



Knowledge \ Opportunity \ Synergy

**KOS INTERNATIONAL HOLDINGS LIMITED**

**高奧士國際控股有限公司**

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 8042



**2024**

**ANNUAL REPORT**

## CHARACTERISTICS OF GEM OF THE STOCK EXCHANGE OF HONG KONG LIMITED (THE “STOCK EXCHANGE”)

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**Given that the companies listed on GEM are generally small and mid-sized companies, there is a risk that securities traded on GEM may be more susceptible to high market volatility than securities traded on the Main Board and no assurance is given that there will be a liquid market in the securities traded on GEM.**

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*This report, for which the directors (the “Directors”) of KOS International Holdings Limited (the “Company”) collectively and individually accept full responsibility, includes particulars given in compliance with the Rules Governing the Listing of Securities on GEM of the Stock Exchange (the “GEM Listing Rules”) for the purpose of giving information with regard to the Company. The Directors, having made all reasonable enquiries, confirm that to the best of their knowledge and belief the information contained in this report is accurate and complete in all material respects and not misleading or deceptive, and there are no other matters the omission of which would make any statement herein or this report misleading.*



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# Corporate Information

## BOARD OF DIRECTORS

### Executive Directors

Mr. Chan Ka Kin Kevin (*Chairman*)  
Mr. Chan Ka On Eddie  
Mr. Chan Ka Shing Jackson  
Ms. Yeung Shek Shek Louisa (appointed on  
1 October 2024)

### Independent Non-executive Directors

Mr. Poon Kai Kin  
Dr. Lau Kin Shing Charles  
Mr. Cheung Wang Kei Wayne

## AUDIT COMMITTEE

Mr. Poon Kai Kin (*Chairman*)  
Dr. Lau Kin Shing Charles  
Mr. Cheung Wang Kei Wayne

## REMUNERATION COMMITTEE

Dr. Lau Kin Shing Charles (*Chairman*)  
Mr. Poon Kai Kin  
Mr. Cheung Wang Kei Wayne

## NOMINATION COMMITTEE

Mr. Cheung Wang Kei Wayne (*Chairman*)  
Mr. Poon Kai Kin  
Dr. Lau Kin Shing Charles

## AUTHORISED REPRESENTATIVES

Mr. Chan Ka On Eddie  
Mr. Chan Ka Shing Jackson

## COMPANY SECRETARY

Ms. Chang Kam Lai (resigned on 13 February 2025)  
Ms. Wong Ka Man (appointed on 13 February 2025)

## AUDITOR

D & PARTNERS CPA LIMITED  
*Certified Public Accountants*  
*Registered Public Interest Entity Auditor*  
Room 2201, 22/F  
West Exchange Tower  
322 Des Voeux Road Central  
Sheung Wan, Hong Kong

## CAYMAN ISLANDS PRINCIPAL SHARE REGISTRAR AND TRANSFER OFFICE

Conyers Trust Company (Cayman) Limited  
Cricket Square, Hutchins Drive  
P.O. Box 2681  
Grand Cayman KY1-1111  
Cayman Islands

## HONG KONG BRANCH SHARE REGISTRAR AND TRANSFER OFFICE

Tricor Investor Services Limited  
17/F, Far East Finance Centre  
16 Harcourt Road  
Hong Kong

## REGISTERED OFFICE

Cricket Square, Hutchins Drive  
P.O. Box 2681  
Grand Cayman KY1-1111  
Cayman Islands

## HEAD OFFICE AND PRINCIPAL PLACE OF BUSINESS IN HONG KONG

Suite 610, 6th Floor, Ocean Centre  
No. 5 Canton Road  
Tsim Sha Tsui  
Kowloon, Hong Kong

## PRINCIPAL BANKERS

Bank of China (Hong Kong) Limited  
Hang Seng Bank Limited  
Hong Leong Bank Berhad

## STOCK CODE

8042

## COMPANY'S WEBSITE

[www.kos-intl.com](http://www.kos-intl.com)



# Chairman's Statement

Dear Shareholders,

On behalf of the Company's board of directors (the "Board"), I am pleased to present to you the annual report of the Company and its subsidiaries (collectively the "Group") for the year ended 31 December 2024.

In reflecting on the performance of the Group in 2024, it is clear that we have faced significant challenges in the recruitment industry. Despite these obstacles, I am proud to say that our team has demonstrated resilience and adaptability in navigating through these turbulent times.

The recruitment market in Hong Kong remained subdued, with economic uncertainties and shifting business dynamics continuing to weigh on demand. Despite these challenges, the Group achieved significant improvement in its revenue in payroll and secondment services in Hong Kong, underscoring the strength of this segment and its growing importance to our business. Additionally, our recruitment operations in Mainland China and Singapore showed improved results, reflecting our ability to capitalize on emerging opportunities in these markets.

## REVIEW

For the year ended 31 December 2024, the Group's revenue showed steady growth, driven by the strong performance of our payroll and secondment services. While our traditional recruitment services in Hong Kong faced ongoing pressures, the diversification of our revenue streams has helped mitigate these challenges. The Group's ability to adapt to changing market conditions and deliver value to our clients remains a key strength.

For the year ended 31 December 2024, the Group's revenue increased by approximately HK\$69.7 million or 48.6% from approximately HK\$143.6 million in 2023 to approximately HK\$213.3 million in 2024. This increase is primarily due to the growth of our secondment and payroll services business in Hong Kong. The recruitment service revenue in Hong Kong decreased by approximately HK\$16.3 million or 24.0% from approximately HK\$67.9 million for the year ended 31 December 2023 to approximately HK\$51.6 million for the year ended 31 December 2024. The Group's recruitment service revenue in Mainland China has shown an increase by approximately HK\$3.5 million or 21.6% from approximately HK\$16.6 million in 2023 to approximately HK\$20.1 million in 2024.

As a human resources recruitment company, we recognize that talent is the cornerstone of our success. In 2024, we continued to invest in secondment services business, ensuring that we serve our clients and support our growth ambitions. Seconded staff costs have increased by approximately HK\$71.1 million or 138.8% from approximately HK\$51.2 million for the year ended 31 December 2023 to approximately HK\$122.3 million for the year ended 31 December 2024. The increment in seconded staff costs is in line with the increased revenue from our secondment and payroll service clients in 2024.

# Chairman's Statement

While the challenges of 2024 have tested our resilience, they have also reinforced our determination to emerge stronger. The progress we have made this year, particularly in our payroll and secondment services, provides a solid foundation for future growth. We are cautiously optimistic about the opportunities ahead and remain focused on executing our strategic priorities to drive long-term value for our shareholders.

We remain committed to expanding our footprint in key markets, including Hong Kong, Mainland China, and Southeast Asia. By leveraging our expertise and strengthening our client relationships, we aim to create new revenue streams and deliver sustainable growth for the Group.

## OUTLOOK

Looking ahead, the Group remains steadfast in its commitment to building on the strategic initiatives implemented in 2023, which have laid a strong foundation for growth and profitability. We are focused on further diversifying our revenue streams, enhancing operational efficiency, and strengthening our market position across key regions.

One of our primary goals for the upcoming year is to continue exploring new market opportunities while deepening our presence in existing markets. Following the successful establishment of our Singapore office in 2023, we have further expanded our footprint by setting up a new office in Shanghai in 2024. This strategic move not only strengthens our presence in Mainland China but also positions us to capitalize on the growing demand for recruitment and HR services in the region.

In addition to geographic expansion, we are actively pursuing opportunities in HR-related consultancy services, leveraging the synergies across our internal teams to deliver comprehensive solutions to our clients. By combining our solid reputation, well-established business relationships, and extensive candidate pool with the expertise of our management team, we are confident in our ability to unlock new growth opportunities and create long-term value for our stakeholders.

Furthermore, we remain deeply committed to talent development and employee engagement. Our people are at the heart of our success, and we will continue to invest in their growth by providing targeted training, mentorship, and resources. By fostering a culture of innovation and collaboration, we aim to empower our team to deliver exceptional service and drive sustainable business growth.

While the market environment remains challenging, we are cautiously optimistic about the future. The progress we have made in 2024, coupled with our strategic focus on innovation and expansion, positions the Group to navigate uncertainties and seize emerging opportunities. We are confident that our resilience, adaptability, and unwavering commitment to excellence will enable us to achieve our goals and deliver value to our shareholders in the years to come.

# Chairman's Statement

## APPRECIATION

In closing, I would like to extend my heartfelt appreciation to our shareholders, clients, and stakeholders for their continued trust and support. A special acknowledgment is due to our management team and colleagues, whose professionalism, dedication, and unwavering commitment have been instrumental to our progress. Their contributions over the years have been invaluable, and I am deeply grateful for their efforts.

While 2024 has undoubtedly presented its share of challenges, it has also highlighted the Group's resilience, agility, and commitment to excellence. As we move forward, I am confident that our determination, collaborative spirit, and shared vision will enable us to overcome obstacles, seize opportunities, and deliver sustained value for the Group and our shareholders. Together, we will continue to strive for greater heights and reinforce our position as a leader in the industry.

**Chan Ka Kin Kevin**

*Chairman and Executive Director*

Hong Kong, 28 March 2025



# Management Discussion and Analysis

## BUSINESS REVIEW AND PROSPECTS

### Business review

KOS International is a leading human resources (“HR”) service provider that is based in Hong Kong. We believe that hiring the right people is key to the success of every company. As such, we provide impeccable recruitment services to our clients by placing high-calibre candidates that are most suitable for our clients’ vacancies. Together with our secondment and payroll services, learning and development services, outplacement service, market intelligence and salary benchmarking services we extend beyond job placements by providing a complete HR solution for our clients. We have already established offices in Hong Kong, Macau, Shenzhen, Guangzhou and Singapore, and have set up an office in Shanghai in 2024. With the vision of becoming the leading HR service provider in Hong Kong, Mainland China and Southeast Asia, we will continue to grow and expand our team. In addition to the Greater Bay Area (“GBA”), we are expanding our footprint in other regions of China as well as Southeast Asia in the future.

The year 2024 proved to be another challenging period for the Group, marked by persistent market volatility and economic uncertainties. Hong Kong, in particular, faced significant headwinds, with the government reporting subdued economic growth, rising interest rates, and a slowdown in key sectors such as finance, real estate, and retail. These factors contributed to a cautious hiring environment, with many companies delaying recruitment decisions or opting for temporary staffing solutions. Despite these challenges, the Group achieved notable progress, particularly in our payroll and secondment services, which recorded significant revenue growth. While the Group continued to report a loss, it was narrower than in 2023, reflecting the effectiveness of our strategic initiatives and the resilience of our business model.

