide guidelines on factory management, protection of buildings and structures, emergency equipment, etc.

Environmental Sustainability (continued)

Energy Management and Reducing Carbon Footprint

Green Operation Practice

During the Year, the Group reaffirmed its commitment to sustainability by renewing its environmental targets and introducing a comprehensive set of short- (2020–2030), medium- (2030–2040), and long-term (2040–2050) goals, fully aligned with its broader development strategy.

Metric	Base Year	Baseline ⁴	Target Year	Target Type	Reduction Goal
GHG Emissions (Scope 1 and 2)	2020	27,414 tCO ₂ e	2030	Absolute	-40%
Electricity Consumption	2020	32,545 MWh	2030	Absolute	-10%

In line with our decarbonization roadmap, we remain firmly committed to enhancing energy efficiency and minimizing our carbon footprint across all facets of our operations. To support this goal, our Environmental, Health, and Safety (“EHS”) team oversees energy management, ensuring that energy-intensive equipment is regularly inspected and maintained for optimal performance. Complying with the local and national regulations, we have also introduced targeted initiatives aimed at conserving energy and reducing emissions to further reinforcing our commitment to sustainable practices and environmental stewardship.

The Group has continued to strengthen its energy management initiatives and advance efforts to reduce GHG emissions across its global operations. Energy-saving and carbon reduction measures have been actively implemented at both manufacturing sites and office locations worldwide. Through collective efforts and cross-functional collaboration, the Group successfully met its Scope 1 and Scope 2 emissions reduction targets for the reporting period. To further support low-carbon transition, the Group has also promoted green mobility by introducing electric vehicles into our operations globally, further reducing reliance on fossil fuels and contributing to its overall carbon reduction goals.

In recognition of our strong commitment to environmental responsibility and our consistent implementation of low-carbon operations across all production sites, we have been awarded three (3) Gold Labels under the Low Carbon Manufacturing Programme (“LCMP”) by the World Wide Fund for Nature (“WWF”). This prestigious accolade was granted to our manufacturing facilities in Shenzhen and Malaysia. The LCMP Gold Label highlights our exemplary performance in reducing GHG emissions, enhancing energy efficiency, and driving sustainable practices throughout our manufacturing operations.

⁴ The baseline data for 2020 have been updated following the Group’s review and refinement of data scope and coverage.

Environmental Sustainability (continued)





Driving Operational Sustainability at the Shenzhen Factory

In line with our global sustainability strategy, our Shenzhen factory implemented a series of energy efficiency programs throughout the Year. The GreenHeat Recovery Program repurposed waste heat from air compressors via heat exchange technology to supply 60°C hot water to rooftop storage tanks—ensuring 24/7 hot water access for dormitory residents and significantly reducing reliance on electric heating. Complementing this, the Energy Efficiency Cooling Initiative introduced targeted upgrades including rooftop evaporative sprinklers, thermal curtains for reflow ovens and wave soldering machines, and the replacement of traditional fans with variable frequency drive (“VFD”) models. VFD controls were also added to VOC exhaust pumps, and seasonal protocols were adopted to idle cooling towers during winter months.

Building on these efforts, the Sustainable Nighttime Operations Program has been launched to optimize energy use during off-peak hours. Key actions included decommissioning one air compressor, suspending elevator service per building after hours, shutting down a main air conditioning unit and its cooling tower, and reducing rooftop ventilation fan speeds. These balanced measures maintained operational integrity while delivering significant energy savings. Cumulatively, the three initiatives saved 684,175 kWh of electricity and reduced 529 tCO₂e GHG emissions. Beyond environmental benefits, the programs improved employee wellbeing—providing reliable hot water and reducing nighttime ambient noise in dormitory. As a result, the total scope 1 and 2 GHG emissions from the Shenzhen factory decreased by 3.97% year-on-year.



FY24/25 Environmental KPIs in Shenzhen Factory:

-  GHG Emissions (Scope 1&2): 12,934.28 tCO₂e (↓ 4%)
-  2 LCMP Gold Labels





Energy Optimization at the Malaysia Factory

During the Year, our Malaysia facility launched the Eco-Resource Program, targeting energy efficiency, water conservation, and process automation to advance sustainable operations. A key achievement was the optimization of Air Handling Units (“AHUs”) through automation, which resulted in a 151% reduction in energy consumption compared to initial targets, demonstrating significant improvements in operational efficiency.



FY24/25 Environmental KPIs in Malaysia Factory:

-  GHG Emissions (Scope 1&2): 3,612.35 tCO₂e (↓ 17%)
-  LCMP Gold Label

Environmental Sustainability (continued)

Green Office Practice

At Computime, we are committed to integrating environmental responsibility into our daily operations. Through the implementation of our Green Office Policy, we actively promote the principles of reduce, reuse, and recycle across all office functions. This policy serves as a foundation for minimizing resource consumption, reducing waste, and improving operational efficiency. By fostering a culture of environmental awareness among employees and adopting sustainable practices in our workplaces, we aim to continuously lower our environmental footprint and contribute to a greener future.

Computime Malaysia Earns Green Office Certification from Penang Green Council

During the Year, Computime’s Malaysia manufacturing facility has achieved dual recognition through the Penang Green Office Project Certification and the Aqua Save Certification, both awarded by the Penang Green Council—a non-profit organization established by the Penang State Government to promote sustainable development. The Green Office Certification acknowledges the facility’s successful implementation of green workplace initiatives, including energy and water conservation, waste management, and employee engagement.



Guided by the core principles of Reduce, Reuse, and Recycle, Computime Malaysia (CTM) has implemented a series of green office initiatives aimed at minimizing waste and improving resource efficiency. Since the launch of its recycling program in September 2024, CTM has introduced paper collection trays to encourage reuse, provided reusable containers and cutlery to reduce disposable waste, and established 3R stations in pantry and canteen areas. A waste segregation system has also been implemented in common areas to separate general waste from food and kitchen waste, streamlining waste management processes.



Environmental Sustainability (continued)

Computime Malaysia Earns Green Office Certification from Penang Green Council

To support these efforts, training programs were conducted to enhance employee awareness and engagement. As a result, CTM achieved a notable improvement in both recycling rates and paper consumption reduction compared to the previous year. Paperless practices have been widely adopted through digital communication and controlled printing systems. In addition, the introduction of indoor air-purifying plants has enhanced workplace wellness, while the installation of UV-reducing glass curtains has improved energy efficiency and indoor comfort.



FY24/25 Environmental KPIs in Malaysia Factory (and Office):

- Recycle rate (paper, plastic & wood pallet): 56.8% (↑ 6.7%)
- Paper consumption: 54.15 tonne (↓ 46.2%)
- Penang Green Office Certificate



Computime honoured with the LOOP+ Label by WWF

During the year, we have been awarded the LOOP+ Level 3 certification by WWF recognizing our strong commitment to environmental sustainability. The LOOP+ Level 3 certification—the second-highest tier in WWF’s rating system—marks our third consecutive year of recognition and affirms the effectiveness of our low-carbon practices.

These achievements are a direct result of our “Global Green Office” initiative, launched in 2022, which promotes sustainable workplace operations based on the principles of “Reduce, Reuse, and Recycle.” Focused on five key areas—energy efficiency, paper reduction, water conservation, waste reduction, and recycling—the initiative is embedded across all levels of the organization.



FY24/25 Environmental KPIs in Hong Kong Office:

- GHG Emissions (Scope 1&2): 85.7 tCO₂e (↓ 8.5%)
- Electricity consumption: 73.3 MWh (↓ 23.0%)
- Paper consumption: 0.72 tonne (↓ 15.3%)

Environmental Sustainability (continued)

Water Consumption and Conservation

The Group relies solely on municipal water sources, with no operations located in water-stressed areas. To promote sustainable water use, we have implemented water-saving measures across our manufacturing facilities. At our Shenzhen factory, we operate a water reclamation system that separates clean and contaminated water, enabling reuse in accordance with national standards (GB/T 19923-2005 and GB/T 19923-2024). These initiatives reflect our commitment to water conservation and regulatory compliance. In Malaysia, we comply with the Environmental Quality (Sewage) Regulations 2009 and Industrial Effluent Regulations 2009 and have installed sensor-based taps and water dispensers to reduce water waste.

To strengthen water efficiency, we are enhancing monitoring and recycling efforts through the Clean Water Program. This includes site-wide assessments of water supply conditions and consumption patterns, supported by long-term data collection. We are also planning to integrate smart meters and rainwater harvesting systems to further improve resource management and support our long-term sustainability goals.

Metric	Base Year	Baseline ⁵	Target Year	Target Type	Reduction Goal
Water Consumption Intensity	2020	107.6 m ³ / HK\$'000,000 revenue	2030	Intensity	-50%

Wastewater Management and Environmental Compliance

The majority of wastewater is generated from daily operational and employee activities and is treated through advanced, in-house systems developed with the expertise of water treatment specialists. These systems ensure that wastewater is thoroughly processed and reused where possible, eliminating the need for external discharge and significantly reducing pressure on local water ecosystems. All treatment processes are conducted in strict compliance with ISO 14001 standards and local regulatory requirements, ensuring alignment with established environmental guidelines.

Performance Monitoring and Risk Mitigation

To uphold high standards of environmental performance, the Group conducts continuous monitoring of key water quality parameters and engages independent third-party assessors to verify compliance. During the Year, all discharged water met or exceeded local government standards, with no recorded incidents of non-compliance. This consistent performance highlights the effectiveness of our wastewater management systems and reinforces our commitment to safeguarding water quality, preventing pollution, and mitigating environmental risks. Furthermore, our closed-loop systems—particularly those used during product cleaning processes—support water recycling and reuse, reducing reliance on freshwater resources and contributing to long-term sustainability.

⁵ The baseline data for 2020 have been updated following the Group’s review and refinement of data scope and coverage.

Environmental Sustainability (continued)

Water Efficiency and Conservation Initiatives

Beyond treatment and compliance, the Group actively promotes water conservation through targeted infrastructure and awareness initiatives. Water-saving devices, such as low-flow faucets and water-efficient toilets, have been installed across restrooms, kitchens, and other relevant areas. A comprehensive water management system is in place, incorporating annual water usage planning, monthly consumption tracking, and prompt corrective action for any irregularities. To foster a conservation-oriented culture, the Group runs ongoing awareness campaigns, including educational posters and employee engagement activities, reinforcing responsible water usage practices.

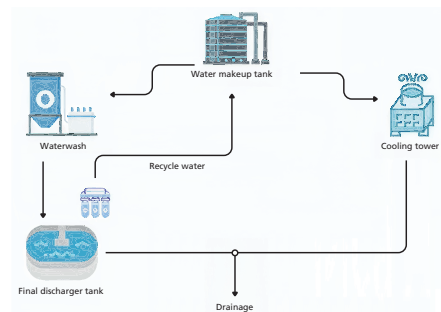
Waste and Pollution Management

Computime places significant emphasis on minimising its environmental footprint through the careful management of wastewater and pollution. Systems have been implemented to ensure that wastewater from daily operations is treated effectively, preventing contamination and protecting local ecosystems. By maintaining strict compliance with ISO 14001 standards and relevant local regulations, the company actively monitors and controls wastewater quality, demonstrating its commitment to sustainable resource management and environmental preservation.

To minimize effluent production, the Group has established advanced wastewater treatment facilities within its factories, enabling the proper treatment and reuse of water. This approach not only reduces the need for external discharge but also supports our broader water conservation goals by reducing freshwater consumption. Our cost-effective wastewater management strategies, which are developed in collaboration with experienced professionals, further contribute to mitigating pollution and lowering discharge-related expenses. Regular third-party audits ensure that all discharged water consistently meets local government standards, with no instances of non-compliance recorded during the Year, underscoring our commitment to maintaining high standards in wastewater management.

Wastewaters recycle practice at the Malaysia Factory

A water reuse system was implemented to recycle wastewater for cooling tower use. Enabled by automated filtration and continuous monitoring, the system has reduced freshwater consumption by 470 m³ per month, minimizing environmental impact through smarter resource utilization. These initiatives reflect our commitment to integrating sustainability into core manufacturing processes.



FY24/25 Environmental KPIs in Malaysia Factory:

Water Consumption: 46,875 m³ (↓ 36.7%)

Environmental Sustainability (continued)

Air Pollutants

The Group remains steadfast in its commitment to minimising air pollutants through the safe and efficient operation of its exhaust gas treatment facilities. During the Year, emissions from our operations included 1 kg of sulphur oxides, 133 kg of nitrogen oxides, 11 kg of particulate matter, 0.45 kg of tin and its compounds.

With the integration of advanced detection equipment and activated carbon absorption devices in our Shenzhen factories, we have significantly enhanced our ability to manage emissions. These upgrades allow for real-time monitoring of Volatile Organic Compounds (“VOCs”), with data transmitted directly to the local environmental protection department to ensure compliance with national standards. During the Year, we have placed a strong focus on reducing VOC emissions as part of our ongoing commitment to environmental sustainability. Key initiatives included replacing high-VOC chemicals with low-VOC alternatives, upgrading our ventilation systems, implementing a real-time daily VOC monitoring system, and enhancing end-of-process treatment through the adoption of water spray and activated carbon filtration technologies. These comprehensive measures have led to a substantial reduction in VOC emissions. In FY2025, total VOC emissions was 1,679 kg of VOCs, representing a 56% decrease compared to FY2024 levels. It reflected our ongoing commitment to monitoring and managing air pollutants, ensuring that our processes align with both regulatory requirements and our broader environmental objectives.

Hazardous and Non-Hazardous Waste

Computime is committed to the responsible management of hazardous and non-hazardous waste through a well-defined Solid Waste Management Procedure that governs all aspects of waste handling, including classification, storage, transportation, recycling, and disposal. All solid waste is categorized into hazardous, general, and domestic waste, with clear accountability assigned to ensure compliance with national and provincial regulations. Regular training sessions are organized by the EHS team to educate employees on waste identification and proper disposal practices. To address the environmental impact of hazardous waste, a dedicated management committee oversees its handling, while partnerships with certified third-party service providers ensure safe and compliant disposal. These measures reflect the Group’s dedication to minimising waste-related risks and promoting sustainable waste management practices.

Metric	Base Year	Baseline ⁶	Target Year	Target Type	Target
Non-hazardous Waste Recycling Rate	2023	73.00%	2030	Percentage	+10%
Waste Intensity	2023	0.02 kg/ production output unit in pieces	2030	Intensity	-5%

⁶ The baseline data for 2020 have been updated following the Group’s review and refinement of data scope and coverage.



Environmental Sustainability (continued)

Recycling through Sustainable Practices

We have identified three key resources that constitute a significant portion of our waste stream: paper, plastic, and wood. While we are steadfast in our efforts to reduce the consumption of these resources, we also recognize the importance of maximizing their reuse through recycling.

We demonstrate our commitment to sustainability by introducing recycling and packaging strategies aimed at reducing waste and environmental impact. We are phasing out plastics, bleaching agents, and chemical treatments in packaging materials to promote safer and more environmentally friendly alternatives.

Non-hazardous Waste Recycled:	Recycling Rate in FY24/25:	Recycling Rate in FY23/24:
Paper and Carton	95%	77%
Plastics	91%	80%
Wood	100%	93%

Paperless Operation

The Group has embraced the global trend towards digitalisation by integrating advanced systems that enhance both sustainability and operational efficiency. The implementation of the SAP Finance and HR system represents a key milestone in this transformation, streamlining processes and enabling more efficient data management. By adopting cloud technology and online platforms, the Group has significantly reduced its dependence on paper-based operations, achieving improved productivity while aligning with its sustainability objectives. This shift not only minimizes the environmental impact of paper consumption but also reduces waste generation, contributing to the conservation of natural resources and the reduction of the Group’s carbon footprint.

Environmental Sustainability (continued)

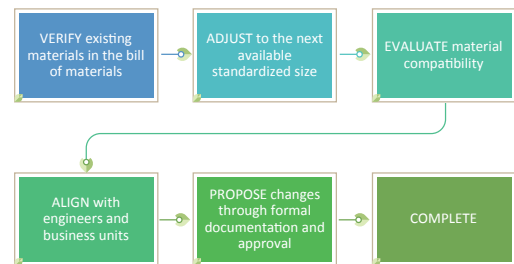
Sustainable Packaging

We recognize the importance of sustainable packaging and strive to optimise resources and operational efficiency for a greener supply chain. In line with our commitment to responsible operations, we continuously seek to improve the design, sourcing and usage of packaging materials throughout the value chain.

Material Standardization Initiative in our Malaysia Factory

To address packaging inefficiencies and reduce waste, the Malaysia factory launched the Packing Material Standardization Initiative, which aims to streamline the types of packing materials used, thereby increasing compatibility and improving operational coherence across departments.

A structured approval process was introduced as part of the initiative to ensure that all packaging materials comply with internal standards and departmental needs. This process has facilitated greater coordination across functions and enhanced governance in material selection.



Following a systematic review and consolidation initiative, we have significantly reduced the number of packaging material types through standardisation. During the Year, we have achieved:

- Bubble bag types reduced from 12 to 7
- Wooden pallet types reduced from 14 to 6
- Blank label types reduced from 42 to 21
- Polybag types reduced from 12 to 4

Environmental and Operational Benefits

- ✂️ Reduced Waste: Fewer setup and calibration requirements for printers; less material scrap
- ✓ Improved Efficiency: Faster changeovers and streamlined warehouse operations
- 📦 Inventory Optimization: Lower storage footprint, especially for bulky items like pallets
- 💰 Cost Reduction: Improved bulk purchasing leverage and stronger negotiating power with suppliers



Inclusive Workplace and Culture

At Computime, we recognize that diversity and inclusion are critical enablers of innovation, employee engagement, and long-term business success. We are committed to fostering a workplace where individuals from all backgrounds feel respected, supported, and empowered to thrive.

Our workforce reflects a broad spectrum of nationalities, ethnicities, and belief systems, reinforcing our global identity and enhancing cross-cultural collaboration. We embed inclusive practices across all levels of the organization to ensure a respectful and supportive environment for all employees.

Talent Attraction and Retention

Our employees are the key to Computime’s success. We recognize that attracting, developing, and retaining top talent is critical to sustaining business growth and innovation. As such, we remain dedicated to offering a comprehensive suite of benefits designed to meet the diverse needs of our workforce while ensuring full compliance with all applicable local employment regulations.

Beyond compensation and benefits, we place a strong emphasis on continuous learning and professional development. Through customized training program, skill development initiatives, and career advancement opportunities, we support our employees in achieving excellence in their roles and preparing for future leadership responsibilities.

A key component of our development strategy is the integration of energy management competencies. By equipping our workforce with knowledge and skills in energy efficiency and sustainability, we not only contribute to our environmental objectives—such as emission reduction and operational optimization—but also enhance our employees’ strategic understanding of business operations. This focus strengthens long-term career growth and aligns with our broader commitment to responsible and sustainable business practices.

Computime’s Regular Employees

New Hire Rate	25%
Turnover Rate	30%

Inclusive Workplace and Culture (continued)

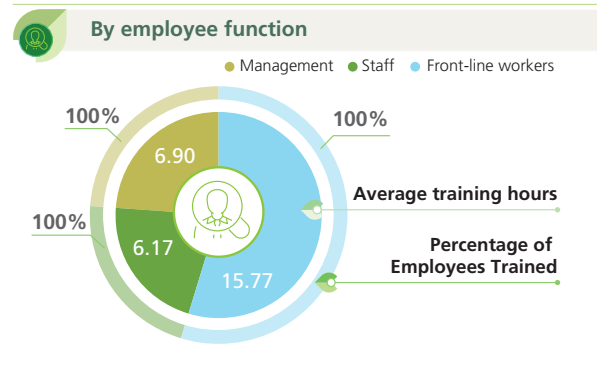
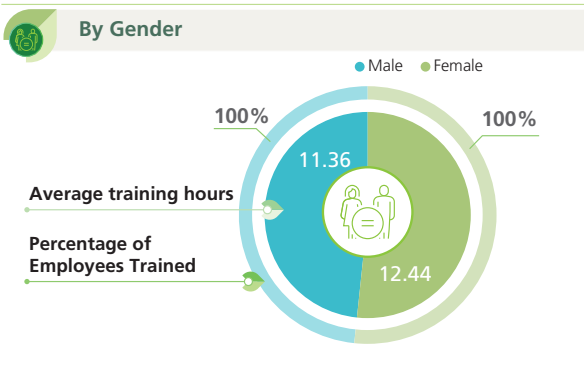
Talent Development and Continuous Learning

The Group is firmly committed to nurturing talent by providing meaningful opportunities for professional growth and career development. Our approach is designed to align with individual aspirations while meeting the evolving needs of the organization. By prioritising learning and development, we ensure that our employees are equipped with the skills, knowledge, and agility required to succeed in their roles and respond effectively to industry advancements.

Our training initiatives are thoughtfully tailored to address both global standards and local operational requirements. Site-specific programmes focus on enhancing professional competencies, developing leadership capabilities, and improving productivity. These strategic efforts empower employees to realise their full potential and foster a dynamic culture of continuous learning—one that enables the Group to remain adaptable, resilient, and innovative in a rapidly evolving business environment.

In FY 2025, the Group recorded an average of 22.16 hours of training per employee, underscoring our strong commitment to upskilling our total workforce. These reviews serve as a valuable platform for feedback, goal setting, and career planning, reinforcing our dedication to employee development.

Looking ahead, the Group will continue to enhance its performance review framework to ensure it remains a robust and effective tool for fostering professional growth. Through these ongoing initiatives, we are not only building internal capabilities but also positioning the Group as a forward-thinking employer that values its people and invests in their long-term success.



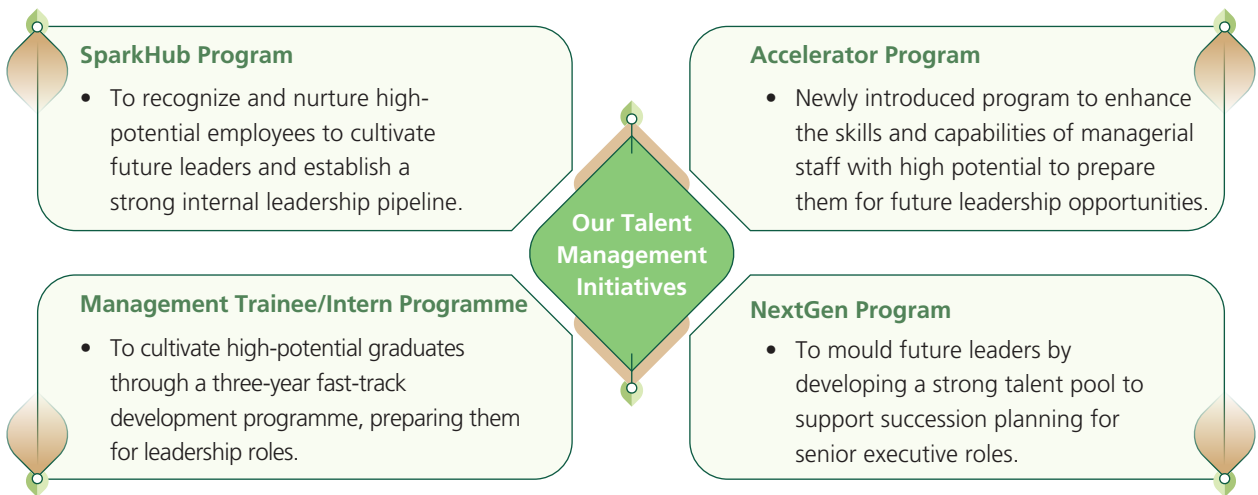
Inclusive Workplace and Culture (continued)

Leadership Development and Talent Management

The Group remains steadfast in its commitment to cultivating talent and enhancing leadership capabilities across all levels of the organization. In line with this strategic priority, a new talent management program was launched during the year, aimed at identifying and nurturing high-potential employees with the aptitude and ambition to assume future leadership roles.

This targeted initiative is designed to strengthen our internal leadership pipeline, support a robust corporate succession plan, and provide tailored development pathways that align with individual career aspirations. Through structured learning experiences, mentorship, and performance-based progression, participants are empowered to build the competencies required for long-term success within the Group.

By investing in leadership development, the Group not only reinforces its organizational resilience and sustainability but also fosters a workplace culture that places a high value on personal growth, capability building, and leadership excellence. This program reflects our long-term vision to develop a dynamic and future-ready workforce, equipped to drive innovation and achieve strategic business objectives.





Inclusive Workplace and Culture (continued)

Comprehensive Talent Development Across the Career Journey

The Group is deeply committed to nurturing talent at every stage of the career journey through a comprehensive range of development program tailored to diverse experience levels. These initiatives are strategically designed to cultivate future leaders, support professional growth, and ensure a sustainable talent pipeline capable of advancing the Group's long-term objectives.

For Students

Through the SparkHub initiative, the Group provides early exposure to the organization and its industry by offering internships and part-time roles to students. These opportunities allow participants to gain practical, hands-on experience across various departments, build essential workplace skills, and establish a solid foundation for future career development.

For Graduates

The Management Trainee Programme is designed to accelerate the progression of high-potential graduates into leadership roles. The program includes structured job rotations, overseas assignments, and on-the-job training, offering participants comprehensive exposure to the Group's core functions. This immersive experience supports both professional and personal growth while preparing trainees for strategic responsibilities within the organization.

For Experienced Professionals and Senior Leaders

For mid-career professionals and senior leadership, the Group offers advanced development through initiatives such as the Accelerator Programme and the Next Gen Programme. These programmes are focused on enhancing leadership competencies, strategic thinking, and executive presence. They are specifically designed to equip manager- and director-level employees with the skills required to take on greater organizational responsibilities and lead with impact.

By investing in people at all levels, the Group reinforces its commitment to continuous growth and leadership excellence. These initiatives ensure the development of a highly capable and future-ready workforce, positioned to drive innovation and deliver sustainable business success.



Inclusive Workplace and Culture (continued)

Staff Engagements

We strive to cultivate a positive work culture and nurturing a strong sense of community and belonging among our employees. We eagerly anticipate planning additional events as we strive to maintain a supportive and engaging work environment.



Staff activities

The Group is deeply committed to fostering a supportive and engaging workplace that prioritizes employee well-being and collaboration. Team-building trips within the Computime Vietnam business unit are designed to strengthen relationships, enhance teamwork, and improve problem-solving skills in enjoyable and interactive settings. Complementing these efforts, wellness initiatives such as charity run, yoga sessions and massage services are offered to help employees recharge, reduce stress, and maintain both physical and mental health, creating a work environment that promotes personal fulfilment and productivity.

At the Malaysia site, Human Resources extends its care through thoughtful gestures that recognize significant life events. Whether it is celebrating the arrival of a newborn, offering support during hospitalisation, or providing condolences, these actions reflect the Group’s dedication to valuing its employees on a personal level. Additionally, festive food distributions and year-round team-building activities allow staff to relax and connect with colleagues, especially after peak work periods, helping to foster a positive and motivated workplace culture.



Yoga class



Vietnam team-building trip



Gifts and gestures for newborns, hospitalization, and condolences in Malaysia



Festive food distributions at Shenzhen factory

Inclusive Workplace and Culture (continued)

Diversity and Inclusion

The Group maintains a strong and ongoing commitment to diversity, inclusion, and equal opportunity across all aspects of employment. We ensure fairness in recruitment, remuneration, training, and career advancement, fostering a workplace where all individuals are treated with dignity and respect. To reinforce this commitment, Computime has established a comprehensive Human Rights Policy that governs fair treatment throughout the employee lifecycle—from hiring to termination. This policy safeguards all employees from discrimination, harassment, abuse, or coercion, while upholding their right to freedom of association in accordance with local laws and international standards.

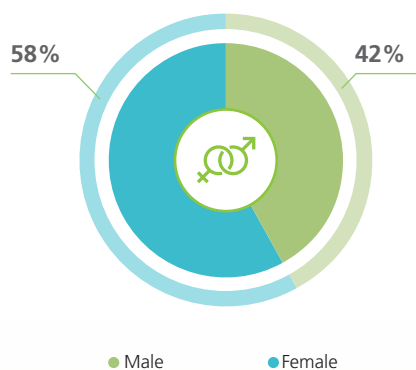
The Human Rights Policy is structured around four key principles: the prohibition of discrimination, prohibition of harassment, prohibition of forced labour, and the guarantee of freedom of association. These principles ensure that our work environment remains inclusive, respectful, and ethically sound. Implementation and compliance are overseen by the Human Resources Department, which regularly monitors practices and facilitates continuous improvement. Through this policy, the Group affirms its dedication to respecting human rights and promoting an inclusive culture that supports employee well-being and organizational sustainability.