The Group’s total revenue for the year ended 31 December 2024 demonstrated steady growth, driven by the strong performance of our payroll and secondment services and returns from our Singapore operation since its commencement of business in 2023. However, traditional recruitment services in Hong Kong faced ongoing pressures due to subdued market demand and heightened competition.

In Hong Kong, the adverse economic conditions, including a decline in consumer spending and a sluggish property market, led to reduced hiring activity across multiple sectors. Despite these challenges, the Group’s ability to diversify its revenue streams and adapt to changing market dynamics has been a key factor in mitigating the impact of these external pressures.

Recognising the shifting demands and needs of our clients, we have strategically focused on expanding our service scopes to provide comprehensive solutions beyond traditional recruitment services. This strategic decision has not only allowed us to diversify our revenue streams but also to better serve our clients in a more holistic manner.

Throughout 2024, the Group continued its commitment to delivering high-quality HR solutions to our clients, even in the face of a challenging and rapidly evolving market landscape. Our unwavering focus on operational efficiency has been a cornerstone of our strategy, enabling us to navigate economic uncertainties while maintaining the highest standards of service.

# Management Discussion and Analysis

Recognizing the importance of adaptability in a dynamic environment, we have continued to invest in our team of experienced recruiters and industry experts. This investment has been critical in ensuring that we remain well-equipped to meet the evolving needs of our clients. By fostering a culture of continuous learning and professional development, we have empowered our team to stay ahead of industry trends and deliver innovative solutions that address the unique challenges faced by our clients.

In addition to talent development, we have implemented a range of measures to enhance operational efficiency across our business. These include streamlining internal processes, leveraging technology to improve productivity, and adopting data-driven approaches to decision-making. These initiatives have not only strengthened our ability to deliver results but also positioned us as a forward-thinking leader in the HR services industry.

The total revenue generated from the Group's recruitment services and secondment and payroll services recorded growth for the year ended 31 December 2024, as compared to the same period in 2023. The Group's revenue recorded an increase of approximately HK\$69,731,000 or 48.6% from approximately HK\$143,566,000 for the year ended 31 December 2023 to approximately HK\$213,297,000 for the year ended 31 December 2024. Yet, the Group reported a net loss of approximately HK\$2,547,000 for the year ended 31 December 2024, which has seen an improvement from the net loss position of approximately HK\$4,157,000 for the year ended 31 December 2023.

## ***Revenue from Hong Kong operations***

The Hong Kong market remained challenging in 2024, with economic uncertainties and cautious hiring practices continuing to impact demand for recruitment services. Hong Kong's GDP growth slowed to 2.5% in 2024, down from 3.2% in 2023, reflecting weaker global demand and domestic consumption. The value of retail sales, in nominal terms, decreased by 7.3% year-on-year for the whole 2024. This economic slowdown, coupled with rising operational costs and a tight labour market, created a difficult environment for traditional recruitment services.

Despite these conditions, the Group's secondment and payroll services emerged as a key growth driver, reflecting our ability to adapt to evolving client needs. A number of companies in Hong Kong turned to flexible staffing solutions to manage costs and maintain operational agility, leading to increased demand for our secondment and payroll services. Revenue from these services grew significantly, driven by an expanded client base and enhanced service offerings. This diversification has not only strengthened our revenue streams but also reinforced our position as a versatile provider of integrated HR solutions in Hong Kong.

However, revenue from recruitment services in Hong Kong declined compared to the previous year, underscoring the competitive and volatile nature of the market. The decrease in the Group's recruitment revenue in Hong Kong in 2024 reflected the cautious hiring sentiment among businesses. To address this, we have intensified our efforts to provide value-added services, such as talent mapping and workforce planning, to help clients navigate the uncertain economic landscape.

# Management Discussion and Analysis

The revenue generated from recruitment services in Hong Kong recorded a decrease of approximately HK\$16,289,000 or 24.0% from approximately HK\$67,873,000 for the year ended 31 December 2023 to approximately HK\$51,584,000 for the year ended 31 December 2024. For secondment and payroll services, the team has continued our business development strategies and focused on bringing in new clients. Due to the increase in number of clients, the revenue generated from secondment and payroll services in Hong Kong recorded an increase of approximately HK\$77,618,000 or 138.6% from approximately HK\$56,005,000 for the year ended 31 December 2023 to approximately HK\$133,623,000 for the year ended 31 December 2024. With the Group's dedicated staff and established processes, the Group fulfilled the needs and expectations of our clients and considerably reduced their time and costs for communication and administrative tasks with regards to payroll.

## ***Revenue from Mainland China operations***

The Group's operations in Mainland China navigated a complex and challenging business environment in 2024, characterized by economic fluctuations, regulatory changes, and shifting market dynamics. Despite these headwinds, we are pleased to report that revenue from our Mainland China operations increased compared to 2023, reflecting the success of our strategic initiatives and the resilience of our business model.

The Chinese economy grew at a moderated pace of 5.0% in 2024, down from 5.4% in 2023, as the country continued to grapple with structural reforms, weaker global demand, and regulatory adjustments in key sectors. Throughout the year, we see challenges for recruitment services but the Group's ability to adapt to changing conditions and capitalize on emerging opportunities has been instrumental in achieving revenue growth.

In addition to our new presence in Shanghai, our Shenzhen and Guangzhou offices continued to focus on delivering exceptional services to our clients. We have been able to align our services with the region's economic priorities and growth trajectories. Our teams in these cities have worked diligently to strengthen client relationships, enhance service quality, and deliver tailored solutions that meet the evolving needs of businesses in Mainland China.

Furthermore, we have placed a strong emphasis on talent development and operational excellence to drive long-term growth. By investing in our team of recruiters and industry experts, we have ensured that we remain well-equipped to navigate the complexities of the Mainland China market. Our commitment to innovation and efficiency has also enabled us to optimize our processes and deliver superior outcomes for our clients.

The Group's recruitment revenue from Mainland China increased from approximately HK\$16,551,000 for the year ended 31 December 2023 to approximately HK\$20,134,000 for the year ended 31 December 2024, indicating an increase of approximately HK\$3,583,000 or 21.6%.



# Management Discussion and Analysis

The following strategies and expansion plans continue to be in place in our Shenzhen and Guangzhou offices:

- Follow the “Outline Development Plan for GBA” (粵港澳大灣區發展規劃綱要) to increase our presence in the technology, consumer, and property sectors, mainly in Shenzhen and Guangzhou and at the same time, Shanghai;
- Enhance the quality of our current teams through more structured internal and external training; and
- Improve public visibility and brand awareness with the existing in-house marketing team.

We remain confident in the growth potential of our Mainland China operations. While challenges persist, the Group’s strategic focus on diversification, client-centric solutions, and geographic expansion positions us well to capitalize on emerging opportunities. We are committed to further strengthening our presence in the region, exploring new business avenues, and delivering sustainable value for our clients and shareholders.

The increase in revenue from Mainland China operations is a testament to the hard work and dedication of our team, as well as the effectiveness of our strategic initiatives. As we move forward, we will continue to build on this momentum, leveraging our expertise and resources to drive further growth and solidify our position as an excellent HR services provider in Mainland China.

## ***Revenue from Singapore operations***

Our Singapore recruitment business has shown resilience and growth in 2024, with a demand for quality recruitment services driven by the country’s economic growth and strategic positioning as a regional business hub. Singapore’s GDP grew by 4.4% in 2024 – this positive economic climate, coupled with a competitive talent market, has created opportunities for recruitment solutions.

Since establishing our office in Singapore in early 2023, our revenue there had been on an increasing trend. Our success in Singapore underscores the effectiveness of our strategic approach to expand to the Southeast Asia and our dedication to delivering exceptional value to clients and candidates alike. Our Singapore recruitment revenue had seen remarkable growth, increased from approximately HK\$365,000 for the year ended 31 December 2023 to approximately HK\$4,957,000 for the year ended 31 December 2024, indicating an increase of approximately HK\$4,592,000. The increase was fueled by our ability to deliver excellent service and meet the evolving needs of clients. Our expertise in sourcing top-tier talent, combined with tailored recruitment solutions, had positioned us as a trusted partner for businesses navigating Singapore’s dynamic market.

# Management Discussion and Analysis

## Looking ahead

Despite the challenges faced in 2024, the Group remains optimistic about the long-term growth prospects of the HR industry in Hong Kong, Mainland China, and Southeast Asia. Our strategic focus on diversification, operational efficiency, and talent development positions us well to capitalize on emerging opportunities and deliver sustainable growth.

Looking ahead, the Group will concentrate resources on sectors with strong recovery potential. When these sectors rebound as economic conditions stabilize, we aim to position ourselves as a trusted partner for businesses in these industries. We will continue to recruit, train, and retain top-tier recruitment talent to support our long-term organic growth strategy. We will continue to invest in professional development programs and leadership training to ensure our team remains equipped to meet the evolving needs of our clients.

Furthermore, we will focus on driving productivity and profitability through stringent measures in team composition, geographic focus, and performance monitoring. By optimizing our operations, we aim to enhance efficiency. We will stick with our expansion strategy to explore new market opportunities and potential investments that align with our core business and offer synergistic benefits. We will continue to evaluate opportunities for geographic expansion and service diversification to drive growth.

To generate and preserve value over the longer term, and deliver the Group's objectives, the Group will in 2025:

- Gather the Group's existing resources and put a strong focus on industries with recovery potential;
- Invest in the Group's team serving these sectors in Hong Kong, as well as businesses in Mainland China and Singapore, while at the same time closely monitor the performance and return on investment;
- Drive activity, productivity, and profitability with stringent measures in terms of team composition, discipline, and geography;
- Recruit selectively, as well as train, develop, and retain quality recruitment talent who are vital to the Group's long-term organic growth strategy;
- Maintain sound liquidity and cashflow management practices; and
- Stay ahead of the market and pay close attention to potential investment opportunities that provide good returns and/or have synergy with our core business.

While the economic landscape remains uncertain, the Group is well-prepared to adapt to changing conditions and seize opportunities as they arise. We remain committed to our vision and core values, and we are confident that our strategic focus, dedicated team, and unwavering determination will enable us to overcome challenges and achieve our long-term objectives.

# Management Discussion and Analysis

The path ahead is filled with possibilities, and we are excited about the opportunities that lie ahead. By staying agile, innovative, and client-focused, we will continue to strengthen our business and deliver value to our shareholders, clients, and stakeholders.