Gender diversity is an important aspect of our inclusion strategy. Women make up a significant portion of our workforce at the operational level and currently hold 18% of senior management positions. We are dedicated to promoting equal opportunities, regardless of gender, and provide comprehensive maternity leave in line with local regulations. To further support women returning to the workforce, we offer ongoing mentorship and leadership guidance, helping them reintegrate and progress in their careers.

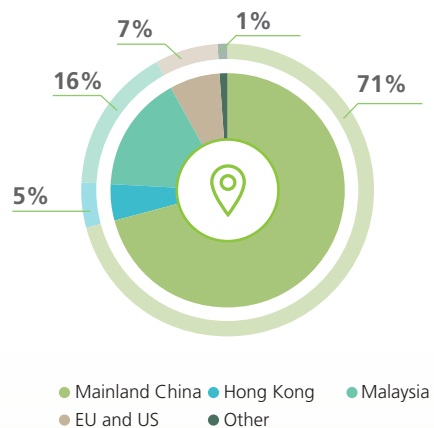
Through continuous engagement and inclusive policies, we strive to create a culture where every employee can contribute meaningfully and grow professionally. Diversity and inclusion remain a strategic priority as we work to build a more inclusive, resilient, and future-ready organization.

Male-to-Female workforce ratio at Computime

By Gender



Geographical Distribution





Inclusive Workplace and Culture (continued)

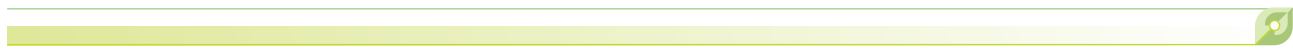
As at 31 March 2025, the Group has a total of 4,022 employees with 1,028 outsourced contracting employees and 2,994 own employees.

Gender Diversity of Regular Employees	Male	Female
Management Staff	72%	28%
Non-Management Staff	58%	42%
Frontline Staff	21%	79%

Living Our Values: Inclusion in Action in Computime Malaysia

A shining example of our commitment to inclusivity is seen at Computime Malaysia, where employees of Malay, Chinese, and Indian descent work together in a vibrant cultural fusion. Each year, they come together to celebrate the major festivals of Malay, Chinese, and Indian cultures, fostering a strong sense of unity and ethnic harmony.

In April 2024, our Malaysia manufacturing site hosted a grand Eid Mubarak celebration, bringing together all employees to revel in the delights of Malay Eid festivities. The event was a joyous occasion, filled with cultural richness, delectable food, and a strong sense of community. Similarly, the Malaysia site celebrates Chinese New Year and Deepavali, uniting employees in the spirit of ethnic harmony.





Inclusive Workplace and Culture (continued)

Labour Practices and Rights

The Group remains steadfast in its adherence to fair labour practices, ensuring full compliance with laws and regulations governing recruitment, compensation, promotion, working hours, rest periods, and employee welfare. These measures not only uphold statutory obligations but also reflect the Group's commitment to fostering a workplace where employees are treated with fairness and respect. Overtime work is compensated either through overtime pay or compensatory leave, strictly in line with local employment laws, reinforcing the importance of maintaining a healthy work-life balance for all employees. Clear policies are in place to ensure that every individual is provided with equal opportunities, free from discrimination or bias.

With a strong focus on inclusivity, the Group has implemented comprehensive policies to eliminate any form of discrimination or harassment in the workplace. Discrimination based on age, gender, race, religion, social status, or disability is strictly prohibited. Employees are expected to adhere to the highest standards of conduct as outlined in the employee handbook, with robust mechanisms in place to address any violations. Complaints of harassment are treated with the utmost confidentiality, and all reported cases are thoroughly investigated. Any employee found engaging in unacceptable behaviour is subject to disciplinary action, which may include termination of employment. This approach ensures a workplace environment that is both equitable and respectful for all.

To safeguard human rights, the Group has adopted stringent measures to prevent child and forced labour throughout its operations and supply chain. Recruitment processes include thorough identity and age verification, while regular inspections are conducted to ensure compliance with legal standards. Suppliers are held to the same high expectations through a rigorous evaluation process, which includes a checklist specifically designed to prohibit child and forced labour. This year, the Group achieved a flawless record of zero non-compliance cases related to child or forced labour, underscoring its commitment to upholding the highest ethical standards.

In its efforts to eradicate modern slavery, the Group strictly complies with the Modern Slavery Act 2015 and has implemented a zero-tolerance policy against forced or trafficked labour. Robust systems and controls are integrated into the organization's operations to ensure transparency and ethical practices throughout the supply chain. Contractors, suppliers, and business partners are required to adhere to the same standards, with all agreements explicitly prohibiting the use of forced or compulsory labour. Employees receive regular training on anti-slavery policies, and any violations result in decisive action, including termination of contracts or employment where necessary. By embedding these principles into its operations, the Group not only protects human rights but also reinforces its commitment to ethical and sustainable business practices.



Inclusive Workplace and Culture (continued)

We place significant importance on employee communication. We regularly organize meetings to engage with employees and labour union, listen to their opinions, and foster a human-oriented, caring environment. These meetings involve representatives from each department, ensuring that diverse stakeholders have the opportunity to voice their suggestions. This inclusive approach allows us to better understand and address the needs of our employees, ultimately contributing to a more collaborative and supportive workplace culture.

Strengthening Dialogue Through Employee-Management Engagement



Shenzhen Factory - meeting for communication among employee representatives, union representatives and management



Malaysia Factory - employee engagement leader's communication with HR

Occupational Health and Safety

Computime is deeply committed to ensuring the safety and well-being of its employees by fostering a secure and healthy working environment. Guided by the principle of "life first, safety first," it adopts a proactive approach to identifying and mitigating workplace risks. This commitment is reinforced through a structured management system, which is underpinned by the comprehensive Emergency Response Management Procedure and a detailed Safety Manual, both of which serve as vital tools in maintaining high standards of occupational health and safety.

Inclusive Workplace and Culture (continued)

Our guidance and policies have been developed in accordance with relevant regulations, such as the Management of Occupational Health in the Workplace, the Production Safety Law, the Code for the Management of Occupational Health Archives, the Occupational Safety and Health Regulation, and the Occupational Safety and Health Act. They apply to all employees across our various workplaces.

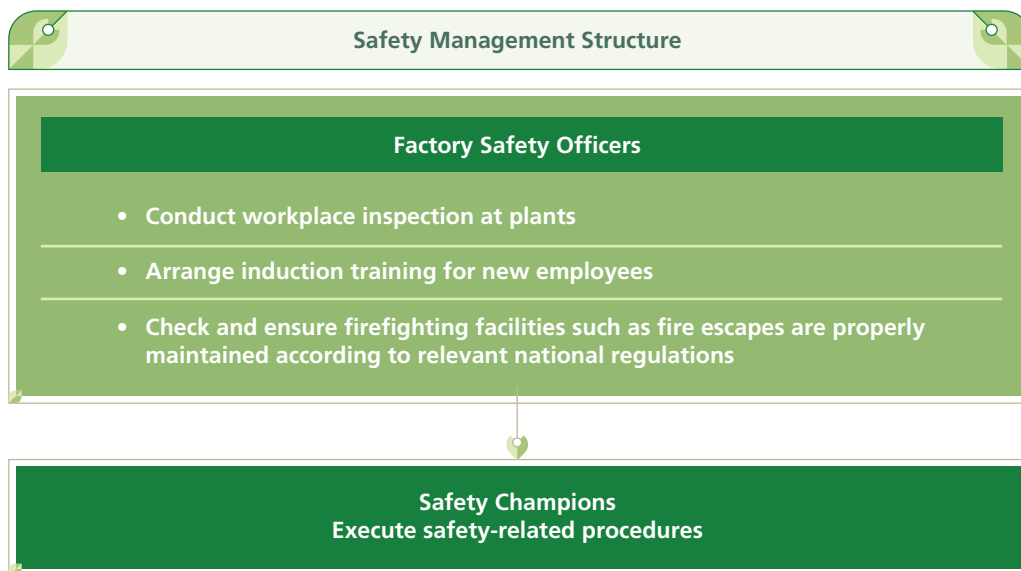


Occupational Health & Safety

- Protect environment, reduce consumption and waste of resources and support recycle and re-use of resources
- Prevent and control pollution and hazard to reduce or eradicate the release of pollutants and all types of accident
- Continuously improve working environment and eliminate unsafe factor to promote safety level
- Ensure the efficiency of occupational health and safety and environmental management system
- Train all employees on occupational health and safety and environment and enhance awareness

OHS Management Policy

Our commitment to OHS includes implementing an efficient management system and continuously seeking ways to enhance safety standards. We strive to improve the working environment, eliminate safety risks, and provide comprehensive OHS training to our employees.





Inclusive Workplace and Culture (continued)

During the Year, we recorded a total of 5 work-related accidents resulting in 113 lost days due to injuries. Fortunately, there were no reported work-related fatalities during the past three years.

To ensure that our employees have the necessary knowledge to maintain safety, we provide training programs covering general safety, chemical safety, fire safety regulations, and fire handling procedures. It is strictly prohibited for employees who are not designated as machine and equipment operators to operate any machinery without proper training and approval. Employees in specialized positions, such as drivers, electricians, and welders, undergo specific training and certification to contribute to our organization. Operating machinery without a valid certificate is strictly prohibited.

We actively cultivate an occupational health and safety culture at Computime. We have implemented management documents, such as the fire control procedure, chemical management and information procedure, and accident management procedure, to ensure compliance with regulations, such as the Production Safety Law and the Fire Protection Law. Employees are required to strictly adhere to these rules and procedures during the production process to safeguard against fire, chemical hazards, and other safety incidents.

Fire Management	Chemical Management	Incident Management
<ul style="list-style-type: none"> Comply with fire management regulations Equip fire extinguishing equipment Assign personnel to conduct supervision 	<ul style="list-style-type: none"> Conduct daily inspection of chemical products stored in warehouses Employees exposed to chemicals must attend chemical management and information training 	<ul style="list-style-type: none"> Report, handle and investigate all safety-related incidents in a timely manner Undertake rectification and preventive measures to prevent the recurrence of similar incidents



Inclusive Workplace and Culture (continued)

In terms of fire safety measures, we have installed metal pipes for smoke exhaust and conduct regular cleaning based on actual conditions. Additionally, we conduct fire drills on a regular basis to enhance our employees' emergency response skills.

Our chemicals management and information procedure ensure the safe and effective operation of our chemical management system. It includes providing employees with accurate information on chemical hazards and promoting the safe use of chemicals. Each chemical used or stored in our facilities must have a compliant chemical label, which is maintained by the factory's EHS department and prominently displayed. All employees are responsible for understanding the information related to the chemicals they work with and ensuring the integrity of the chemical labels. Material safety data sheets ("MSDS") for each chemical are reviewed and updated annually, and if necessary, the responsible personnel contact the supplier for updates.

At Computime, we have well-defined occupational health monitoring and management policies that assign responsibilities for occupational health and safety supervision and outline proper operational procedures to control and mitigate the potential risks of occupational diseases. The human resources and administration department schedules regular occupational health check-ups and manages the results. Employees exposed to risk factors are required to undergo health examinations before, during, and upon leaving the company to properly assess and manage potential hazards associated with occupational diseases. Employees who choose to waive their physical examination before leaving the company must sign a voluntary waiver declaration.

The factory's EHS department commissions third-party assessments to evaluate on-site hazard factors. Occupational hazard assessments are conducted every three years, in accordance with national laws and regulations, while the detection of occupational hazard factors is carried out annually.

During the Year, our Shenzhen factories successfully passed qualification approval tests conducted by Guangdong Safety Standard Testing Technology Co., Ltd. These tests encompassed production equipment, chemicals, electronic components, and work factors, ensuring occupational health and safety for our production workers. Furthermore, occupational health tests and physical examinations were conducted for employees exposed to various substances and conditions, including toluene, methanol, pneumoconiosis, noise, lead, and its inorganic compounds. The inspection rate for these examinations was 100%.

Product Management and Operational Practices

Product Innovation and Intellectual Property

At Computime, we take pride in our unwavering dedication to advancing product innovation and safeguarding intellectual property. We recognize that innovation is not only central to our success but also vital to addressing evolving customer needs and driving progress across industries. By embedding creativity and technological excellence into our operations, we aim to deliver cutting-edge solutions that redefine smart control and sustainability.

To support this vision, we have cultivated a culture of innovation through significant investment in research and development. Our global network of engineering centres, staffed by highly skilled professionals, enables us to stay at the forefront of emerging technologies. These teams are instrumental in exploring new possibilities, refining processes, and designing products that offer greater efficiency and sustainability. By prioritising intellectual property protection, we ensure that the unique value of our innovations is preserved, allowing us to continue providing high-quality, forward-thinking solutions to our customers.

We remain committed to continuously expanding and protecting our patent portfolio to reflect our innovations across key domains, including smart home solutions, electric mobility, Human-Machine Interface (HMI), the IoT, and related applications. This approach not only safeguards our technological breakthroughs but also reinforces our position as a leader in the field. By aligning our intellectual property strategy with our R&D efforts, we ensure that every innovation is effectively protected, enabling us to drive sustainable growth and maintain our competitive edge.

Patent portfolios as at 31 March 2025: Status	FY 2025		FY 2024	
	Granted	In application	Granted	In application
By total number ⁷	163	97	157	83
By patent name ⁸	77	42	79	39

⁷ Patents by total number include all patents granted and in application across geographical districts.

⁸ Patents by patent name refer to the patent of a specific product.

Product Management and Operational Practices (continued)

Green Product Innovation and Development

For years, we have been advancing green product development and delivering innovative sustainable solutions.



SALUS Green Products for a Sustainable Lifestyle

SALUS exemplifies this commitment by offering a comprehensive suite of home energy management and sustainability products. Notably, the SALUS Smart EV Charger and the SALUS Solar System with Battery Energy Storage Systems ("BESS") reflect our focus on environmental responsibility.

The green products demonstrate our dedication to reducing carbon emissions and increasing renewable energy adoption. By empowering homeowners to manage and optimize their energy consumption, SALUS contributes meaningfully to climate action and supports the global transition toward Net Zero energy consumption.

SALUS Smart EV Charger:

Designed with sleek aesthetics and high efficiency, this charger minimizes environmental impact by optimizing energy use and integrating seamlessly with smart home systems to reduce carbon footprints.



SALUS Solar System with BESS:

Utilizing advanced inverters and storage solutions, this system maximizes solar energy harvesting, decreases grid dependence, and lowers energy costs. Surplus energy is stored for later use, promoting energy self-sufficiency and independence.





Product Management and Operational Practices (continued)

Quality Assurance

The Group places the utmost importance on product quality and safety, embedding rigorous standards into every aspect of its operations and manufacturing processes. Our products comply with key international regulations and standards, including the EU Restriction of Hazardous Substances Directive (“RoHS”), the Regulation (EU) on the Registration, Evaluation, Authorisation, and Restriction of Chemicals (“REACH”), the Regulation (EU) on Persistent Organic Pollutants (“POPs”), the US Toxic Substances Control Act (“TSCA”), and the Waste Electrical and Electronic Equipment (“WEEE”) Directive of the EU.

We reinforce our commitment to excellence by achieving globally recognized certifications such as ISO 9001 for Quality Management Systems and ISO 13485 for Medical Product Quality Management Systems. These credentials demonstrate our adherence to stringent safety and quality standards worldwide.

International Certifications

- UL Certification, USA
- CE Certification, EU
- CSA Group, USA & Canada
- ETL, USA
- TUV, Germany

National Certifications

- China Quality Certification (“CQC”)

Meticulous quality control measures are implemented throughout the production process, from raw material inspection to in-process testing and final product evaluation. Our Shenzhen-based reliability laboratory, certified to EN/IEC 60730-1 and EN/IEC 60730-2-9 standards, is equipped to conduct comprehensive thermostat testing and meets the demanding quality assurance requirements for products in the European and North American markets.

Through these robust operational standards and continuous improvement, the Group ensures every product meets the highest national and international benchmarks for safety and quality.




Product Management and Operational Practices (continued)

Responsible Supply Chain Management

The Group has implemented a robust framework for responsible supply chain management, embedding sustainability as a core element of its procurement strategy. Comprehensive risk assessments are conducted to identify suppliers, products, and procurement categories that may present corporate social responsibility challenges. This process utilizes both quantitative and qualitative analyses, supported by regular evaluations and on-site audits of prospective suppliers. We have also placed emphasis on environmental and social considerations, reinforcing our commitment to ethical and sustainable sourcing practices.

Number of suppliers by geographical region	FY 24/25
Mainland China	828
Asia (excluding China)	45
Europe (excluding the United Kingdom)	46
United Kingdom	5
North America	59

To ensure effective implementation, the Group places significant emphasis on equipping its Procurement and Contract Management (“PCM”) personnel with the necessary knowledge and tools to address environmental and social challenges. Regular training programs are conducted to keep staff up to date on emerging issues, while sustainable procurement objectives are integrated into performance evaluations to promote accountability and alignment with corporate sustainability goals.



100% of buyers across all locations who have received training on sustainable procurement



Product Management and Operational Practices (continued)

Strong supplier relationships are essential to achieving long-term sustainability objectives. To this end, the Group actively supports supplier capacity building through targeted training and the implementation of corrective measures on environmental and social matters. Suppliers who demonstrate excellence in these areas are recognized through awards, preferred supplier status, and early access to tenders. This approach fosters a culture of collaboration and continuous improvement across the supply chain.

In FY 2025, the Group has enhanced its Supplier ESG Questionnaire to gather more detailed and actionable data from its supply partners. The upgraded questionnaire collects information on carbon emissions over the past three years, GHG emissions reduction strategies, and resources conservation initiatives. This revised tool has been distributed to the Group’s top 50 suppliers and now functions as the primary environmental supplier rating mechanism, replacing the previous Vendor Maintenance Form.

As part of its broader commitment to social responsibility, the Group actively promotes diversity, equality, and inclusion through a rigorous supplier monitoring protocol and a dedicated Supplier Diversity Programme. Through relevant KPIs, we assess the compliance with the Group’s Supplier Code of Conduct and ensures that environmental, labour, and human rights provisions are fully embedded into contractual agreements. These measures help maintain alignment with the Group’s corporate social responsibility objectives and drive broader systemic change within the supply chain.

Aligned with its environmental commitments, the Group collaborates closely with suppliers to reduce GHG emissions across the value chain. We have placed strong emphasis on local sourcing, exemplified by the Shenzhen factory’s prioritization of nearby suppliers. This approach not only enhances operational efficiency but also significantly reduces emissions associated with transportation and logistics.

By embedding sustainability, ethical conduct, and transparency into its procurement and supply chain operations, the Group continues to improve efficiency while advancing its environmental and social responsibility agenda. This integrated approach ensures that supply chain excellence is achieved in tandem with long-term value creation for all stakeholders.





Supporting Local Suppliers	Supplier Environmental and Social Assessment
Percentage of products and services purchased locally: 84%	Total number of new suppliers involved during the Year: 54
Percentage of new suppliers that were screened using both environmental and social criteria: 100%	

Product Management and Operational Practices (continued)



Embedding Responsibility Across the Supply Chain through the guidance of the Group’s Standard Operating Procedure for Sustainable Procurement

With our Standard Operating Procedure for Sustainable Procurement in place, we strive to ensure that our sourcing and use of materials, goods, and services are fully aligned with the principles of sustainable development. This policy is applicable across all business units and functions within the Group and is led by the PCM Department. It establishes a clear framework to integrate sustainability considerations into procurement practices, focusing on the following core strategies:

-  Sustainable Product Selection: Prioritization of eco-friendly products and materials, with a firm commitment to phasing out high-pollution or non-compliant items.
-  Supplier Environmental Risk Assessment: Integration of environmental risk profiling in supplier evaluations to ensure that partners align with Computime’s sustainability goals.
-  Green Procurement Practices: Incorporation of ESG considerations into procurement decision-making, supported by regular supplier audits and performance assessments.
-  Supply Chain Decarbonization: Active collaboration with suppliers to reduce GHG emissions across the value chain through joint target-setting and capacity-building initiatives.

The policy also promotes the adoption of green services, such as low-emission logistics and renewable energy solutions. Additionally, the Group encourages waste reduction, recycling programs, and energy-saving measures throughout its supply chain operations. Through this structured approach, we are fostering a more resilient, transparent, and environmentally responsible supply chain in the long run.

Product Management and Operational Practices (continued)

Conflict Minerals Management

At Computime, responsible sourcing is a key priority across our supply chain, and we are fully committed to complying with the applicable economic and financial sanctions laws, including the “Conflict Minerals” Law, and the Regulation concerning restrictive measures in view of Russia’s actions destabilising the situation in Ukraine.

To ensure that we do not engage with minerals from conflict-affected or high-risk areas, we require our suppliers and business partners to disclose their sourcing policies and due diligence reports using the Conflict Minerals Report Template (“CMRT”), and Extended Minerals Reporting Template (“EMRT”), developed by the Responsible Minerals Initiative (“RMI”). We continuously monitor the RMI-certified facilities and take appropriate action if any unacceptable practices are identified within the supply chain.

Customer Satisfaction and Well-being

We are committed to proactive engagement and the cultivation of strong, lasting relationships with our customers. With dedicated account managers liaise closely with original equipment manufacturer (“OEM”) and original design manufacturer (“ODM”) clients, we strive to ensure seamless communication and service delivery. For customers of the Salus and Braeburn brands, tailored support is provided through the respective subsidiaries, ensuring that each customer segment receives personalized and attentive service.

Delivering high-quality products on time is a cornerstone of the Group’s quality management policy. A structured complaint handling process is in place to manage customer concerns effectively and efficiently. Initial responses are provided within 48 hours, and full resolutions are typically achieved within two weeks. Each step of the process is clearly defined, with responsibilities delegated to the relevant departments to ensure comprehensive investigations and the implementation of corrective actions. This systematic approach reinforces the Group’s commitment to prompt issue resolution and the maintenance of customer trust.

Customer feedback is continuously monitored through satisfaction surveys and key performance indicators that track compliance with product and process specifications. Customers are encouraged to submit concerns either via formal complaint channels or through direct engagement with account managers. Unresolved issues are escalated for further review to ensure fair and timely resolution. This transparent and responsive approach underscores the Group’s dedication to delivering an exceptional customer experience.

In FY2025, a total of 57 product and service-related complaints were received while there was no product recalls required on the grounds of health or safety, reflecting the Group’s strong quality assurance systems.



Product Management and Operational Practices (continued)

Looking ahead, the Group has established ambitious targets to further enhance customer satisfaction. These include achieving level 3 conformance to customer expectations and level 4 benchmarking performance across all product categories, demonstrating its ongoing commitment to continuous improvement and operational excellence.

Guidelines: Categories for measurement	Ratings: Conformances to expectations	Benchmarking
Categorized the measurement into 7 topics covering quality, cost, delivery, service, technology, environment, and social	Categorize the level of expectation from low to high in steps of 5 degrees (from nowhere near our expectations to far exceeding our expectations)	Categorize the level of benchmarking from low to high in steps of 5 degrees (from worst in class to best in class)

Data Security and Privacy Protection

Safeguarding data security and protecting privacy are key priorities, with robust measures in place to defend against potential cyber threats. By implementing advanced security protocols, we ensure the protection of intellectual property, sensitive information, and operational systems. A proactive approach is maintained to minimize the risk of data breaches and prevent unauthorized access, reflecting a commitment to maintaining the highest levels of cybersecurity across all operations.

To ensure compliance with international data protection standards, the Group enforces stringent policies and governance frameworks for managing personal information and privacy. Compliance with globally recognized regulations—including the General Data Protection Regulation (“GDPR”), the Sarbanes-Oxley (SOX) Act, and the Data Protection Act—underscores the Group’s dedication to upholding robust and responsible data management practices. These protocols are consistently applied across all business functions, ensuring that data privacy and security are embedded into day-to-day operations.

Through the attainment of ISO 27001 certification, a globally respected standard for information security management systems, we have adopted a systematic approach to mitigating risks, as well as its alignment with international best practices. In addition to maintaining this certification, we enhance our cybersecurity posture through regular upgrades to server backup systems, rapid response mechanisms to phishing attacks, and ongoing employee training designed to raise awareness and readiness against emerging threats.

By integrating preventative strategies and fostering a culture of cyber awareness, the Group ensures the resilience and robustness of its digital infrastructure. These efforts not only protect critical data and operational continuity but also enable the organization to navigate an increasingly complex digital environment with confidence, integrity, and reliability.



Product Management and Operational Practices (continued)

Business Ethics

At Computime, we are dedicated to maintaining a professional, respectful, and inclusive workplace environment. We believe that every employee deserves to be treated with dignity, courtesy, and integrity. Unacceptable behaviour—whether exhibited by individuals or groups—will not be tolerated under any circumstances. All employees have the right to question, report, and escalate any conduct they have observed or experienced that falls short of our standards.

To reinforce these principles, a Professional Behaviour Policy and Procedure is in place, clearly outlining our expectations regarding employee conduct. This policy defines the behaviours we expect from all staff, details the responsibilities of both managers and employees, and establishes a transparent procedure for reporting violations or concerns. It also outlines the consequences of failing to uphold these standards, ensuring accountability at every level of the organization.

Code of Conduct Training

To uphold our commitment to ethical conduct, we conduct mandatory annual Code of Conduct training sessions for all employees. These sessions are designed to familiarize staff with the Group's core values and ethical standards. New employees are required to complete the training within their first month of employment, while existing employees must complete refresher training within a designated timeframe.

The training program comprises nine structured modules, each focusing on a specific area of ethical and professional conduct. Modules take approximately 10 to 20 minutes to complete and can be undertaken at the employee's own pace. Local Human Resources teams are responsible for ensuring 100% workforce completion, monitoring compliance, and providing support throughout the process. The modules include:

- Backbiting & Malicious Gossip
- Bribery and Corruption Indicators
- Data Protection & GDPR
- Diversity & Inclusion
- Equality, Diversity & Inclusion
- Introduction to Health & Safety at Work
- Introduction to Security
- Reporting Bullying & Harassment
- Whistleblowing at Work



Product Management and Operational Practices (continued)

Anti-bribery and corruption

Computime is committed to the highest standards of ethical conduct and has zero tolerance for bribery and corruption. The Group strictly complies with the relevant anti-corruption laws in all jurisdictions where it operates. An Anti-Corruption and Bribery Policy is in place, supported by a Whistleblowing Policy that allows employees and external parties to report suspected misconduct confidentially and without fear of retaliation.

Computime places the highest value on integrity and maintains a zero-tolerance policy towards fraud, money laundering, and all forms of unethical behaviour. Our Code of Conduct serves as a guiding framework for expected behaviour and is regularly reviewed to ensure it remains effective and relevant in a dynamic business environment. We conduct regular anti-corruption training to raise awareness and ensure employees are equipped to identify and respond to risks in areas such as payments, gifts, contracts, and tendering. This training is delivered globally through online platforms, providing consistent guidance to employees across all regions and empowering them to act with integrity in their day-to-day responsibilities.



Soliciting or accepting advantages:

- It is prohibited to solicit or accept any advantages from counterparts that can influence work performance or induce to act against Computime’s interests
- An advantage can come in the form of a gift, fee, reward or favour. Employee must notify immediate supervisor or Human Resources department if an advantage is accepted

Conflict of interest:

- Employees should be highly aware of any situations that may lead to a conflict of interest between the person and the Computime
- One must declare the circumstances where his or her immediate family members engage in any business relationships that compete with the Computime

Handling of confidential information:

- Employees must not disclose without the permission of Computime any classified information or use such information to obtain personal interests



Product Management and Operational Practices (continued)

Anti-money laundering and counter-terrorist financing

Preventing money laundering and countering the financing of terrorism are essential components of Computime’s commitment to ethical business practices. We have implemented strict policies and procedures to ensure full compliance with all relevant laws and regulations. By fostering a culture of awareness, vigilance, and responsibility, we empower employees to identify and mitigate risks related to illicit financial activities—safeguarding both the organization and the broader community.