## FINANCIAL REVIEW

### Revenue

Our revenue was derived from the provision of recruitment services and secondment and payroll services.

The Group's revenue amounted to approximately HK\$213,297,000 for the year ended 31 December 2024, increased by approximately HK\$69,731,000 or 48.6% as compared to approximately HK\$143,566,000 for the year ended 31 December 2023.

Set forth below is a breakdown of the total revenue during the years ended 31 December 2024 and 2023:

	For the year ended 31 December			
	2024		2023	
	HK\$'000	% of revenue	HK\$'000	% of revenue
Recruitment services				
– Hong Kong	51,584	24.2	67,873	47.3
– Mainland China	20,134	9.5	16,551	11.5
– Singapore	4,957	2.3	365	0.3
	76,675	36.0	84,789	59.1
Secondment and payroll services				
– Hong Kong	133,623	62.6	56,005	39.0
– Macau	2,999	1.4	2,772	1.9
	136,622	64.0	58,777	40.9
Total revenue	213,297	100.0	143,566	100.0



# Management Discussion and Analysis

## **(i) Revenue from recruitment services**

We provide recruitment services primarily in Hong Kong, Mainland China and Singapore. Revenue from recruitment services amounted to approximately HK\$76,675,000 for the year ended 31 December 2024 and approximately HK\$84,789,000 for the year ended 31 December 2023, representing approximately 36.0% and 59.1% of the total revenue, respectively.

The decline in the Group's recruitment service revenue was primarily due to a sluggish recruitment market in Hong Kong. Ongoing economic uncertainties and changing business dynamics have continued to dampen demand.

The recruitment service revenue in Hong Kong decreased by approximately HK\$16,289,000 or 24.0% from approximately HK\$67,873,000 for the year ended 31 December 2023 to approximately HK\$51,584,000 for the year ended 31 December 2024. The recruitment service revenue in Mainland China increased by approximately HK\$3,583,000 or 21.6% from approximately HK\$16,551,000 for the year ended 31 December 2023 to approximately HK\$20,134,000 for the year ended 31 December 2024. The recruitment service revenue in Singapore increased by approximately HK\$4,592,000 from approximately HK\$365,000 for the year ended 31 December 2023 to approximately HK\$4,957,000 for the year ended 31 December 2024.

## **(ii) Revenue from secondment and payroll services**

We provide secondment and payroll services in Hong Kong and Macau. Revenue from secondment and payroll services amounted to approximately HK\$136,622,000 for the year ended 31 December 2024 and approximately HK\$58,777,000 for the year ended 31 December 2023, representing approximately 64.0% and 40.9% of the total revenue, respectively. The revenue from secondment and payroll service increased by approximately HK\$77,845,000 or 132.4%. Such increase was mainly attributable to the expansion of the secondment team and the new strategy implemented by the secondment team, which changed their business development approach and placed more focus on new clients with better margins.

## **(iii) Revenue by geographical location**

During the years ended 31 December 2024 and 2023, Hong Kong remained as our major market, which contributed approximately 86.8% and 86.3% of the total revenue, respectively. The revenue generated from Hong Kong increased by approximately HK\$61,329,000 or 49.5% from approximately HK\$123,878,000 for the year ended 31 December 2023 to approximately HK\$185,207,000 for the year ended 31 December 2024. The revenue generated from Mainland China increased by approximately HK\$3,583,000 or 21.6% from approximately HK\$16,551,000 for the year ended 31 December 2023 to approximately HK\$20,134,000 for the year ended 31 December 2024. The revenue generated from Singapore increased by approximately HK\$4,592,000 from approximately HK\$365,000 for the year ended 31 December 2023 to approximately HK\$4,957,000 for the year ended 31 December 2024.

# Management Discussion and Analysis

## Other income

Other income increased by approximately HK\$289,000 or 21.8% from approximately HK\$1,324,000 for the year ended 31 December 2023 to approximately HK\$1,613,000 for the year ended 31 December 2024. This growth was primarily driven by income from visa applications and seminar and training services offered by the Group. One of our brands, KOS Solutions, provides HR solutions, which include these visa application and training services.

## Staff costs

Staff costs comprise (i) the salaries and other staff benefits the Group paid to its internal staff for carrying on and in support of its business operation; and (ii) the labour cost associated with deployment of seconded staff for the secondment and payroll services. The majority of the internal staff costs are the salaries and other staff benefits relating to the consultants for carrying on the recruitment services.

For the year ended 31 December 2024, the staff costs were approximately HK\$187,687,000 (2023: approximately HK\$119,613,000), which accounted for approximately 88.0% (2023: approximately 83.3%) of the revenue. Seconded staff costs for the year ended 31 December 2024 was approximately HK\$122,321,000 (2023: approximately HK\$51,214,000), representing approximately 65.2% of the total staff costs (2023: approximately 42.8%). The internal staff costs amounted to approximately HK\$65,366,000 for the year ended 31 December 2024 (2023: approximately HK\$68,399,000), representing approximately 34.8% of the total staff costs (2023: approximately 57.2%).

The staff costs increased by approximately HK\$68,074,000 or 56.9%. The seconded staff costs increased by approximately HK\$71,107,000 or 138.8% which were in line with the increase in revenue derived from secondment and payroll services. The Group's internal staff costs decreased by approximately HK\$3,033,000 or 4.4%. This decrease was primarily attributed to a decline in Hong Kong recruitment service revenue, which is linked to the commission-based bonuses provided to consultants whose sales figures surpass a specific threshold.

## Other expenses and losses

Other expenses and losses increased by approximately HK\$1,681,000 or 5.9% from approximately HK\$28,289,000 for the year ended 31 December 2023 to approximately HK\$29,970,000 for the year ended 31 December 2024. Other expenses and losses mainly consist of rent and rates, depreciation, marketing and advertising expenses. The increase in other expenses and losses for the year was primarily attributable to two key factors. Firstly, there was a rise in insurance costs due to a larger number of seconded staff. Secondly, the new brand, KOS Solutions, contributed to revenue growth by offering HR solutions, which encompass seminars, training, and visa services.

# Management Discussion and Analysis

## Finance costs

Finance costs represented the interest on lease liabilities, bank loan and provision for reinstatement costs (2023: lease liabilities, bank overdraft, bank loan and provision for reinstatement costs). The interest on lease liabilities amounted to approximately HK\$318,000 (2023: approximately HK\$253,000). The interest on a bank loan and provision for reinstatement costs amounted to approximately HK\$115,000 (2023: approximately HK\$61,000) and approximately HK\$25,000 (2023: approximately HK\$20,000), respectively. For the year ended 31 December 2023, the interest on bank overdraft amounted to approximately HK\$38,000.

## Income tax credit (expense)

Income tax expense decreased by approximately HK\$638,000, from approximately HK\$286,000 for the year ended 31 December 2023 to approximately HK\$89,000 and with the income tax credit of approximately HK\$441,000 for the year ended 31 December 2024. This decrease is mainly due to the refund of overpaid tax from the previous year and a reduction in estimated assessable profits from the Group's operating subsidiaries.

## Loss and total comprehensive expense for the year

As a result of the foregoing, the Group recorded a net loss of approximately HK\$2,547,000 and total comprehensive expense of approximately HK\$3,066,000 for the year ended 31 December 2024 as compared to a net loss of approximately HK\$4,157,000 and total comprehensive expense of approximately HK\$4,578,000 for the year ended 31 December 2023.

## Dividends

The Board does not recommend the payment of a final dividend for the year ended 31 December 2024 (2023: Nil).

## LIQUIDITY, FINANCIAL RESOURCES AND GEARING RATIO

The Group financed its operations primarily with the cash generated from its operations. As at 31 December 2024, the Group had pledged bank deposits of HK\$2,400,000 (2023: HK\$3,000,000) and bank balances and cash of approximately HK\$24,692,000 (2023: approximately HK\$34,668,000). The pledged bank deposits and most of the bank balances and cash were placed with banks in Hong Kong and Mainland China. The pledged bank deposits were denominated in Hong Kong dollars. 71.6% and 19.0% (2023: 78.9% and 14.4%) of the Group's bank balances and cash were denominated in Hong Kong dollars and Renminbi respectively, whereas 9.4% (2023: 6.7%) were denominated in Singapore dollars, MOP and United States dollars. The current ratio, calculated by dividing current assets by current liabilities, as at 31 December 2024 was approximately 3.6 times (2023: approximately 3.9 times).



# Management Discussion and Analysis

The gearing ratio as at 31 December 2024 was 17.6% (2023: 7.2%). The gearing ratio was calculated by dividing the lease liabilities by total equity multiplied by 100%. As at 31 December 2024, the Group had lease liabilities of approximately HK\$10,232,000 (2023: approximately HK\$4,393,000). Interest rates for the leases are fixed on the contract date. With available bank balances and cash, the Directors are of the view that the Group has sufficient liquidity to satisfy the funding requirements.

## FOREIGN EXCHANGE EXPOSURE

Most of the revenue-generating operations of the Group were denominated in Hong Kong dollars. There was no significant exposure to foreign exchange rate fluctuations. As such, no hedging or other arrangements was made by the Group during the years ended 31 December 2024 and 2023.

## CAPITAL STRUCTURE

As at 31 December 2024, the capital structure of the Company comprised its issued share capital and reserves.

There has been no change in the Company's share capital during the year ended 31 December 2024. As at 31 December 2024, the total number of issued ordinary shares of the Company was 800,000,000 of HK\$0.01 each.

The reserves recorded a decrease of approximately HK\$3,066,000 in 2024 from approximately HK\$53,229,000 in 2023 to approximately HK\$50,163,000 in 2024 due to net loss incurred for the year.

## TREASURY POLICY

The Directors will continue to follow a prudent policy in managing the Group's cash balances and maintain a strong and healthy liquidity to ensure that the Group is well placed to take advantage of future growth opportunities.

## SIGNIFICANT INVESTMENTS, AND FUTURE PLANS FOR MATERIAL INVESTMENTS OR CAPITAL ASSETS

As at 31 December 2024, there were no significant investments held by the Group. There was no plan for any material investments or other additions of capital assets as at the date of this report.

# Management Discussion and Analysis

## **MATERIAL ACQUISITIONS AND DISPOSALS OF SUBSIDIARIES, ASSOCIATES AND JOINT VENTURES**

The Group did not have any material acquisitions or disposals of subsidiaries, associates and joint ventures during the year ended 31 December 2024.