Through a combination of global training initiatives and region-specific programs, our employees are equipped with the knowledge and tools required to meet the highest compliance standards. We recognize that proactive action and continuous improvement are vital in maintaining transparency and protecting against financial crimes. Regular assessments of our policies and operational practices ensure they remain aligned with evolving legal and regulatory landscapes. Through education, accountability, and a steadfast commitment to compliance, Computime continues to reinforce its reputation as a responsible and ethical global organization.

Anti-Corruption Trainings	
Number of governance body members receiving anti-corruption training:	7
Percentage of governance body members receiving anti-corruption training:	100%
Total number of regular employees receiving anti-corruption training:	Management: 229
	Staff: 772
	Front-line Workers: 633
	1,634

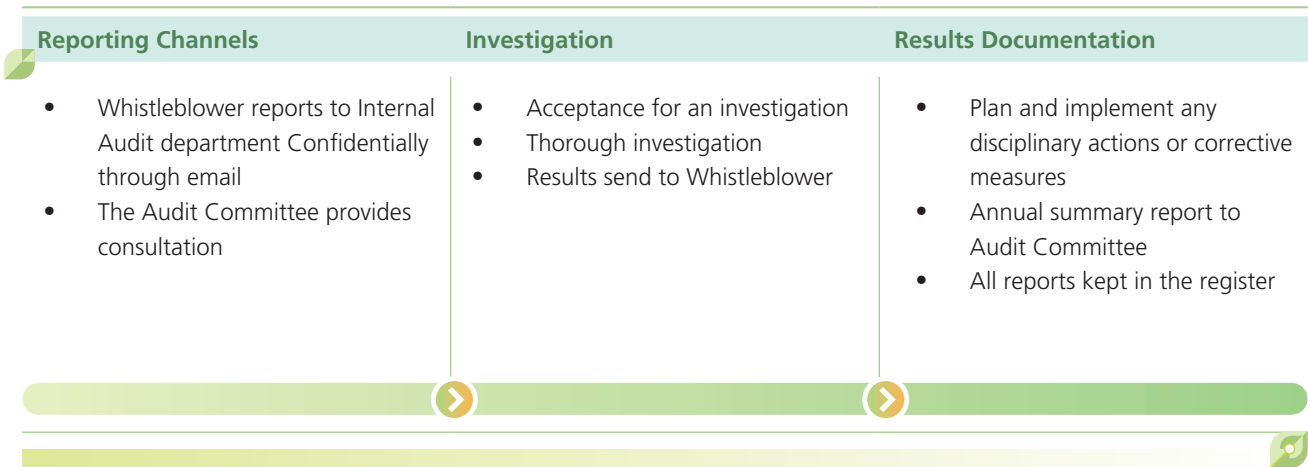


Product Management and Operational Practices (continued)

Whistleblowing Policy

Our Whistleblowing Policy provides a safe and confidential mechanism for employees to report suspected misconduct, malpractice, or unethical behavior without fear of retaliation. Employees are encouraged to raise any concerns directly with their line managers or the Human Resources department, with the assurance that they will be fully protected under this policy.

All reports are treated with the utmost seriousness and are subject to impartial and thorough investigation. Appropriate corrective actions are implemented based on the findings, reinforcing the organization’s zero-tolerance stance on unethical conduct. This policy plays a critical role in upholding our Code of Conduct and ensures that ethical standards are maintained across all levels of the organization.



Ensuring compliance

Maintaining compliance with internal policies, regulatory requirements, and ethical standards is essential to preserving the integrity and operational excellence of the Group. Violations of any kind are addressed promptly and proportionately, with disciplinary actions ranging from verbal or written warnings to immediate termination, depending on the nature and severity of the breach.

To support a culture of compliance, the Group has established robust internal controls, structured approval processes, and ongoing training initiatives. These measures are designed to ensure that all employees clearly understand the expectations placed upon them and are equipped to act responsibly and ethically in their roles.

In alignment with our commitment to human rights, the Group takes a strong stance against modern slavery. Mandatory annual training sessions are conducted to help employees identify, prevent, and report any signs of forced labour or exploitation. These sessions are instrumental in raising awareness and promoting vigilance throughout the workforce. By embedding ethical principles into every aspect of our operations, Computime continues to demonstrate its dedication to responsible business practices and the protection of fundamental human rights.

Community Impact

Community Engagement

Contributing to the well-being of local communities and fostering environmental awareness are integral to Computime’s values and long-standing commitment to social responsibility. Recognising the importance of giving back, we have actively participated in initiatives that promote sustainable development and support vulnerable groups. These efforts reflect our dedication to creating meaningful, lasting change and addressing the evolving needs of the communities we serve.

In FY2025, Computime organized and participated in a variety of impactful community projects that demonstrate our continued commitment to social and environmental causes. These initiatives reflect our deep-rooted connection to the communities where we operate and our commitment to contributing positively to the places where we began—and continue to grow.

Employee Volunteerism

Across our global locations, Computime encourages employee volunteerism through structured team initiatives that address local community needs. In Malaysia, our employees showcased their commitment to environmental sustainability by participating in a beach cleaning initiative at Pantai Bersih Beach. A total of 21 volunteers contributed their time and effort to this meaningful cause, highlighting our dedication to environmental stewardship and community involvement.



Recognition for Community Engagement

Our volunteer team has been playing an active role in community service throughout the Year, with a particular focus on employee care and local development. Their contributions were formally recognized with the Love Enterprise Award from the Nanwan Subdistrict. This honor acknowledges the team’s dedication to social impact and highlights Computime’s broader commitment to community well-being and corporate citizenship.



Community Impact (continued)

Employee Volunteerism

We have also organized a donation drive in the Ara Kuda area, providing essential grocery supplies to 42 single-mother families. This initiative was part of our broader Social – CSR Program, aimed at supporting vulnerable groups and promoting social resilience. By delivering tangible assistance, we aim to alleviate everyday challenges faced by these families and reinforce our belief in building a stronger and a more inclusive community.



Charitable Giving in Hong Kong

To promote employee well-being and strengthen community ties, Computime established a corporate running team in Hong Kong. Regular training sessions are held every Thursday to encourage physical activity and camaraderie among colleagues.

In FY2025, we hosted the Computime Charity Running Day, which served as both a wellness initiative and a charitable event. Employees participated in support of a local charity organization, further reinforcing our dual commitment to health and community engagement.



Major Recognitions, Awards & Membership

At Computime, we have dedicated significant efforts to excel in areas of corporate governance, social responsibility, environmental protection, and product development. Throughout the Year, our commitment to sustainability and excellence has been recognize by various external entities. As we continue on our sustainability journey, we reaffirm our dedication to sustainable growth and prosperity, working collaboratively with stakeholders to benefit our community.

Recognitions and Awards

Recognitions/Awards	Organizers/Competitions
Bronze Medal (78 th Percentile) ⁹	EcoVadis
ESG Pledge (no. ESG2025-000276) – 3 years	The Chinese Manufacturers' Association of Hong Kong and Hong Kong Brand Development Council
ESG Connect Program – Technology Product Manufacturing (no. AG60501)	Hong Kong Quality Assurance Agency
Gold Label – Low Carbon Manufacturing Programme (Computime Control Devices Manufacturing (Shenzhen) Co Ltd. & Computime Electronics (Shenzhen) Co Ltd.)	World Wide Fund for Nature
Gold Label – Low Carbon Manufacturing Programme (Computime (Malaysia) Sdn. Bhd.)	World Wide Fund for Nature
Third Level – LOOP+ (Hong Kong office)	World Wide Fund For Nature Hong Kong
Outstanding Community Support Organization	The Volunteers' Association of Shenzhen Longgang District Nanwan sub-district

Memberships

Organizations	Membership company
The Hong Kong General Chamber of Commerce	Computime Group Limited
The Chinese Manufacturers' Association of Hong Kong	Computime Group Limited
Hong Kong Thailand Business Council Limited	Computime International Limited
Federation of Industry & Commerce (Chamber of Commerce) - Shenzhen Longgang District Nanwan sub - district	Computime Electronics (Shenzhen) Co. Ltd. & Computime Control Devices Manufacturing (Shenzhen) Co. Ltd.
Federation of Malaysia Manufacturers	Computime (Malaysia) Sdn. Bhd.

⁹ The percentile rank shows how the score compares to other companies' scores. The 78th percentile means the score is higher than or equal to the score of 78 percent of all companies rated by EcoVadis.

Assurance Statement



ASSURANCE STATEMENT

SGS HONG KONG LIMITED'S ASSURANCE ON SUSTAINABILITY ACTIVITIES IN THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT 2024/25 OF COMPUTIME GROUP LIMITED

NATURE OF THE ASSURANCE

SGS Hong Kong Limited (hereinafter referred to as "SGS") was commissioned by Computime Group Limited (hereinafter referred to as Computime) to conduct an independent assurance of the ESG Report 2024/25 (hereinafter referred to as "the Report"). The reporting period of the Report is from 1 April 2024 to 31 March 2025.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all stakeholders of Computime.

RESPONSIBILITIES

The information in the Report and its presentation are the responsibility of the governing body and the management of Computime. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform all stakeholders of Computime.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognised reporting and assurance guidance and standards including the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2: General Disclosure 2021 for organization's reporting practices and other organizational detail, GRI 3: Material Topics 2021 for organization's process of determining material topics, its list of material topics and how to manage each topic, and the guidance on levels of assurance contained within the AA1000 series of standards and International Standard on Assurance Engagements 3000 (Revised) - Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (ISAE 3000).

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standards		Level of Assurance
A	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)	N/A
B	ISAE3000	Limited

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information and evaluation of the Report adherence to the following reporting criteria:

Reporting Criteria	
1	Global Reporting Initiative Sustainability Reporting Standards 2021 [GRI] (In Accordance with)
2	HKEx ESG Reporting Guide



Assurance Statement (continued)

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, documentation and record review of the selected data and information.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial accounts has not been checked back to the source as part of this assurance process. Note here any other specific limitations for the assurance engagement and actions taken to mitigate those limitations.

Some statements and information that were not identified as material issues were excluded from the scope of the assurance within the timescale allowed.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirms our independence from the Computime, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors and sustainability professionals specializing in the Environmental, Social and Governance (ESG), environmental and climate-related fields.

ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, nothing has come to our attention that causes us to believe that the specified performance information and the reporting content included in the scope of assurance is not fairly stated and has not been prepared, in all material respects, in accordance with the reporting criteria.

We believe that Computime has chosen an appropriate level of assurance for this stage in their reporting.

Signed:
For and on behalf of SGS Hong Kong Limited

Miranda Kwan
Director
Business Assurance
Units 303 and 305, 3/F, Building 22E, Phase 3,
Hong Kong Science Park, Pak Shek Kok, New Territories,
Hong Kong
12 June 2025

WWW.SGS.COM



Laws and Regulations Compliance

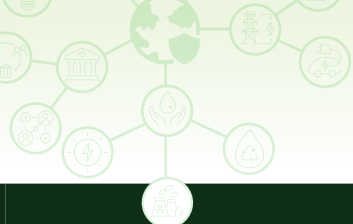
We have implemented internal policies and initiatives to ensure our business operations adhered to all applicable laws and regulations listed below.

Aspect	Applicable Laws and Regulations
A1 Emissions	<p data-bbox="379 584 448 616">China</p> <ul data-bbox="384 623 1444 756" style="list-style-type: none"><li data-bbox="384 623 1412 655">• Law of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution<li data-bbox="384 657 1345 689">• Law of the People’s Republic of China on the Prevention and Control of Water Pollution<li data-bbox="384 692 1444 756">• Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution of Solid Waste <p data-bbox="379 784 507 817">Hong Kong</p> <ul data-bbox="384 821 1289 955" style="list-style-type: none"><li data-bbox="384 821 1106 853">• Air Pollution Control (Motor Vehicle Fuel) Regulation (Cap. 311L)<li data-bbox="384 855 1289 888">• Air Pollution Control (Vehicle Design Standards) (Emission) Regulations (Cap. 311J)<li data-bbox="384 890 911 922">• Water Pollution Control Ordinance (Cap. 358)<li data-bbox="384 924 823 955">• Waste Disposal Ordinance (Cap. 354) <p data-bbox="379 980 480 1013">Malaysia</p> <ul data-bbox="384 1017 1075 1080" style="list-style-type: none"><li data-bbox="384 1017 1054 1049">• The Environment Quality Act 1974 and its Regulations 1989<li data-bbox="384 1052 1075 1080">• Environment Quality (Clean Air) Regulations 1978, PU (A) 280 <p data-bbox="379 1106 643 1138">Compliance Statement:</p> <p data-bbox="379 1140 1444 1237">During the Year, we were not aware of any non-compliance of relevant laws and regulations that has a significant impact on Computime relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p>



Laws and Regulations Compliance (continued)

Aspect	Applicable Laws and Regulations
A2 Use of Resources	<p>China</p> <ul style="list-style-type: none">• Law of the People’s Republic of China on Conserving Energy• Law of the People’s Republic of China on the Promotion of Clean Production <p>Hong Kong</p> <ul style="list-style-type: none">• Water Pollution Control Ordinance (Cap. 358)• Waste Disposal Ordinance (Cap. 354) <p>Malaysia</p> <ul style="list-style-type: none">• Wild Conservation Act 2010• Land Conservation Act 1960• Sarawak Natural Resources and Environment (Amendment) Ordinance 2001• Renewable Energy Act 2011• Environmental Quality (Sewage) Regulations 2009• Environmental Quality (Industrial Effluent) Regulations 2009 <p>Compliance Statement: There was no issue in sourcing water that is fit for purpose during the Year.</p>
A3 The Environmental and Natural Resources	<p>China</p> <ul style="list-style-type: none">• Law of the People’s Republic of China on Appraisal of Environmental Impacts• Environmental Protection Law of the People’s Republic of China <p>Hong Kong</p> <ul style="list-style-type: none">• Hazardous Chemicals Control Ordinance (Cap. 595)• Mercury Control Ordinance (Cap. 640)• Product Eco-responsibility Ordinance (Cap. 603)• Motor Vehicle Idling (Fixed Penalty) Ordinance (Cap. 611) <p>Malaysia</p> <ul style="list-style-type: none">• The Environment Quality Act 1974 and its Regulations 1989• The Environmental Quality Order 1989• Public Cleansing Management Act 2007 <p>Compliance Statement: During the Year, we were not aware of any non-compliance of relevant laws and regulations that has a significant impact on Computime relating to the use of environmental and natural resources.</p>



Laws and Regulations Compliance (continued)

Aspect	Applicable Laws and Regulations
A4 Climate Change	<ul style="list-style-type: none"> • Record-filing Management Regulations on Strengthening the Use, Sale, Maintenance and Recycling of Ozone Depletion Substances • Trial Measures for Carbon Emission Management in Guangdong Province • Several Provisions on Carbon Emission Management of Shenzhen Special Economic Zone • Carbon Emission Registration Management Rules (Trial) • Carbon Emission Trading Management Rules (Trial) • Carbon Emission Rights Settlement Management Rules (Trial) • Opinions of Guangdong Provincial Environmental Protection Department on Strictly Controlling Volatile Organic Compounds (VOCs) Emissions from Industrial Enterprises in the Pearl River Delta Region • Fugitive Emission Control Standard of Volatile Organic Compounds
B1 Employment	<p>China</p> <ul style="list-style-type: none"> • Labour Law of the People’s Republic of China • Labour Contract Law of the People’s Republic of China • Special Rules on the Labour Protection of Female Employees <p>Hong Kong</p> <ul style="list-style-type: none"> • The Employment Ordinance, Cap. 57 • The Employees’ Compensation Ordinance, Cap. 282 • The Minimum Wage Ordinance, Cap. 608 <p>Malaysia</p> <ul style="list-style-type: none"> • Employment Act 1955 (Act 265), Regulations and Orders & Selected Legislation • Employees’ Social Security Act 1969 (Act 4), Regulations & Rules • Industrial Relations Act 1967 (Act 177), Rules & Regulations • Employees Provident Fund Act 1991 (Act 452), Regulations & Rules <p>Compliance Statement:</p> <p>During the Year, we were not aware of any non-compliance of relevant laws and regulations that has a significant impact on Computime relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p>



Laws and Regulations Compliance (continued)

Aspect	Applicable Laws and Regulations
B2 Health and Safety	<p data-bbox="379 504 448 530">China</p> <ul data-bbox="387 541 1433 771" style="list-style-type: none">• Production Safety Law of the People’s Republic of China• Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases• Code of Occupational Disease Prevention of the People’s Republic of China• Regulations on Occupational Health Supervision and Management in the Workplace• Occupational Health Files Management Surveillance• Technical Specifications for Occupational Health Surveillance• Measures for the Supervision and Administration of Employers’ Occupational Health Surveillance <p data-bbox="379 804 507 830">Hong Kong</p> <ul data-bbox="387 840 1442 1209" style="list-style-type: none">• Occupational Safety and Health Ordinance (Cap. 509) and subsidiary regulations• Occupational Safety and Health (Display Screen Equipment) Regulation (Cap. 509B)• Occupational Safety and Health (Display Screen Equipment) Regulation• Factories and Industrial Undertakings Ordinance (Cap. 59) and subsidiary regulations• Buildings Ordinance (Cap. 123) and subsidiary regulations• Electricity Ordinance (Cap. 406) and subsidiary regulations• Fire Safety (Commercial Premises) Ordinance (Cap. 502)• Road Traffic Ordinance (Cap. 374)• Road Traffic (Construction and Maintenance of Vehicles) Regulations (Cap. 374A)• Prevention and Control of Disease Ordinance (Cap. 599)• Temporary Protection Measures for Business Tenants (COVID-19 Pandemic) Ordinance (Cap. 644) <p data-bbox="379 1241 480 1267">Malaysia</p> <ul data-bbox="387 1278 911 1440" style="list-style-type: none">• The Occupational Safety and Health Act 1994• The Factories and Machinery Act 1967• The Petroleum Act (safety measures) 1984• The Employment Act 1955• Labour Ordinance Acts 2005 <p data-bbox="379 1472 643 1498">Compliance Statement:</p> <p data-bbox="379 1509 1445 1601">During the Year, we were not aware of any non-compliance of relevant laws and regulations that has a significant impact on Computime relating to the provision of a safe working environment and protection of employees from occupational hazards.</p>





Laws and Regulations Compliance (continued)

Aspect	Applicable Laws and Regulations
B4 Labour Standard	<p>China</p> <ul style="list-style-type: none">• Law of the People’s Republic of China on the Protection of Minors• Provisions on the Prohibition of Using Child Labour <p>Hong Kong</p> <ul style="list-style-type: none">• The Employment Ordinance, Cap. 57 <p>Malaysia</p> <ul style="list-style-type: none">• The Employment Act, of 1955 <p>Compliance Statement: During the Year, we were not aware of any non-compliance of relevant laws and regulations that has a significant impact on Computime relating to the prevention of any child and forced labour. There were no reported cases of child or forced labour in the Year.</p>
B6 Product Responsibility	<p>China</p> <ul style="list-style-type: none">• Product Quality Law of the People’s Republic of China• Tort Law of the People’s Republic of China• Patent Law of the People’s Republic of China <p>Hong Kong</p> <ul style="list-style-type: none">• Consumer Goods Safety Regulation (Cap. 456A)• Electrical Products (Safety) Regulation (Cap. 406G) <p>Malaysia</p> <ul style="list-style-type: none">• Consumer Protection Act 1999 <p>Compliance Statement: During the Year, we were not aware of any non-compliance of relevant laws and regulations that has a significant impact on Computime relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p>



Laws and Regulations Compliance (continued)

Aspect	Applicable Laws and Regulations
B7 Anti-corruption	<p data-bbox="379 504 443 530">China</p> <ul data-bbox="387 541 1086 601" style="list-style-type: none"><li data-bbox="387 541 1086 567">• Anti-Unfair Competition Law of the People’s Republic of China<li data-bbox="387 573 922 601">• Criminal Law of the People’s Republic of China <p data-bbox="379 631 507 657">Hong Kong</p> <ul data-bbox="387 668 1246 694" style="list-style-type: none"><li data-bbox="387 668 1246 694">• Anti-money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615) <p data-bbox="379 724 480 750">Malaysia</p> <ul data-bbox="387 761 994 786" style="list-style-type: none"><li data-bbox="387 761 994 786">• Section 17A (1) of the MACC (Amendment) Act 2018 <p data-bbox="379 817 475 842">Vietnam</p> <ul data-bbox="387 853 1114 978" style="list-style-type: none"><li data-bbox="387 853 1114 879">• Law on Prevention and Combat of Corruption No. 55/2005/QH11<li data-bbox="387 886 927 911">• Decree No. 59/2013/ND-CP of the Government<li data-bbox="387 918 970 944">• Decision No. 64/2007/QD-TTg of the Prime Minister<li data-bbox="387 950 772 976">• Penal Code No. 100/2015/QH13 <p data-bbox="379 1006 459 1032">Mexico</p> <ul data-bbox="387 1043 1018 1168" style="list-style-type: none"><li data-bbox="387 1043 916 1069">• Inter-American Convention against Corruption<li data-bbox="387 1075 756 1101">• OECD Anti-bribery Convention<li data-bbox="387 1108 1018 1134">• United Nations Convention against Corruption (UNCAC)<li data-bbox="387 1140 970 1166">• United States-Mexico-Canada Agreement (USMCA) <p data-bbox="379 1198 480 1224">Denmark</p> <ul data-bbox="387 1235 708 1261" style="list-style-type: none"><li data-bbox="387 1235 708 1261">• The Danish Criminal Code <p data-bbox="379 1291 480 1317">Germany</p> <ul data-bbox="387 1328 1219 1526" style="list-style-type: none"><li data-bbox="387 1328 1219 1353">• Section 261 of the Criminal Code (StGB) – the offence of money laundering<li data-bbox="387 1360 676 1386">• Money Laundering Act<li data-bbox="387 1392 612 1418">• The Banking Act<li data-bbox="387 1425 746 1450">• The Insurance Supervision Act<li data-bbox="387 1457 826 1483">• The Payment Services Supervision Act<li data-bbox="387 1489 660 1515">• The Investment Code



Laws and Regulations Compliance (continued)

Aspect	Applicable Laws and Regulations
	<p>Romania</p> <ul style="list-style-type: none">• Law no. 78 of May 8, 2000 for the prevention, detection and sanctioning of acts of corruption• Decision no. 583 of August 10, 2016 on the approval of the National Anti-Corruption Strategy for 2016-2020, the sets of performance indicators, the risks associated with the objectives and measures in the strategy and the sources of verification, the inventory of institutional transparency and corruption prevention measures, evaluation indicators, and standards for the publication of information of public interest• ANNEXES of December 17, 2021 on the approval of the National Anti-Corruption Strategy 2021-2025 and its related documents• Art. 289 New Criminal Code Taking Bribes Corruption offences• Art. 290 New Penal Code Bribery Corruption offences• Art. 291 New Criminal Code Influence peddling Corruption offences• Art. 292 New Criminal Code Buying influence Corruption offences• Art. 293 New Criminal Code Acts committed by members of arbitration courts or in connection with them Corruption offences
	<p>UK</p> <ul style="list-style-type: none">• The Bribery Act 2010
	<p>US</p> <ul style="list-style-type: none">• The American Anti-Corruption Act (AACA)• 18 USC Section 201• The Travel Act• Mail and wire fraud statutes• Foreign Corrupt Practices Act (FCPA) of 1977 - anti-bribery provisions• Foreign Corrupt Practices Act (FCPA) of 1977 - accounting provisions• The Ethics Law (Chapter 102 of the Ohio Revised Code)• The Ohio Penal Code• Illinois Bribery Law - 720 ILCS 5/33-1• The Public Corruption Profit Forfeiture Act - 5 ILCS 283
	<p>Compliance Statement:</p> <p>During the Year, we were not aware of any non-compliance of relevant laws and regulations that has a significant impact on Computime relating to bribery, extortion, fraud and money laundering, and we are not involved in any corruption cases.</p>



Performance Data Summary

Environmental Performance Data Summary

Indicators	Unit	FY2025	FY2024	FY2023
Air Emissions¹⁰				
Sulphur oxides (SOx)	kg	1.03	1.29	1.39
Nitrogen oxides (NOx)	kg	132.93	124.53	133.63
Particulate matter (PM)	kg	10.85	9.85	10.75
Tin and its compounds ¹¹	kg	0.45	4.57	4.53
VOCs ¹²	kg	1,678.89	3,801.42	3,775.56
GHG Emissions¹³				
Scope 1 direct emissions ¹⁴	tCO ₂ e	296.03	376.27	584.11
GHG removals from newly planted trees ¹⁵	tCO ₂ e	0	0	5.41
Scope 2 indirect emissions ¹⁶	tCO ₂ e	16,626.48	17,860.18	24,671.41
Total GHG emissions (Scope 1 and Scope 2 inclusive)	tCO₂e	16,922.51	18,236.45	25,260.93
GHG Emission intensity (Scope 1 and Scope 2 inclusive)	tCO ₂ e per HKD'000,000 revenue	4.23	4.34	6.01
Scope 3 emission (Business Air Travel) ¹⁷	tCO ₂ e	207.56	114.82	/

¹⁰ Air emissions are generated from the consumption of LPG, petrol and diesel fuel. The Emission Factors adopted are based on Appendix 2: Reporting Guidance on Environmental KPIs published by the HKEx.

¹¹ Significant decrease in tin and its compounds in FY2025 is due to production changes that reduced their release.

¹² Significant VOC reduction was achieved in FY2025 due to enhanced emission control measures.

¹³ The calculation standards and methodologies for GHG emissions:
Methodologies: Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong published by the Environmental Protection Department ("EPD") and the Electrical and Mechanical Services Department of the Hong Kong SAR Government.

¹⁴ Scope 1 emissions included direct GHG emissions from the combustion of fuels in stationary and mobile sources covering carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), the use of refrigeration (HCFC refrigerants: 3.22 kg), and GHG removals from newly planted trees. The Emission Factors adopted are based on based on "Appendix 2: Reporting Guidance on Environmental KPIs" published by the HKEx and the "Environmental Reporting Guidelines: Including mandatory greenhouse gas emissions reporting guidance" issued by DEFRA in the UK. The Global Warming Potential ("GWP") rates from the IPCC Sixth Assessment Report (AR6).

¹⁵ In FY2023, the Group has planted a total of 235 trees with at least five metres in height. The Removal Factor are based on the EPD's Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong.

¹⁶ Scope 2 emissions included indirect GHG emissions from the consumption of purchased electricity. The emissions factors for Hong Kong-based operations referenced the emission intensity published by CLP Power Hong Kong Limited in 2024, the emissions factors for the Mainland-based operations referenced the Ministry of Ecology and Environment of the People's Republic of China, and the International Energy Agency ("IEA") for operation locations outside Hong Kong.

¹⁷ Relevant figures have been disclosed from FY2024 onwards. Emissions data relating to air travel by the employees of the Group was based on the International Civil Aviation Organization Carbon Emissions Calculator ("ICAO"). In FY2025, we have expanded the data coverage to all of our employees.

Performance Data Summary (continued)

Indicators	Unit	FY2025	FY2024	FY2023
Hazardous waste				
Total Hazardous waste	tonne	108.15	111.98	114.33
Waste mineral oils	tonne	0.20	0	0
Organic solvent waste	tonne	31.18	29.75	37.56
Organic resins waste	tonne	37.15	31.29	41.89
Mercury, lead and zinc waste	tonne	0.35	0.66	0.30
Other hazardous waste	tonne	39.27	50.28	34.59
Hazardous waste intensity	kg per HKD'000,000 revenue	0.03	0.03	27.19
Non-Hazardous waste				
Total Non-hazardous waste generated¹⁸	tonne	1,149.92	1,296.79	1,281.51
Paper and Carton	tonne	617.75	680.80	640.67
Plastics	tonne	420.31	522.43	488.76
Wood	tonne	19.94	29.01	59.61
Metals	tonne	0.73	0.65	0.53
Electronic Waste	tonne	9.06	7.88	7.57
WEEE ¹⁹	tonne	76.04	46.48	75.35
Rechargeable Battery	tonne	0.08	0.02	0.03
Toner Cartridges/Inkjet Cartridges	tonne	6.00	9.51	0.01
Other non-hazardous waste produced	tonne	0.01	0.01	8.08
Non-hazardous waste intensity	kg per HKD'000,000 revenue	287.76	308.41	286.83

¹⁸ During the Year, the Group has expanded the data scope of non-hazardous waste to include the general waste in the two factories in Mainland China, which lead to a significant increase in the total amount of non-hazardous waste generated. The detailed breakdown of non-hazardous waste categories is disclosed from FY2023.