## **CHARGES ON THE GROUP'S ASSETS**

As at 31 December 2024, bank deposits of HK\$2,400,000 (2023: HK\$3,000,000) were pledged to secure the bank facilities of the Group. Save as disclosed, the Group did not have any charges on the Group's assets.

## **CONTINGENT LIABILITIES**

As at 31 December 2024, the Group did not have any significant contingent liabilities (2023: Nil).

## **EMPLOYEES AND REMUNERATION POLICIES**

As at 31 December 2024, the Group had a total of 133 (2023: 112) internal staff and 999 (2023: 679) seconded staff. The staff costs of the Group, including Directors' emoluments, amounted to approximately HK\$187,687,000 for the year ended 31 December 2024 (2023: approximately HK\$119,613,000).

The Group's employees are remunerated in accordance with their performance, qualification, work experience and prevailing industry practices. In addition to a basic salary, commission-based bonuses are offered to employees whose sales figures exceed a certain level to attract and retain eligible employees to contribute to the Group. Share options and discretionary bonus are also available to the Group's employees at the discretion of the Directors and depending upon the financial performance of the Group. Employees are provided with relevant in-house and/or external training from time to time.

# Biographical Details of Directors

## DIRECTORS

### Executive Directors

**Mr. Chan Ka Kin Kevin** ("Mr. Kevin Chan"), aged 47, joined the Group in April 2009 and is the executive Director and chairman of the Company. He was appointed as the Director on 19 December 2017 and was re-designated as an executive Director on 31 January 2018. Mr. Kevin Chan is responsible for the overall strategic planning and business development of the Group. Mr. Kevin Chan is also a director of all subsidiaries of the Group.

Mr. Kevin Chan has more than 15 years of experience in the human resources services industry. Mr. Kevin Chan joined the Group in April 2009 as director and was responsible for overseeing its daily operation and business development. Prior to joining the Group, Mr. Kevin Chan incorporated several private companies in Hong Kong and acted as director, which operated business in the sectors other than the human resources services industry, such as food and beverages and retail.

Mr. Kevin Chan is the elder brother of Mr. Eddie Chan and Mr. Jackson Chan.

**Mr. Chan Ka On Eddie** ("Mr. Eddie Chan"), aged 42, is the executive Director. He was appointed as the Director on 19 December 2017 and was re-designated as the executive Director on 31 January 2018. Mr. Eddie Chan is responsible for overseeing the day-to-day management and operation of the Group. Mr. Eddie Chan is also a director of all subsidiaries of the Group.

Mr. Eddie Chan has over 21 years of experience in the human resources services industry. Prior to founding the Group, Mr. Eddie Chan has served in senior positions in leading renowned human resources companies including Jobs DB Hong Kong Limited and Monster.com Asia Pacific Limited, focusing on business development. Together with his working experience at Robert Walters (Hong Kong) Limited, Mr. Eddie Chan has acquired in-depth expertise in the human resources service industry which allowed him to manage and supervise daily operations for the Group.

Mr. Eddie Chan is the younger brother of Mr. Kevin Chan and the elder brother of Mr. Jackson Chan.

## Biographical Details of Directors

**Mr. Chan Ka Shing Jackson** (“Mr. Jackson Chan”), aged 42, is the executive Director. He was appointed as the Director on 19 December 2017 and was re-designated as the executive Director on 31 January 2018. Mr. Jackson Chan is responsible for overseeing marketing and execution of strategic and operational planning of the Group. Mr. Jackson Chan is also a director of all subsidiaries of the Group.

Mr. Jackson Chan has over 22 years of experience in the human resources services industry. Prior to joining the Group, Mr. Jackson Chan has served in senior positions in leading renowned human resources companies including Jobs DB Hong Kong Limited and Monster.com Asia Pacific Limited, focusing on business development. Together with his working experience at Michael Page International (Hong Kong) Limited, Mr. Jackson Chan has acquired in-depth expertise in the human resources service industry which allowed him to develop and execute strategic plans for the Group.

Mr. Jackson Chan is dedicated to charity work and youth development. He is a board member of InspiringHK Sports Foundation, a local charity established in 2012, with a vision of developing better youths through sports. He is also a committee member of the Hong Kong Youth Development Alliance and a Mentor of the Executive Mentoring Programme of City University of Hong Kong.

Mr. Jackson Chan obtained a professional diploma in marketing jointly awarded by The Chinese University of Hong Kong and Hong Kong Institute of Marketing in 2005 and an Executive Master of Business Administration degree from City University of Hong Kong in 2024.

Mr. Jackson Chan is the younger brother of Mr. Kevin Chan and Mr. Eddie Chan.

**Ms. Yeung Shek Shek Louisa** (“Ms. Yeung”), aged 59, joined the Group in April 2017 as chief executive officer of the Group and was appointed as an executive Director on 1 October 2024. Ms. Yeung is responsible for overseeing the daily operation, training and development of our employees and formulating the overall strategies and planning of the Group with the Board.

Ms. Yeung has approximately 28 years of experience in the human resources services industry. Prior to joining the Group, from July 1988 to April 1997, she worked at Price Waterhouse (currently known as PricewaterhouseCoopers) and her last position was tax manager. From April 1997 to March 2017, she worked at Michael Page International (Hong Kong) Limited and she had been director of finance in Hong Kong and South China region between December 2006 and June 2011 and managing director of Hong Kong and South China region between July 2011 and August 2013, and her last position was managing director in Page Executive Greater China division since 2013, where she was responsible for building the Page Executive brand and establishing the recruitment business operations in Shenzhen and Guangzhou in China, and the company had 10 offices in China when she left.

Ms. Yeung was awarded professional diploma (with distinction) in company secretaryship and administration by Hong Kong Polytechnic (currently known as The Hong Kong Polytechnic University) in November 1988. She became an associate of The Institute of Chartered Secretaries and Administrators (currently known as The Chartered Governance Institute) in August 1991. Ms. Yeung became a fellow of The Association of Chartered Certified Accountants in March 1997, a fellow of Hong Kong Institute of Certified Public Accountants in February 2001 and a fellow of CPA Australia in October 2008.



# Biographical Details of Directors

## Independent non-executive Directors

**Mr. Poon Kai Kin** ("Mr. Poon"), aged 62, was appointed as an independent non-executive Director on 13 September 2018. He is the chairman of the audit committee of the Company and a member of the remuneration committee and the nomination committee of the Company.

Mr. Poon has approximately 22 years of experience in the human resources services and finance industries. Prior to joining the Group, he worked at Ernst & Whinney (currently known as Ernst & Young) from October 1987 to August 1992 and his last position was deputy manager. Mr. Poon was co-founder and director of Jobs DB Hong Kong Limited from June 1998 to June 2006. Mr. Poon is a member of Hong Kong Institute of Certified Public Accountants and has been a member of Australia Society of Accountants (currently known as CPA Australia) since February 1987.

Mr. Poon graduated from University of New England with a degree of bachelor of financial administration in April 1986 and later obtained a degree of master of commerce awarded by University of New South Wales in October 1987.

**Dr. Lau Kin Shing Charles** ("Dr. Lau"), aged 69, was appointed as an independent non-executive Director on 1 February 2021. He is the chairman of the remuneration committee of the Company and a member of the audit committee and the nomination committee of the Company.

Dr. Lau possesses about 38 years executive experiences in corporate control, financial management, risk management and internal control gained from international listed companies. Dr. Lau has been appointed as an independent non-executive director of Zibuyu Group Limited (stock code: 2420) since 13 October 2022 and China Financial Leasing Group Limited (stock code: 2312) since 11 September 2023, both of which are listed on the Main Board of the Stock Exchange. Dr. Lau is also an independent director of Lingyi iTech (Guangdong) Company Limited\* (廣東領益智製造股份有限公司) (stock code: 002600) since June 2021, a company whose shares are listed on the Shenzhen Stock Exchange. Dr. Lau successively served as the chief financial officer, an executive director and the company secretary of Sitoy Group Holdings Limited (stock code: 1023) from August 2015 to July 2021, a company whose shares are listed on the Main Board of the Stock Exchange, and has been its non-executive director since 1 August 2021. Before joining Sitoy Group Holdings Limited in 2015, he held key corporate executive positions in various conglomerates, including vice president of China Resources Enterprise, Limited (stock code: 291, currently known as China Resources Beer (Holdings) Company Limited), deputy head of internal audit for Hutchison Whampoa Limited, executive director and chief investment officer of China Public Procurement Limited (stock code: 1094, currently known as Cherish Sunshine International Limited), and chief financial officer and company secretary of Miramar Hotel and Investment Company, Limited (stock code: 71).

\* The English name is for identification purpose only

## Biographical Details of Directors

Dr. Lau holds a Doctorate degree in Business Administration from the Newcastle University of Australia, Master degree in Information System Management from the National University of Ireland, and a Bachelor degree in Accounting from the Curtin University of Technology, Australia. He is a Chartered Accountant (New Zealand & Australia), Certified Internal Auditor (US), and also a fellow member of the Association of Chartered Certified Accountants and Hong Kong Institute of Certified Public Accountants and a fellow member of CPA Australia.

**Mr. Cheung Wang Kei Wayne** (“Mr. Cheung”), aged 47, was appointed as an independent non-executive Director on 12 October 2021. He is the chairman of the nomination committee of the Company and a member of the audit committee and the nomination committee of the Company.

Mr. Cheung possesses more than 23 years of executive experience in corporate control, management, risk management and advisory services. Mr. Cheung has been appointed as a director of Beautiful Enterprise Company Limited from March 2000, and he is responsible for the overall day-to-day management of the business involved in consumer electronics manufacturing. Mr. Cheung is also the founder and chief executive officer of three companies: Twine International Limited in June 2009, Twine Co., Limited in October 2018, and Wayne Cheung Capital Limited in November 2018. Both Twine International Limited and Twine Co., Limited are primarily engaged in the business of consumer electronics manufacturing, whereas Wayne Cheung Capital Limited is primarily focused on investments. Furthermore, Mr. Cheung is a member of the Standing Committee of the Communist Party of China Xing Ning Municipal Committee, and a member of Boston University International Advisory Board.

Mr. Cheung graduated from Boston University of the United States with a degree of bachelor of Science with a major in Engineering in May 1999, and obtained a Certificate of General Management from Harvard Business School of the United States in May 2008.

# Report of the Directors

The Directors hereby submit their report together with the audited consolidated financial statements for the year ended 31 December 2024.