¹⁹ Significant increase in WEEE data in FY2025 is due to the replacement and upgrade of our facilities and equipment.

Performance Data Summary (continued)

Indicators	Unit	FY2025	FY2024	FY2023
Total Non-hazardous waste recycled	tonne	991.54	968.94	935.96
Paper and Carton	tonne	589.57	522.03	528.28
Plastics	tonne	381.43	419.24	364.78
Wood	tonne	19.94	27.07	41.62
WEEE	tonne	0.57	0.57	1.11
Rechargeable Battery	tonne	0.02	0.02	0.03
Toner Cartridges/Inkjet Cartridges	tonne	0.01	0	0.01
Other non-hazardous waste recycled	tonne	0	0.01	0.12
Energy Consumption				
Direct Energy Consumption²⁰	MWh	1,138.38	1,421.81	1,726.06
Diesel	Liter	32,160.69	45,341.18	53,801.42
Petrol	Liter	34,590.04	38,784.74	35,621.83
Natural gas	m ³	39,136.81	46,113.58	70,142.80
Liquified Petroleum Gases (LPG)	KG	5,208.00	8,874.00	6,920.00
In-Direct Energy Consumption	MWh	30,254.15	30,865.53	32,093.97
Electricity	MWh	30,254.15	30,865.53	32,093.97
Total energy consumption	MWh	31,392.53	32,287.34	33,955.29
Energy intensity	MWh per HK\$'000,000 revenue	7.86	8.00	8.04
Water Consumption				
Total Water Consumption	m ³	207,140.77	246,437.52	233,298.58
Water intensity	m ³ per HK\$'000,000 revenue	51.84	61.03	55.48
Packaging Material				
Carton	tonne	1,742.00	1,708.00	1,904.00
Printing	tonne	259.00	222.00	304.00
Other packing materials	tonne	752.00	801.00	907.00

²⁰ Direct energy consumption of the Group includes the consumption of diesel, petrol, natural gas and LPG. The conversion factors adopted are based on the Energy Statistics Manual issued by the IEA and the U.S. Energy Information Administration.

Performance Data Summary (continued)

Social Performance Data Summary

Indicators	Unit	FY2025	FY2024	FY2023
Total Headcount²¹	No. of people	4,022	4,005	4,221
Regular Employees	No. of people	2,994	3,178	—
Agency Workers ²²	No. of people	1,028	827	—
By Gender	No. of people	4,022	4,005	4,221
Male	No. of people	1,703	1,626	1,537
Regular Employees	No. of people	1,119	1,104	—
Agency Workers	No. of people	584	522	—
Female	No. of people	2,319	2,379	2,684
Regular Employees	No. of people	1,875	2,074	—
Agency Workers	No. of people	444	305	—
By Function	No. of people	4,022	4,005	4,221
Management	No. of people	321	317	300
Regular Employees	No. of people	321	317	—
Agency Workers	No. of people	—	—	—
Staff	No. of people	868	830	806
Regular Employees	No. of people	868	830	—
Agency Workers	No. of people	—	—	—
Front-line Workers	No. of people	2,833	2,858	3,115
Regular Employees	No. of people	1,805	2,031	—
Agency Workers	No. of people	1,028	827	—
By Age	No. of people	4,022	4,005	4,221
<30	No. of people	1,236	1,165	1,241
Regular Employees	No. of people	692	759	—
Agency Workers	No. of people	544	406	—
30-50	No. of people	2,534	2,609	2,772
Regular Employees	No. of people	2,051	2,189	—
Agency Workers	No. of people	483	420	—
>50	No. of people	252	231	208
Regular Employees	No. of people	251	230	—
Agency Workers	No. of people	1	1	—

²¹ The breakdown of regular employees and agency workers has been disclosed from FY2024 onwards.

²² Agency workers are defined as individuals hired through a third-party employment agency who performs work at our facilities but is officially employed and managed by the agency, not directly by the Group.

Performance Data Summary (continued)

Indicators	Unit	FY2025	FY2024	FY2023
By Geographical Distribution	No. of people	4,022	4,005	4,221
Mainland China	No. of people	2,857	2,947	3,120
Regular Employees	No. of people	1,956	2,130	—
Agency Workers	No. of people	901	817	—
Hong Kong	No. of people	180	175	165
Regular Employees	No. of people	180	175	—
Agency Workers	No. of people	—	—	—
Malaysia	No. of people	635	722	803
Regular Employees	No. of people	571	712	—
Agency Workers	No. of people	64	10	—
Other Asia (excluding Mainland China, Hong Kong, Malaysia)	No. of people	23	37	6
Regular Employees	No. of people	23	37	—
Agency Workers	No. of people	—	—	—
Europe and America	No. of people	327	124	127
Regular Employees	No. of people	264	124	—
Agency Workers	No. of people	63	—	—
By Employment Type	No. of people	4,022	4,005	4,221
Full-time	No. of people	4,007	3,993	3,481
Regular Employees	No. of people	2,979	3,166	—
Agency Workers	No. of people	1,028	827	—
Part-time	No. of people	15	12	9
Regular Employees	No. of people	15	12	—
Agency Workers	No. of people	—	0	—
By Contract Type²³	No. of people	4,022	4,005	—
Permanent	No. of people	3,022	3,292	—
Regular Employees	No. of people	2,907	3,167	—
Agency Workers	No. of people	115	125	—
Temporary	No. of people	990	706	—
Regular Employees	No. of people	77	4	—
Agency Workers	No. of people	913	702	—

²³ Relevant data has been disclosed from FY2024 onwards.

Performance Data Summary (continued)

Indicators	Unit	FY2025	FY2024	FY2023
Non-guaranteed Hours Employee	No. of people	10	7	—
Regular Employees	No. of people	10	7	—
Agency Workers	No. of people	—	0	—
Employee turnover^{24,25}	No. of people	8,917	7,560	—
	%	222%	189%	192%
Regular Employees	No. of people	907	1,133	—
	%	30%	36%	—
Agency Workers ²⁶	No. of people	8,010	6,427	—
	%	779%	777%	—
Regular Employees by Gender				
Male	No. of people	317	454	—
	%	28%	41%	—
Female	No. of people	590	679	—
	%	31%	33%	—
Regular Employees by Age				
<30	No. of people	363	507	—
	%	52%	67%	—
30-50	No. of people	505	591	—
	%	25%	27%	—
>50	No. of people	39	35	—
	%	16%	15%	—
Regular Employees by Geographical Location				
Mainland China	No. of people	562	931	—
	%	29%	44%	—
Hong Kong	No. of people	42	50	—
	%	23%	29%	—
Malaysia	No. of people	224	106	—
	%	39%	15%	—

²⁴ Turnover rate covers voluntary and involuntary leavers or due to dismissal, retirement, or death in service. Relevant breakdown of regular employees and agency workers have been disclosed from FY2024 onwards.

²⁵ In order to reflect the actual turnover data of the Group's directly employed workforce, the breakdown of employee turnover by gender, age group, and geographical location will cover regular employees only from FY2024 onwards.

²⁶ Agency workers are hired by the third-party and engaged on shorter-term contracts, which are subject to renewal based on project requirements. As a result, the turnover rate among agency workers is generally higher.

Performance Data Summary (continued)

Indicators	Unit	FY2025	FY2024	FY2023
Asia (excluding Mainland China, Hong Kong, Malaysia)	No. of people	2	15	—
	%	9%	41%	—
Europe and the America	No. of people	77	31	—
	%	29%	25%	—
New employee hires²⁷	No. of people	8,927	7,327	—
	%	222%	183%	175%
Regular Employees	No. of people	742	991	—
	%	25%	31%	—
Agency Workers ²⁸	No. of people	8,185	6,336	—
	%	796%	766%	—
Regular Employees by Gender				
Male	No. of people	371	502	—
	%	33%	45%	—
Female	No. of people	371	489	—
	%	20%	24%	—
Regular Employees by Age				
<30	No. of people	401	519	—
	%	58%	68%	—
30-50	No. of people	313	453	—
	%	15%	21%	—
>50	No. of people	28	22	—
	%	11%	10%	—
Regular Employees by Geographical Location				
Mainland China	No. of people	394	671	—
	%	20%	32%	—
Hong Kong	No. of people	53	53	—
	%	29%	30%	—
Malaysia	No. of people	83	202	—
	%	15%	28%	—

²⁷ In order to reflect the actual employee new hire data of the Group's directly employed workforce, the breakdown of employee new hire by gender, age group, and geographical location will cover regular employees only from FY2024 onwards.

²⁸ Agency workers are hired by the third-party and engaged on shorter-term contracts, which are subject to renewal based on project requirements. As a result, the new hire rate among agency workers is generally higher.

Performance Data Summary (continued)

Indicators	Unit	FY2025	FY2024	FY2023
Other Asia (excluding Mainland China, Hong Kong, Malaysia)	No. of people	25	0	—
	%	109%	0%	—
Europe and the America	No. of people	187	40	—
	%	71%	32%	—
Parental leave (for regular employees)				
Employees that entitled to parental leave by Gender	No. of people	2,499	2,647	3,528
Male	No. of people	932	952	1,395
Female	No. of people	1,567	1,695	2,133
Employees that took parental leave by Gender	No. of people	118	130	67
Male	No. of people	50	47	25
Female	No. of people	68	83	42
Employees that returned to work in the reporting period after parental leave ended by Gender	No. of people	113	127	59
Male	No. of people	49	46	25
Female	No. of people	64	81	34
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work by Gender	No. of people	105	119	47
Male	No. of people	52	45	24
Female	No. of people	53	74	23
Return to work rate by Gender ²⁹				
Male	%	100%	98%	100%
Female	%	97%	98%	91%
Retention rate by Gender ³⁰				
Male	%	94%	96%	96%
Female	%	83%	89%	71%

²⁹ Return to work rate = (Total number of employees that did return to work after parental leave) / (Total number of employees due to return to work after taking parental leave) * 100%

³⁰ Retention rate = (Total number of employees retained 12 months after returning to work following a period of parental leave) / (Total number of employees returning from parental leave in the prior reporting period(s)) * 100%

Performance Data Summary (continued)

Indicators	Unit	FY2025	FY2024	FY2023
Total training hours	Hour	87,349	130,211	—
Regular Employees	Hour	36,039	51,427	—
Agency Workers	Hour	51,310	78,784	—
Average hours of training	Hour	21.72	32.51	17.17
Average training hours of regular employees by gender				
Male	Hour	11.36	19.71	7.14
Female	Hour	12.44	14.30	21.82
By Function				
Management	Hour	6.90	10.14	5.34
Staff	Hour	6.17	8.65	5.87
Front-line Workers	Hour	15.77	16.79	22.92
Percentage of Regular Employees Trained³¹				
By Gender				
Male	%	100	100	69
Female	%	100	100	100
By Function				
Management	%	100	100	100
Staff	%	100	100	100
Front-line Workers	%	100	100	100
Regular employees who received a regular performance and career development review				
By Gender				
Male	%	73.73	100	95.50
Female	%	43.41	100	93.52
By Function				
Management	%	98.44	100	94.30
Staff	%	95.05	100	96.08
Front-line Workers	%	81.72	100	100.00

³¹ Percentage of employees trained in one category during the year = total number of formal employees received training in that category during the Year/total number of formal employees as at the end of the reporting period.

Performance Data Summary (continued)

Indicators	Unit	FY2025	FY2024	FY2023
Percentage of the Group's employees involved in the collective bargaining agreements	% of total Employees	1.61	0.25	0.31
Occupational Health and Safety				
Number of work-related injuries	No.	3	6	6
Lost days due to work-related injuries	Day	80	119	113
Number of work-related fatalities	No.	0	0	0
Percentage of work-related fatalities	%	0	0	0
Regular Employees				
Fatalities as a result of work-related injury	No.	0	0	0
Fatalities as a result of work-related injury	%	0	0	0
High-consequence work-related injuries (excluding fatalities)	No.	0	1	0
High-consequence work-related injuries (excluding fatalities)	per 200,000 hours worked	0	0.03	0
Recordable work-related injuries	No.	2	5	4
Injury rate ³²	per 200,000 hours worked	0.07	0.14	0.09
The number of hours worked	Hours	5,822,939	7,078,965	8,442,000
Agency Workers				
Fatalities as a result of work-related injury	No.	0	0	0
Fatalities as a result of work-related injury	%	0	0	0
High-consequence work-related injuries (excluding fatalities)	No.	0	1	0
High-consequence work-related injuries (excluding fatalities)	per 200,000 hours worked	0	0.11	0
Recordable work-related injuries	No.	1	1	2
Injury rate	per 200,000 hours worked	0.06	0.11	0.13
The number of hours worked	Hours	3,178,138	1,866,756	3,000,638
Regular Employees				
The number of fatalities as a result of work-related ill health	No.	0	0	0
The number of cases of recordable work-related ill health	No.	0	0	0

³² The injury rate is calculated based on the number of injuries per 200,000 hours worked (total number of employees working 40 hours per week for 50 weeks)

Performance Data Summary (continued)

Indicators	Unit	FY2025	FY2024	FY2023
Agency Workers				
The number of fatalities as a result of work-related ill health	No.	0	0	0
The number of cases of recordable work-related ill health	No.	0	0	0
Diversity of governance bodies				
By Gender				
Male	%	71	75	100
Female	%	29	25	0
By Age				
<30	%	0	0	0
30-50	%	0	0	0
>50	%	100	100	100
Total number of incidents of discrimination during the reporting period	No.	0	0	0
Total number of Suppliers	No.	983	749	870
By Geographical location				
Mainland China	No.	828	634	733
Asia (excluding China)	No.	45	29	33
Europe (excluding the United Kingdom)	No.	46	35	43
United Kingdom	No.	5	3	4
North America	No.	59	48	57

Performance Data Summary (continued)

Indicators	Unit	FY2025	FY2024	FY2023
Product Quality and Customer Privacy				
Number of products sold or shipped subject to recalls for safety and health reasons	No.	0	0	0
Percentage of total products sold or shipped subject to recalls for safety and health reasons	%	0	0	0
Number of products and services related to complaints received	No.	57	41	78
Substantiated complaints received concerning breaches of customer privacy	No.	0	0	0
Complaints received from outside parties and substantiated by the organization	No.	0	0	0
Complaints from regulatory bodies	No.	0	0	0
Total number of identified leaks, thefts, or losses of customer data	No.	0	0	0
Community Investment				
Donation	HK\$	337,000	311,000	155,762
Total number of employee volunteers	No.	100	92	—
Total volunteer hours from employees	Hour	429	287	—
Community programmes participated:	No.	9	4	—
Education/Youth Development	No.	1	2	—
Elderly Cares	No.	6	2	—
Environmental protection	No.	2	5	—

HKEX ESG Reporting Guide Content Index

Mandatory Disclosure Requirements	Cross-reference in this Report/Comment
Governance Structure	ESG Governance
Reporting Principles	Reporting Guidelines and Principles
Reporting Boundary	Reporting Boundary and Period

Aspects/KPIs	Description	References/Remarks
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 and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Our Sustainability Approach Environmental Sustainability Laws and Regulations Compliance
KPI A1.1	The types of emissions and respective emissions data.	Performance Data Summary – Environmental Performance Data Summary
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Our Environmental Targets Performance Data Summary – Environmental Performance Data Summary
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Performance Data Summary – Environmental Performance Data Summary
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Performance Data Summary – Environmental Performance Data Summary
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Responding to Global Sustainable Development Our Environmental Targets Responding to Climate Change Waste and Pollution Management
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.	Environmental Sustainability Our Environmental Targets Waste and Pollution Management

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Aspects/KPIs	Description	References/Remarks
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials	Our Sustainability Approach Environmental Sustainability
KPI 2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity.	Performance Data Summary – Environmental Performance Data Summary
KPI 2.2	Water consumption in total and intensity.	Performance Data Summary – Environmental Performance Data Summary
KPI 2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Our Environmental Targets Responding to Climate Change Energy Management and Reducing Carbon Footprint
KPI 2.4	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.	Environmental Management Our Environmental Targets Water Consumption and Conservation
KPI 2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Performance Data Summary – Environmental Performance Data Summary
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer’s significant impact on the environment and natural resources.	Environmental Management Water Consumption and Conservation Waste and Pollution Management
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Management Water Consumption and Conservation Waste and Pollution Management

HKEX ESG Reporting Guide Content Index (continued)

Aspects/KPIs	Description	References/Remarks
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Environmental Sustainability Responding to Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Environmental Sustainability Responding to Climate Change
B. Social		
Aspect B1: Employment		
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.	Inclusive Workplace and Culture Business Ethics Laws and Regulations Compliance
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	Performance Data Summary – Social Performance Data Summary
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Performance Data Summary – Social Performance Data Summary
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.	Occupational Health and Safety Laws and Regulations Compliance
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	Occupational Health and Safety Performance Data Summary – Social Performance Data Summary
KPI B2.2	Lost days due to work injury.	Occupational Health and Safety Performance Data Summary – Social Performance Data Summary
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Occupational Health and Safety



HKEX ESG Reporting Guide Content Index (continued)

Aspects/KPIs	Description	References/Remarks
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Talent Attraction and Retention Staff Engagement
KPI B3.1	The percentage of employees trained by gender and employee category.	Performance Data Summary – Social Performance Data Summary
KPI B3.2	The average training hours completed per employee by gender and employee category	Performance Data Summary – Social Performance Data Summary
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 Practices and Rights
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Practices and Rights
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Practices and Rights
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Responsible Supply Chain Management Conflict Minerals Management
KPI B5.1	Number of suppliers by geographical region.	Performance Data Summary – Social Performance Data Summary
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	Responsible Supply Chain Management Conflict Minerals 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.	Responsible Supply Chain Management Conflict Minerals 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.	Responsible Supply Chain Management Conflict Minerals Management



HKEX ESG Reporting Guide Content Index (continued)

Aspects/KPIs	Description	References/Remarks
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 Management and Operational Practices Laws and Regulations Compliance
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Quality Assurance Customer Satisfaction and Well-being Performance Data Summary – Social Performance Data Summary
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Performance Data Summary – Social Performance Data Summary
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Innovation and Intellectual Property
KPI B6.4	Description of quality assurance process and recall procedures.	Quality Assurance
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Data Security and Privacy Protection

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Aspects/KPIs	Description	References/Remarks
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.	Business Ethics Laws and Regulations Compliance
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.	Business Ethics Laws and Regulations Compliance
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	Whistleblowing
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-bribery and 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 Impact
KPI B8.1	Focus areas of contribution.	Community Engagement
KPI B8.2	Resources contributed to the focus area.	Performance Data Summary – Social Performance Data Summary

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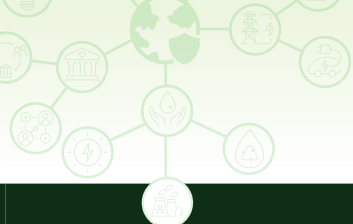
GRI Disclosure	References/Remarks
GRI 1: Foundation 2021	
Statement of use	The Group has reported in accordance with the GRI Standards for the period from 1 April 2024 to 31 March 2025.
GRI 2: General Disclosures 2021	
2-1 Organizational details	About Computime
2-2 Entities included in the organization’s sustainability reporting	About Computime
2-3 Reporting period, frequency and contact point	About the Report
2-4 Restatements of information	About the Report
2-5 External assurance	Assurance Report
2-6 Activities, value chain and other business relationships	About Computime
2-7 Employees	Inclusive Workplace and Culture
2-8 Workers who are not employees	Inclusive Workplace and Culture
2-9 Governance structure and composition	Our Sustainability Approach - ESG Governance
2-10 Nomination and selection of the highest governance body	Our Sustainability Approach - ESG Governance
2-11 Chair of the highest governance body	Our Sustainability Approach - ESG Governance Annual Report 2024/2025
2-12 Role of the highest governance body in overseeing the management of impacts	Our Sustainability Approach - ESG Governance Annual Report 2024/2025
2-13 Delegation of responsibility for managing impacts	Our Sustainability Approach - ESG Governance Annual Report 2024/2025
2-14 Role of the highest governance body in sustainability reporting	Our Sustainability Approach - ESG Governance
2-15 Conflicts of interest	Business Ethics
2-16 Communication of critical concerns	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment
2-17 Collective knowledge of the highest governance body	Our Sustainability Approach – ESG Governance
2-18 Evaluation of the performance of the highest governance body	Our Sustainability Approach – ESG Governance



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GRI Disclosure	References/Remarks
2-19 Remuneration policies	Talent Attraction and Retention Annual Report 2024/2025
2-20 Process to determine remuneration	Talent Attraction and Retention Annual Report 2024/2025
2-21 Annual total compensation ratio	Annual Report 2024/2025 - Financial information
2-22 Statement on sustainable development strategy	Our Sustainability Approach – Our Sustainability Strategy and Policies
2-23 Policy commitments	Our Sustainability Approach – Our Sustainability Strategy and Policies
2-24 Embedding policy commitments	Our Sustainability Approach – Our Sustainability Strategy and Policies
2-25 Processes to remediate negative impacts	Our Sustainability Approach – Our Sustainability Strategy and Policies
2-26 Mechanisms for seeking advice and raising concerns	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment
2-27 Compliance with laws and regulations	Business Ethics Laws and Regulations Compliance
2-28 Membership associations	Major Recognitions, Awards & Membership
2-29 Approach to stakeholder engagement	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment
2-30 Collective bargaining agreements	Inclusive Workplace and Culture
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment
3-2 List of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment





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GRI Disclosure	References/Remarks
GRI 205: Anti-corruption 2016	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Business Ethics
205-1 Operations assessed for risks related to corruption	Business Ethics
205-2 Communication and training about anti-corruption policies and procedures	Business Ethics
205-3 Confirmed incidents of corruption and actions taken	Business Ethics
GRI 301: Materials 2016	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Environmental Sustainability
301-1 Materials used by weight or volume	Performance Data Summary – Environmental Performance Data Summary
301-2 Recycled input materials used	Recycling through Sustainable Practices
301-3 Reclaimed products and their packaging materials	Performance Data Summary – Environmental Performance Data Summary
GRI 302: Energy 2016	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Environmental Sustainability
302-1 Energy consumption within the organization	Performance Data Summary – Environmental Performance Data Summary
302-2 Energy consumption outside of the organization	Performance Data Summary – Environmental Performance Data Summary
302-3 Energy intensity	Performance Data Summary – Environmental Performance Data Summary
302-4 Reduction of energy consumption	Environmental Sustainability – Responding to Climate Change Environmental Sustainability – Energy Management and Reducing Carbon Footprint
302-5 Reductions in energy requirements of products and services	Environmental Sustainability – Our Environmental Targets Green Product Innovation and Development





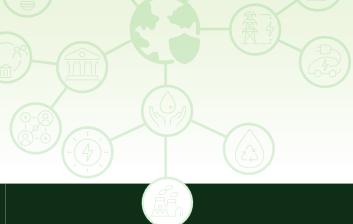
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GRI Disclosure	References/Remarks
GRI 305: Emissions 2016	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Environmental Sustainability – Our Environmental Targets
305-1 Direct (Scope 1) GHG emissions	Performance Data Summary – Environmental Performance Data Summary
305-2 Energy indirect (Scope 2) GHG emissions	Performance Data Summary – Environmental Performance Data Summary
305-3 Other indirect (Scope 3) GHG emissions	Performance Data Summary – Environmental Performance Data Summary
305-4 GHG emissions intensity	Performance Data Summary – Environmental Performance Data Summary
305-5 Reduction of GHG emissions	Performance Data Summary – Environmental Performance Data Summary
305-6 Emissions of ozone-depleting substances (ODS)	Performance Data Summary – Environmental Performance Data Summary
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Performance Data Summary – Environmental Performance Data Summary



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GRI Disclosure	References/Remarks
GRI 306: Waste 2020	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Environmental Sustainability – Our Environmental Targets
306-1 Waste generation and significant waste-related impacts	Environmental Sustainability – Waste and Pollution Management
306-2 Management of significant waste-related impacts	Environmental Sustainability – Waste and Pollution Management
306-3 Waste generated	Environmental Sustainability – Waste and Pollution Management
306-4 Waste diverted from disposal	Environmental Sustainability – Waste and Pollution Management
306-5 Waste directed to disposal	Environmental Sustainability – Waste and Pollution Management
GRI 401: Employment 2016	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Inclusive Workplace and Culture
401-1 New employee hires and employee turnover	Performance Data Summary – Social Performance Data Summary
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Inclusive Workplace and Culture- Talent Attraction and Retention
401-3 Parental leave	Performance Data Summary – Social Performance Data Summary



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GRI Disclosure	References/Remarks
GRI 403: Occupational Health and Safety 2018	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Inclusive Workplace and Culture
403-1 Occupational health and safety management system	Inclusive Workplace and Culture - Occupational Health and Safety
403-2 Hazard identification, risk assessment, and incident investigation	Inclusive Workplace and Culture - Occupational Health and Safety
403-3 Occupational health services	Inclusive Workplace and Culture - Occupational Health and Safety
403-4 Worker participation, consultation, and communication on occupational health and safety	Inclusive Workplace and Culture - Occupational Health and Safety
403-5 Worker training on occupational health and safety	Inclusive Workplace and Culture - Occupational Health and Safety
403-6 Promotion of worker health	Inclusive Workplace and Culture - Occupational Health and Safety
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Inclusive Workplace and Culture - Occupational Health and Safety
403-8 Workers covered by an occupational health and safety management system	Inclusive Workplace and Culture - Occupational Health and Safety
403-9 Work-related injuries	Inclusive Workplace and Culture - Occupational Health and Safety
	Performance Data Summary – Social Performance Data Summary
403-10 Work-related ill health	Inclusive Workplace and Culture - Occupational Health and Safety
	Performance Data Summary – Social Performance Data Summary





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GRI Disclosure	References/Remarks
GRI 404: Training and Education 2016	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Inclusive Workplace and Culture
404-1 Average hours of training per year per employee	Performance Data Summary – Social Performance Data Summary
404-2 Programmes for upgrading employee skills and transition assistance programmes	Inclusive Workplace and Culture - Talent Attraction and Retention Inclusive Workplace and Culture – Staff Engagement
404-3 Percentage of employees receiving regular performance and career development reviews	Performance Data Summary – Social Performance Data Summary
GRI 405: Diversity and Equal Opportunity 2016	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Inclusive Workplace and Culture
405-1 Diversity of governance bodies and employees	Inclusive Workplace and Culture - Diversity and Inclusion Performance Data Summary – Social Performance Data Summary
405-2 Ratio of basic salary and remuneration of women to men	Inclusive Workplace and Culture - Diversity and Inclusion Performance Data Summary – Social Performance Data Summary
GRI 406: Non-discrimination 2016	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Inclusive Workplace and Culture
406-1 Incidents of discrimination and corrective actions taken	Inclusive Workplace and Culture - Diversity and Inclusion Inclusive Workplace and Culture - Labour Practices and Rights





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GRI Disclosure	References/Remarks
GRI 409: Forced or Compulsory Labour 2016	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Product Management and Operational Practices
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Product Management and Operational Practices- Responsible Supply Chain Management
GRI 416: Customer Health and Safety 2016	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Product Management and Operational Practices
416-1 Assessment of the health and safety impacts of product and service categories	Product Management and Operational Practices - Customer Satisfaction and Well-being
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Management and Operational Practices - Customer Satisfaction and Well-being
GRI 418: Customer Privacy 2016	
3-3 Management of material topics	Our Sustainability Approach – Stakeholder Engagement and Materiality Assessment Product Management and Operational Practices
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Product Management and Operational Practices - Data Security and Privacy Protection