## PRINCIPAL ACTIVITIES

The Company is an investment holding company and its subsidiaries are principally engaged in providing recruitment services and secondment and payroll services in Hong Kong, Macau, the Mainland China and Singapore.

Particulars of the subsidiaries of the Company as at 31 December 2024 are set out in note 32 to the consolidated financial statements.

## BUSINESS REVIEW

A review of the business of the Group and a discussion and analysis of the Group's performance during the year under review and a discussion on the Group's future business development and outlook of the Company's business are provided in the section headed "Chairman's Statement" on pages 4 to 6 and "Management Discussion and Analysis" on pages 7 to 17 of this annual report.

### Risks and uncertainties

Principal risks and uncertainties that the Group may be facing include (i) the Group's success depends on key management personnel and experienced consultants; (ii) the nature of business of the Group is labour intensive, if we experience any shortage of labour or material increase in staff costs, the Group's business operation and financial results would be adversely affected; and (iii) the software, computer and network systems of the Group may not perform as anticipated and are vulnerable to damage and interruption, which may lead to leakage of personal data of individual candidates.

In addition, various financial risks have been disclosed in note 28 to the consolidated financial statements.

### An analysis using financial key performance indicators

An analysis of the Group's performance during the year ended 31 December 2024 using financial performance indicators is provided in the section headed "Management Discussion and Analysis" on pages 7 to 17 of this annual report.

# Report of the Directors

## Environmental protection

The Group recognises its responsibility to protect the environment from its business activities. The Group has endeavored to comply with laws and regulations regarding environmental protection and encourages environmental protection and promotes awareness towards environmental protections to the employees. Details of the Group's development, performance and operation in the environmental aspect are set out in the Environmental, Social and Governance Report ("ESG report") on pages 48 to 87 of this annual report.

## Compliance with laws and regulations

The Group recognises the importance of compliance with regulatory requirements and risks of non-compliance with such requirements. The Group has on-going review the new enacted laws and regulations affecting the operations of the Group. During the year ended 31 December 2024, the Group is not aware of any material non-compliance with the laws and regulations that has a significant impact on the business of the Group.

## Relationships with employees and customers

The Group understands that employees are valuable assets. The Group ensures all employees is reasonably remunerated and regularly reviews the remuneration package of employees and other benefits. The Group also understands that it is important to maintain good relationship with its customers to fulfil its short and long-term goals. More information concerning the employees and customers of the Group are set out in the ESG Report.

## RESULTS AND DIVIDENDS

The results of the Group for the year ended 31 December 2024 are set out in the consolidated statement of profit or loss and other comprehensive income on page 93 of this annual report.

The Board does not recommend the payment of a final dividend for the year ended 31 December 2024 (2023: Nil).

## DONATIONS

Charitable and other donations made by the Group during the year ended 31 December 2024 amounted to HK\$291,000 (2023: HK\$386,000).

## RESERVES

Details of movements in the reserves of the Group and of the Company during the year ended 31 December 2024 are set out in the consolidated statement of changes in equity and note 34 to the consolidated financial statements.



# Report of the Directors

## DISTRIBUTABLE RESERVES

As at 31 December 2024, the reserves of the Company available for distribution to shareholders under the Companies Act of the Cayman Islands amounted to approximately HK\$3,670,000 (2023: approximately HK\$3,651,000).

## EQUITY-LINKED AGREEMENTS

Save as disclosed in the section headed “Share Options Scheme” of this Report of the Directors, no equity-linked agreement was entered into by the Company during the year or subsisted at the end of the year.

## PROPERTY, PLANT AND EQUIPMENT

Details of the movements in property, plant and equipment of the Group during the year are set out in note 14 to the consolidated financial statements.

## SHARE CAPITAL

There was no change in the share capital of the Company during the year ended 31 December 2024. Details of the share capital of the Company for the year ended 31 December 2024 are set out in note 25 to the consolidated financial statements.

## DEBENTURES

The Company did not issue any debentures during the year ended 31 December 2024.

## PRE-EMPTIVE RIGHTS

There is no provision for pre-emptive rights under the Company’s articles of association and there is no restriction against such rights under the laws of the Cayman Islands, which would oblige the Company to offer new shares on a pro-rata basis to existing shareholders.

## FIVE YEARS FINANCIAL SUMMARY

A summary of the results and of the assets and liabilities of the Group for the last five financial years is set out on page 154 of this annual report. This summary does not form part of the audited consolidated financial statements.

## PURCHASE, SALE OR REDEMPTION OF LISTED SECURITIES OF THE COMPANY

Neither the Company nor any of its subsidiaries purchased, sold or redeemed any of the Company’s listed securities during the year ended 31 December 2024.

# Report of the Directors

## SHARE OPTION SCHEME

The Company has adopted a share option scheme on 13 September 2018 (the “Share Option Scheme”).

No share option has been granted, exercised, cancelled or lapsed under the Share Option Scheme since the adoption of the Share Option Scheme and there was no share option outstanding as at 31 December 2024.

The following is a summary of the principal terms of the Share Option Scheme:

**(a) Purpose**

The purpose of the Share Option Scheme is to enable the Company to grant options to selected participants as incentives or rewards for their contribution to the Company.

**(b) Participants**

The participants of the Share Option Scheme include full time or part time employees of the Group (including any Directors, whether executive or non-executive and whether independent or not, of the Company or any subsidiary) and any suppliers, clients, consultants, agents, advisers, franchisees, joint venture partners and related entities to the Group. The basis of eligibility of any of the above classes of participants to the grant of any options shall be determined by the Directors from time to time on the basis of the participants contribution to the development and growth of the Group. In order for a person to satisfy the Directors that he is qualified to be (or where applicable, continues to qualify to be) a participant, such person shall provide all such information as the Directors may request for the purpose of assessing his eligibility (or continuing eligibility).

**(c) Maximum number of Shares available for issue**

As at the date of this annual report, the maximum number of Shares available for issue was 80,000,000 representing 10% of the Shares in issue.

**(d) Maximum entitlement of each participant and connected persons**

The total number of Shares issued and to be issued upon exercise of all options granted to each participant (including both exercised and outstanding options) in any twelve (12)-month period up to the date of grant shall not exceed 1% of the Shares in issue.

**(e) Acceptance of options**

An offer shall be accepted by the participant concerned within 28 days from the date of the offer of grant of the option. A consideration of HK\$1.00 is payable on acceptance of the offer of the grant of an option.

# Report of the Directors

## (f) Time of exercise of option

The period under which an option may be exercised shall be such period as the Board may in its absolute discretion determine at the time of making an offer for the grant of an option, but in any event no later than 10 years from the date of grant (which is the date of offer of grant if the offer for the grant of the option is accepted) but subject to the early termination of the Share Option Scheme.

## (g) Subscription price of Shares

The subscription price of a Share in respect of any option granted under the Share Option Scheme, subject to any adjustments made in accordance with the Share Option Scheme, shall be such price as the Board in its absolute discretion shall determine, provided that such price shall not be less than the highest of (i) the average closing price of the Shares as stated in the Stock Exchange's daily quotations sheet for the five Business Days immediately preceding the date of grant of the option (which must be a Business Day); (ii) the closing price of the Shares as stated in the Stock Exchange's daily quotations sheet on the date of grant of the option (which must be a Business Day); and (iii) the nominal value of the Shares.

## (h) Duration of the Share Option Scheme

The Share Option Scheme shall be valid and effective for a period of 10 years from the date of its adoption.

## DIRECTORS

The Directors during the year and up to the date of this Report of the Directors were:

### Executive Directors

Mr. Chan Ka Kin Kevin (*Chairman*)  
Mr. Chan Ka On Eddie  
Mr. Chan Ka Shing Jackson  
Ms. Yeung Shek Shek Louisa (appointed on 1 October 2024)

### Independent Non-executive Directors

Mr. Poon Kai Kin  
Dr. Lau Kin Shing Charles  
Mr. Cheung Wang Kei Wayne

In accordance with the article 83(3) of the amended and restated articles of association of the Company (the "Articles of Association"), Ms. Yeung Shek Shek Louisa will retire and, being eligible, offer herself for re-election at the annual general meeting of the Company to be held on Friday, 16 May 2025 (the "AGM"), being the next first general meeting of the shareholders of the Company after her appointment.

# Report of the Directors

In accordance with the article 84(1) of the Articles of Association, at each annual general meeting of the Company, one-third of the Directors for the time being (or, if their number is not a multiple of three (3), the number nearest to but not less than one-third) shall retire from office by rotation provided that every Director shall be subject to retirement at an annual general meeting at least once every three years. Accordingly, Mr. Chan Ka Kin Kevin and Mr. Poon Kai Kin will retire from office by rotation and, both being eligible, offer themselves for re-election as Directors at the forthcoming annual general meeting of the Company.

## Emoluments of the Directors and the five highest paid individuals

Details of the Directors' emoluments and of the five highest paid individuals in the Group are set out in note 11 to the consolidated financial statements.

The emoluments of the Directors are subject to review by the remuneration committee of the Company. Their emoluments are determined with reference to their roles and responsibilities in the Group and the prevailing market conditions.

The Company has adopted share option scheme as an incentive to Directors and eligible employees, details of the share option scheme are set out in the Share Options Scheme section above and in note 31 to the consolidated financial statements.

## DIRECTORS' SERVICE CONTRACTS

Each of the executive Directors has entered into a service agreement with the Company for a term of three years and continuing thereafter until terminated by either party by giving not less than three months' notice in writing to the other.

Each of the independent non-executive Directors has entered into an appointment letter with the Company for a term of three years. The term of appointment of Mr. Poon Kai Kin, Dr. Lau Kin Shing Charles and Mr. Cheung Wang Kei Wayne will expire on 11 October 2027, 31 January 2027 and 11 October 2027, respectively.

None of the Directors who are proposed for re-election at the forthcoming annual general meeting of the Company has a service contract with the Company which is not determinable within one year without payment of compensation, other than statutory compensation.

## BIOGRAPHICAL DETAILS OF DIRECTORS

The biographical details of Directors of the Company at the date of this Report of the Directors are set out in the Biographical Details of Directors section on pages 18 to 21 of this annual report.



# Report of the Directors

## DIRECTORS' MATERIAL INTERESTS IN TRANSACTIONS, ARRANGEMENTS AND CONTRACTS THAT ARE SIGNIFICANT IN RELATION TO THE COMPANY'S BUSINESS

There were no transactions, arrangements or contracts of significance in relation to the Group's business to which the Company's subsidiaries or its parent company was a party and in which a Director or an entity connected with a Director had a material interest, whether directly or indirectly, subsisted at the end of the year or at any time during the year ended 31 December 2024.

## DIRECTORS' RIGHTS TO ACQUIRE SHARES OR DEBENTURES

At no time during the year ended 31 December 2024 was the Company, its subsidiaries or its other associated corporations a party to any arrangement to enable the Directors (including their spouse and children under 18 years of age) to acquire benefits by means of the acquisition of the shares or underlying shares in, or debentures of, the Company or any of its associated corporations.

## DIRECTORS' AND CHIEF EXECUTIVES' INTERESTS AND SHORT POSITIONS IN THE SHARES, UNDERLYING SHARES AND DEBENTURES OF THE COMPANY OR ANY ASSOCIATED CORPORATION

As at 31 December 2024, the interests and short positions of each Director and chief executive of the Company in the shares, underlying shares or debentures of the Company or any of its associated corporations (within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (the "SFO")), which were required to be notified to the Company and the Stock Exchange pursuant to Divisions 7 and 8 of Part XV of the SFO or which were required, pursuant to section 352 of the SFO, to be entered in the register referred to therein or which were required, pursuant to Rules 5.46 to 5.67 of the GEM Listing Rules relating to securities transactions by Directors, to be notified to the Company and the Stock Exchange, were as follows:

### Long positions in the shares of the Company

Name of Directors	Capacity/Nature of interest	Number of Shares held	Approximate percentage of the issued share capital
Mr. Chan Ka Kin Kevin ("Mr. Kevin Chan")	Interest in a controlled corporation and person acting in concert ( <i>Note 1</i> )	600,000,000	75%
Mr. Chan Ka On Eddie ("Mr. Eddie Chan")	Interest in a controlled corporation and person acting in concert ( <i>Note 1</i> )	600,000,000	75%
Mr. Chan Ka Shing Jackson ("Mr. Jackson Chan")	Interest in a controlled corporation and person acting in concert ( <i>Note 1</i> )	600,000,000	75%

# Report of the Directors

Note:

1. Among such 600,000,000 Shares, 450,000,000 Shares are registered in the name of KJE Limited and 150,000,000 Shares are registered in the name of Caiden Holdings Limited. KJE Limited is owned as to approximately 33.33% by Mr. Kevin Chan, 33.33% by Mr. Eddie Chan and 33.33% by Mr. Jackson Chan and accordingly each of them is deemed to be interested in all the Shares held by KJE Limited under the SFO. Caiden Holdings Limited is wholly owned by Mr. Chow Ka Wai Raymond ("Mr. Raymond Chow") and Mr. Raymond Chow is therefore deemed to be interested in all the Shares held by Caiden Holdings Limited under the SFO. On 18 January 2018, Mr. Kevin Chan, Mr. Eddie Chan, Mr. Jackson Chan and Mr. Raymond Chow executed a deed of concert parties arrangement and they have been and will be acting in concert pursuant to the deed. Therefore, each of Mr. Kevin Chan, Mr. Eddie Chan and Mr. Jackson Chan is deemed to be interested in all the Shares held by KJE Limited and Caiden Holdings Limited under the SFO.

Save as disclosed above, as at 31 December 2024, none of the Directors and chief executive of the Company had or was deemed to have any interests or short positions in any shares, debentures or underlying shares of the Company and its associated corporations (within the meaning of Part XV of the SFO), which were required to be notified to the Company and the Stock Exchange pursuant to Divisions 7 and 8 of Part XV of the SFO (including interests and short positions which they are taken or deemed to have under such provisions of the SFO) or which were required, pursuant to section 352 of the SFO, to be entered in the register referred to therein or which were required, pursuant to Rules 5.46 to 5.67 of the GEM Listing Rules relating to securities transactions by Directors, to be notified to the Company and the Stock Exchange.

## SUBSTANTIAL SHAREHOLDERS' INTERESTS AND SHORT POSITIONS IN THE SHARES, DEBENTURES AND UNDERLYING SHARES OF THE COMPANY

So far as the Directors are aware, as at 31 December 2024, the following person (other than the Directors or chief executive of the Company the interests of which were disclosed above) or corporations had interest or short position in the shares of the Company which were required to be entered in the register of the Company pursuant to section 336 of the SFO:

### Long positions in the shares of the Company

Name of substantial shareholders	Capacity/ Nature of interest	Number of Shares held	Approximate percentage of the issued share capital
KJE Limited	Beneficial owner and person acting in concert (Note 1)	600,000,000	75%
Caiden Holdings Limited	Beneficial owner and person acting in concert (Note 1)	600,000,000	75%
Mr. Raymond Chow	Interest in a controlled corporation and person acting in concert (Note 1)	600,000,000	75%

# Report of the Directors

*Note:*

1. Among such 600,000,000 Shares, 450,000,000 Shares are registered in the name of KJE Limited and 150,000,000 Shares are registered in the name of Caiden Holdings Limited. KJE Limited is owned as to approximately 33.33% by Mr. Kevin Chan, 33.33% by Mr. Eddie Chan and 33.33% by Mr. Jackson Chan and accordingly each of them is deemed to be interested in all the Shares held by KJE Limited under the SFO. Caiden Holdings Limited is wholly owned by Mr. Raymond Chow and Mr. Raymond Chow is therefore deemed to be interested in all the Shares held by Caiden Holdings Limited under the SFO. On 18 January 2018, Mr. Kevin Chan, Mr. Eddie Chan, Mr. Jackson Chan and Mr. Raymond Chow executed a deed of concert parties arrangement and they have been and will be acting in concert pursuant to the deed. Therefore, Mr. Raymond Chow is deemed to be interested in all the Shares held by KJE Limited and Caiden Holdings Limited under the SFO.

Save as disclosed above, the Directors were not aware of any person (other than the Directors or chief executive of the Company the interests of which were disclosed above) who had an interest or short position in the securities of the Company that fell to be disclosed to the Company under the provisions of Divisions 2 and 3 of Part XV of the SFC or were required to be entered in the register of the Company pursuant to section 336 of the SFO as at 31 December 2024.

## MANAGEMENT CONTRACTS

No contracts concerning the management and administration of the whole or any substantial part of the business of the Company were entered into or existed during the year.

## MAJOR SUPPLIERS AND CUSTOMERS

For the year ended 31 December 2024, the largest customer of the Group accounted for approximately 18.7% (2023: approximately 7.5%) of the total revenue of the Group while the five largest customers of the Group in aggregate accounted for approximately 32.5% (2023: approximately 23.4%) of the total revenue of the Group.

Due to the nature of the business of the Group, there is no major suppliers during the year (2023: Nil).

None of the Directors, their close associates or any shareholder (which to the knowledge of the Directors owns more than 5% of the Company's share capital) had an interest in these major customers.

## SUFFICIENCY OF PUBLIC FLOAT

Based on the information that is publicly available to the Company and within the knowledge of the Directors, it is confirmed that there is sufficient public float of at least 25% of the Company's issued shares at any time during the year ended 31 December 2024 and up to the date of this annual report.

# Report of the Directors

## PERMITTED INDEMNITY

In accordance with the Articles of Association, the Directors shall be indemnified and secured harmless out of the assets and profits of the Company from and against all actions, costs, charges, losses, damages and expenses which they or any of them shall or may incur or sustain by or by reason of any act done, concurred in or omitted in or about the execution of their duty, or supposed duty, in their respective offices, provided that this indemnity shall not extend to any matter in respect of any fraud or dishonesty which may attach to any of them.

The Company has also taken out and maintained Directors' and officers' liability insurance for the purpose of indemnifying for losses in respect of potential legal actions against the Directors and other officers of the Company.

## RETIREMENT BENEFIT COSTS

Other than the contributions to the Mandatory Provident Fund Scheme in Hong Kong, the Social Security Fund in Macau, the state-managed retirement scheme in the PRC and the Central Provident Fund in Singapore, the Group has not operated any other retirement benefit schemes for its employees. Particulars of the retirement benefit schemes are set out in note 30 to the consolidated financial statements.

## CORPORATE GOVERNANCE

A report on the principle corporate governance practices adopted by the Company is set out in the Corporate Governance Report on pages 33 to 47 of this annual report.

## COMPETING INTERESTS

During the year, none of the Directors or the controlling shareholders or their respective close associates (as defined in the GEM Listing Rules) of the Company had an interest in a business which competed with or might compete with the business of the Group.

A deed of non-competition (the "Deed of Non-competition") dated 19 September 2018 was executed in favour of the Company by Mr. Kevin Chan, Mr. Eddie Chan, Mr. Jackson Chan and Mr. Raymond Chow (collectively the "Controlling Shareholders") regarding certain non-competition undertakings. The details of the Deed of Non-competition have been disclosed under the section headed "Relationship with Controlling Shareholders" in the prospectus of the Company dated 28 September 2018.

Each of the Controlling Shareholders has given an annual declaration to the Company confirming that he has complied with the non-compete undertakings to the Company under the Deed of Non-competition. The independent non-executive Directors have reviewed the compliance with the Deed of Non-competition and are satisfied that the Controlling Shareholders have complied with the provisions of the Deed of Non-Competition during the year ended 31 December 2024.



# Report of the Directors

For the year ended 31 December 2024, there is no contract of significance between the Group and a controlling shareholder of the Company or any of its subsidiaries, including for the provision of services to the Group.

## CONNECTED TRANSACTIONS

During the year ended 31 December 2024, the Directors are not aware of any related party transaction which constituted a connected transaction or continuing connected transaction of the Company required to be disclosed under Chapter 20 of the GEM Listing Rules.

## EVENTS AFTER THE REPORTING PERIOD

There is no material subsequent event undertaken by the Company or by the Group after 31 December 2024 and up to the date of this annual report.

## AUDITOR

The consolidated financial statements for the year ended 31 December 2024 have been audited by D & PARTNERS CPA LIMITED who will retire and, being eligible, offers themselves for re-appointment at the forthcoming annual general meeting of the Company. A resolution for re-appointment of D & PARTNERS CPA LIMITED as auditor of the Company will be proposed at the forthcoming annual general meeting of the Company.

On behalf of the Board

**Chan Ka Kin Kevin**

*Chairman and Executive Director*

Hong Kong, 28 March 2025

# Corporate Governance Report

## CORPORATE GOVERNANCE PRACTICES

The Company is committed to maintaining a high standard of corporate governance practices enhancing greater transparency and quality of disclosure as well as more effective internal control.

Throughout the year ended 31 December 2024, the Company has complied with the code provisions of the Corporate Governance Code (the “CG Code”) as set out in Part 2 of Appendix C1 to the GEM Listing Rules.

### KOS Culture and Values

The Group’s mission is to create Asia’s leading one-stop HR solution platform with quality, service and trust. With this vision, we will grow with our clients and candidates to further our Knowledge, Opportunity and Synergy. Apart from striving for excellence in business performance, the Group attaches great importance to environmental protection, sustainability, diversion and inclusion, and social responsibility.

We believe that a healthy corporate culture across the Group is critical to the company’s sustainable development, as well as achieving its vision and mission. Our board of directors leads the Group by integrating the below core principles into our corporate culture to guide our employees’ behaviour and to ensure that the Group’s vision, values, and business strategy are aligned with it.

#### **(1) Culture of Integrity**

The Group cultivates a corporate culture of integrity to establish ethical norms in our employees’ work and business relationships with our partners. A human resources policy is in place to promote an environment of mutual respect by encouraging employees to demonstrate respectful behaviour and an inclusive atmosphere in the workplace. The Group also has an Anti-Corruption Policy to guide the behaviour of our employees. All of these policies are supported by mandatory and regular training courses to instil and reinforce the Group’s values of acting lawfully, ethically, and responsibly.

#### **(2) Culture of Accountability**

All the way from the Board, including senior and middle level management down to every individual employee, and through the delegation of authorities, the Group promotes a strong culture of accountability for every individual. Each department and team have clear objectives and goals, which are regularly reviewed and evaluated through an open communication and transparent performance evaluation system for all staff. We have an excellent team who are committed to working together and are accountable for achieving our business goals. These are essential elements to the growth and long-term success of the Group.

# Corporate Governance Report

## **(3) Culture of Agility**

In today's dynamic business environment, we continue to support and encourage our team to be flexible, adaptive, and rapid in response. By ensuring that all employees align with the Group's purpose and vision, each team member understands the Group's focus, even during environmental changes and disruptions. Our teams respond to clients and candidates by demonstrating innovation such that the relationship between them becomes stronger over time. Our Board and team leaders adapt the Group's strategy to market dynamics by maintaining a continuous focus on the international markets. In order to combat climate change and drive sustainable growth, the Group also places a great deal of focus on sustainability when developing its business strategies.

## **DIRECTORS' SECURITIES TRANSACTIONS**

The Company has adopted the required standard of dealings set out in Rules 5.48 to 5.67 of the GEM Listing Rules as the code of conduct regarding Directors' securities transactions of the Company. Having made specific enquiry of all Directors, all Directors confirmed that they have complied with the required standard of dealings and its code of conduct regarding securities transactions by the Directors throughout the year ended 31 December 2024.

The Company's code of conduct also applies to all employees who are likely to be in the possession of inside information of the Company. No incident of non-compliance of the Company's code of conduct by the employees was noted by the Company.

## **BOARD OF DIRECTORS**

### **Board Composition**

The board of Directors (the "Board") of the Company currently comprises a total of seven Directors, with four executive Directors namely Mr. Chan Ka Kin Kevin (as Chairman), Mr. Chan Ka On Eddie, Mr. Chan Ka Shing Jackson, and Ms. Yeung Shek Shek Louisa and three independent non-executive Directors namely Mr. Poon Kai Kin, Dr. Lau Kin Shing Charles and Mr. Cheung Wang Kei Wayne. A list containing the names of the Directors and their roles and functions is published on the Company's website and the Stock Exchange's website at [www.hkexnews.hk](http://www.hkexnews.hk). To the best knowledge of the Company, other than Mr. Chan Ka Kin Kevin, Mr. Chan Ka On Eddie and Mr. Chan Ka Shing Jackson are brothers, there is no financial, business, family or other material or relevant relationship between the members of the Board. Biographical details of the Directors are set out in "Biographical Details of Directors" on pages 18 to 21 of this annual report.

The Company complies at all times during the year ended 31 December 2024 with the requirements under the Rules 5.05(1), 5.05(2) and 5.05A of the GEM Listing Rules respectively relating to the appointment of at least three independent non-executive Directors and one of which should have appropriate professional qualifications or accounting or related financial management expertise and the independent non-executive Directors represent at least one-third of the Board.

# Corporate Governance Report

## Responsibilities

The Board is collectively responsible for formulating the strategic business development, reviewing and monitoring the business performance of the Group. Key and important decisions shall be fully discussed at the board meetings. All Directors have been fully consulted about any matters proposed for inclusion in the notice of board meeting. Matters requiring the Board's approval include review of overall policies, corporate plan of the Company, investment plans which would involve significant risks for the Company, major organisation changes, significant sales, transfers, or other dispositions of property or assets, approval of the annual report, interim report, quarterly report (if any) and approval of interim dividend and recommendation of the final dividend, other matters relating to the Company's business which in the judgment of the executive Directors are of such significance as to merit the Board's consideration. The Board may delegate its authority and responsibilities to the senior management for the day-to-day management and operations of the Group. Approval has to be obtained from the Board prior to any significant transactions being entered into by the senior management.

According to code provision A.2 of the CG Code, the Board is responsible for performing the corporate governance duties of the Company. The Board has reviewed the Company's compliance with the CG Code for the year ended 31 December 2024 and other legal and regulatory requirements set out under code provision A.2.1 of the CG Code. The Board will continue to monitor the legal and regulatory compliance of the Company in accordance with the GEM Listing Rules on an on-going basis.

There is an established mechanism for Directors to seek independent professional advices for them to discharge their duties and responsibilities, and to ensure independent views and input are available to the Board. On 28 March 2025, the Board reviewed the implementation and effectiveness of the mechanism.

Each Director is entitled to seek independent professional advice (including but not limited to legal, accounting and financial advice) at the Company's expense on any matter connected with the discharge of his or her responsibilities. The Director must seek the prior approval of the Board. In seeking such prior approval, the Director must provide details of the nature of and reasons for the independent professional advice to be sought, the likely cost of obtaining the independent professional advice; and details of the independent adviser. The approval of the Board must not be unreasonably withheld. The Board may set a reasonable limit on the amount that the Company will contribute towards the cost of obtaining such advice. All documentation containing or seeking independent professional advice must clearly state that the advice is sought both in relation to the Company and the Director in their personal capacity. However, the right to advice does not extend to advice concerning matters of a personal or private nature, including, for example, matters relating to the Director's contract of employment with the Company (in the case of an executive director) or any dispute between the Director and the Company. Unless the Board otherwise determines, any advice received by an individual Director will be circulated to the Board.

## Independence of Independent Non-executive Directors

The Company has received from each of its independent non-executive Directors an annual confirmation of his independence pursuant to Rule 5.09 of the GEM Listing Rules, and the nomination committee of the Company has assessed the independence of each of the independent non-executive Directors and the Company considers that all independent non-executive Directors meet the guidelines for assessing independence set out in Rule 5.09 of the GEM Listing Rules and are independent in accordance with terms of the guidelines.



# Corporate Governance Report

As at the date of this annual report, none of the independent non-executive Directors has served the Company for more than nine years and none of them, individually, held directorships in 7 or more listed public companies (including the Company).

## Board, Board Committees and General Meetings

Three Board meetings and one general meeting were held during the year ended 31 December 2024. The chairman of the Board met with the independent non-executive Directors without the presence of executive Directors during the year.

Here below is the attendance record of Directors at the meetings held during the year ended 31 December 2024:

	Number of meetings attended/held				
	2024 AGM	Board	Audit Committee	Remuneration Committee	Nomination Committee
Executive Directors					
Mr. Chan Ka Kin Kevin	1/1	3/3	N/A	N/A	N/A
Mr. Chan Ka On Eddie	1/1	3/3	N/A	N/A	N/A
Mr. Chan Ka Shing Jackson	1/1	3/3	N/A	N/A	N/A
Ms. Yeung Shek Shek Louisa (appointed on 1 October 2024)	0/0	0/0	N/A	N/A	N/A
Independent non-executive Directors					
Mr. Poon Kai Kin	1/1	3/3	2/2	2/2	2/2
Dr. Lau Kin Shing Charles	1/1	3/3	2/2	2/2	2/2
Mr. Cheung Wang Kei Wayne	1/1	3/3	2/2	2/2	2/2

The Company's last annual general meeting was held on 16 May 2024 (the "2024 AGM"). The chairman of the Board, and the chairmen of the Audit Committee, Remuneration Committee and Nomination Committee as well as the external auditor of the Company attended the 2024 AGM.

## Evaluation for the Board and Board Committees

The Company conducts evaluation on the performance of the Board and its Committees every two years since 2022. The evaluation for the Board and Board Committees was last conducted in March 2023.

# Corporate Governance Report

## DIRECTORS' LIABILITIES INSURANCE

The Company has arranged appropriate insurance cover for the Directors' and Officers' liabilities in respect of potential legal actions against the Directors and officers of the Company.

## CONTINUOUS PROFESSIONAL DEVELOPMENT OF DIRECTORS

Development and training of Directors is an ongoing process so that they can perform their duties appropriately.

During the year ended 31 December 2024, the Company has arranged an anti-corruption training as part of continuous professional development for the Directors and staff to enhance their anti-corruption awareness. Update on changes to the GEM Listing Rules are also provided by the company secretary of the Company where Directors are informed of the impact of such developments or changes to the Company and the external auditors has also provided briefing on changes or amendments to accounting standards at the audit committee meeting. All Directors, namely Mr. Chan Ka Kin Kevin, Mr. Chan Ka On Eddie, Mr. Chan Ka Shing Jackson, Ms. Yeung Shek Shek Louisa, Mr. Poon Kai Kin, Dr. Lau Kin Shing Charles and Mr. Cheung Wang Kei Wayne, had participated in appropriate continuous professional development by way of attending trainings and/or reading materials.

Ms. Yeung Shek Shek Louisa, who was being appointed as an executive director of the Company on 1 October 2024, has obtained the legal advice referred to in Rule 3.09D of the Listing Rules in September 2024. Ms. Yeung has confirmed that she understood her obligations as a director of the Company.

The Company will from time to time provide briefings to all Directors to develop and refresh their duties and responsibilities. All Directors are also encouraged to attend relevant training courses at the Company's expense, and they have been requested to provide the Company with their training records.

## CHAIRMAN AND CHIEF EXECUTIVE OFFICER

The roles of chairman and chief executive officer of the Company are held separately by Mr. Chan Ka Kin Kevin and Ms. Yeung Shek Shek Louisa respectively.

The chairman is responsible for management of the Board and strategic planning of the Group, ensures that the Board works effectively and discharges its responsibilities, encourages all Directors to make a full and active contribution to the Board's affairs and takes the lead to ensure that the Board acts in the best interests of the Group. The role of chief executive officer is responsible to undertake the day-to-day management of the Group's business.

The separation of duties of the chairman and chief executive officer of the Company ensures a clear distinction between the chairman's responsibility for running the Board and the chief executive officer's responsibility for running the Group's business.

# Corporate Governance Report

## BOARD DIVERSITY POLICY

The Company has adopted a board diversity policy which sets out the approach of which the Board could achieve a higher level of diversity. The Company recognises the benefits of having a diversified Board to enhance the quality of its performance. In summary, the board diversity policy sets out that when considering the nomination and appointment of a director, with the assistance of the nomination committee, the Board would consider a number of factors, including but not limited to gender, age, cultural and educational background, professional experience and qualification, skills and length of service of the prospective candidate. The ultimate decision of the appointment will be based on merit and the contribution which the prospective candidate would bring to the Board. All Board appointments will be considered against objective criteria, having due regard to the benefits of diversity on the Board in order to best serve the shareholders and other stakeholders of the Company going forward.

The nomination committee of the Company has conducted the annual review of the Board composition and the implementation of the board diversity policy. Based on different measurable objectives on the board diversity, the nomination committee (and the Board) recognises the importance and benefits of gender diversity at the Board level and shall continue to take initiatives to identify female candidate(s) to enhance the gender diversity among the Board members.

## DIVERSITY IN BOARD AND WORKFORCE

### Board Level

As at the date of this annual report, the Board comprises seven members, amongst them, three are independent non-executive Directors. All the executive Directors possess extensive experience in human resources services industry. The independent non-executive Directors possess extensive knowledge and experience in human resources services, corporate control and advisory services, finance as well as accounting and auditing. Furthermore, the Board has a wide range of age, ranging from 42 years old to 69 years old. Taking into account the existing needs of the Company, the combination of the Board would bring about the necessary balance of skills and experience appropriate for the requirements of the business development of the Company, despite the lack of gender diversity.

Pursuant to Rule 17.104 of the GEM Listing Rules, the Stock Exchange will not regard a single gender board of directors as achieving member diversity. As at the date of this annual report, the directors of the Board has achieved diversity under Rule 17.104 of the GEM Listing Rules. The Company appointed a female director Ms. Yeung Shek Shek Louisa on 1 October 2024.

# Corporate Governance Report

## Workforce Level

As of 31 December 2024, the Group's total workforce (including senior management) comprised 66.25% (2023: 73.07%) female and 33.75% (2023: 26.93%) male. Further details of the Group's workforce composition are provided in the section headed "Employment and Labour Practices" in the Environmental, Social and Governance Report of this annual report.

The Company welcomes all gender to join. The recruitment strategy is to employ a right staff for a right position regardless of the gender. The Company commits to provide equal opportunities to its staff in respect of recruitment, training and development, job advancement, and remuneration and benefits.

## BOARD COMMITTEES

The Board has established three committees, namely the audit committee (the "Audit Committee"), the remuneration committee (the "Remuneration Committee") and the nomination committee (the "Nomination Committee") with defined terms of reference.

### Audit Committee

The Audit Committee was established on 13 September 2018 in compliance with Rule 5.28 of the GEM Listing Rules and with written terms of reference in compliance with the CG Code, with the latest version adopted with effect from 28 December 2018. It currently comprises three independent non-executive Directors, namely Mr. Poon Kai Kin, Dr. Lau Kin Shing Charles and Mr. Cheung Wang Kei Wayne. Mr. Poon Kai Kin is the chairman of the Audit Committee.

The primary duties of the Audit Committee include making recommendations to the Board on the appointment and approval of external auditors, reviewing and supervising the financial statements and material advice in respect of financial reporting, overseeing internal control procedures, supervising internal control and risk management systems of the Group and monitoring continuing connected transactions (if any).

During the year ended 31 December 2024, the Audit Committee held two meetings and one meeting was attended by the Company's external auditor. The attendance of each of the members of the Audit Committee was set out on page 36 of this annual report.

The following is a summary of work performed by the Audit Committee during the year ended 31 December 2024:

- (i) Reviewed the annual report and the annual results announcement for the year ended 31 December 2023, with a recommendation to the Board for approval;
- (ii) Reviewed the external auditor's independence and its report in relation to the audit of the Group for the year ended 31 December 2023, and recommended to the Board on the re-appointment of the external auditor of the Company at the annual general meeting of the Company;



# Corporate Governance Report

- (iii) Reviewed the effectiveness of the risk management and internal control systems of the Group;
- (iv) Reviewed the interim report and the interim results announcement for the six months ended 30 June 2024, with a recommendation to the Board for approval; and

Prior to the commencement of the audit of the Group's 2024 financial statements, the Audit Committee has discussed with the external auditor the audit planning work (including the nature and scope of the audit and reporting obligations), received confirmation from the external auditor of its independence and approved the audit fees.

## Remuneration Committee

The Remuneration Committee was established on 13 September 2018 in compliance with Rule 5.34 of the GEM Listing Rules and with written terms of reference in compliance with the CG Code, with the latest version adopted with effect from 23 December 2022. It currently comprises three independent non-executive Directors, namely Mr. Poon Kai Kin, Dr. Lau Kin Shing Charles and Mr. Cheung Wang Kei Wayne. Dr. Lau Kin Shing Charles is the chairman of the Remuneration Committee.

The primary duties of the Remuneration Committee include reviewing and making recommendations to the Board on the overall remuneration policy and structure relating to all Directors and senior management of the Group, reviewing other remuneration-related matters, including benefits-in-kind and other compensation payable to the Directors and senior management, and reviewing performance based remunerations, establishing a formal and transparent procedure for developing policy in relation to remuneration, and reviewing matters relating to the share schemes of the Company (as applicable) under Chapter 23 of the GEM Listing Rules.

During the year ended 31 December 2024, the Remuneration Committee held two meetings to (i) review and recommend to the Board for approval the remuneration packages of the Directors and senior management and (ii) review on the policy and structure of the remuneration package of the Directors and senior management. The attendance of each of the members of the Remuneration Committee was set out on page 36 of this annual report.

The Remuneration Committee has adopted the model that it will review the proposal made by the management on the remuneration package of individual executive Directors and senior management and make recommendations to the Board. The Board will have final authority to approve the recommendations made by the Remuneration Committee.

# Corporate Governance Report

The remuneration of the members of the senior management of the Group excluding the Directors by band for the year ended 31 December 2024 is set out below:

Remuneration band	Number of individuals
Nil to HK\$1,000,000	–
HK\$1,000,001 to HK\$1,500,000	–
HK\$1,500,001 to HK\$2,000,000	1

Details of the emoluments of the Directors for the year ended 31 December 2024 are set out in note 11 to the consolidated financial statements.

## Nomination Committee

The Nomination Committee was established on 13 September 2018 with written terms of reference in compliance with the CG Code. It currently comprises three independent non-executive Directors, namely Mr. Poon Kai Kin, Dr. Lau Kin Shing Charles and Mr. Cheung Wang Kei Wayne. Mr. Cheung Wang Kei Wayne is the chairman of the Nomination Committee.

The primary duties of the Nomination Committee include reviewing the structure, size, composition and diversity of the Board and monitoring the implementation of the board diversity policy on a regular basis, identifying individuals suitably qualified to become Board members, assessing the independence of independent non-executive Directors, making recommendations to the Board on relevant matters relating to the appointment or re-appointment of Directors and making recommendations to the Board regarding the candidates to fill vacancies on the Board.

During the year ended 31 December 2024, the Nomination Committee held two meetings to (i) review the structure, size and composition of the existing Board; assess the independence of the independent non-executive Directors; recommend the retiring Directors to the Board for it to recommend to the shareholders for re-election at the annual general meeting of the Company; and review the implementation and effectiveness of the board diversity policy; (ii) review and recommend to the Board for approval the proposed appointment of Ms. Yeung Shek Shek Louisa as executive director. The attendance of each of the members of the Nomination Committee was set out on page 36 of this annual report. The Nomination Committee had recommended the re-nomination of Mr. Chan Ka Kin Kevin and Mr. Poon Kai Kin Wayne for re-election at the annual general meeting of the Company to be held on Friday, 16 May 2025. The Board had accepted the Nomination Committee's recommendation.

# Corporate Governance Report

## ***Nomination policy***

The Nomination Committee shall nominate suitable candidates to the Board for it to consider and make recommendations to the shareholders of the Company for election as Directors at general meetings or appoint as Directors to fill casual vacancies. When the Nomination Committee considers it appropriate, it invites nominations of candidates from Board members or any person and makes recommendations for the Board's consideration and approval.

In assessing the suitability of a proposed candidate, the Nomination Committee would consider factors including:

- (a) reputation for integrity;
- (b) experience in human resources services industry, management, legal and financial aspects;
- (c) whether the proposed candidate is able to assist the Board in effective performance of its responsibilities;
- (d) the perspectives and skills that the proposed candidate is expected to bring to the Board;
- (e) diversity in all its aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service;
- (f) commitment in respect of available time and relevant interest; and
- (g) in the case of selection for independent non-executive Directors, the independence of the proposed candidate.

These factors are for reference only, and not meant to be exhaustive and decisive. The Nomination Committee has the discretion to nominate any person, as it considers appropriate.

## **ACCOUNTABILITY AND AUDIT**

The Directors acknowledge their responsibility for preparing the financial statements of the Group. In preparing the financial statements for the year ended 31 December 2024, the Directors have selected appropriate accounting policies, applied them consistently, made judgements and estimates that are prudent and reasonable, and ensured the preparation of the financial statements on the going concern basis.

As at 31 December 2024 and up to the date of this annual report, the Directors are not aware of any material uncertainties relating to events or conditions which may cast significant doubt on the Group's ability to continue as a going concern.

The statement by the auditors of the Company, D & PARTNERS CPA LIMITED, about their reporting responsibilities on the financial statements of the Group is set out in the Independent Auditor's Report.

# Corporate Governance Report

## AUDITOR'S REMUNERATION

The Company engaged D & PARTNERS CPA LIMITED as its auditor for the year ended 31 December 2024. The analysis of the auditor's remuneration for the year ended 31 December 2024 is presented as follows:

Services rendered	Fees paid/payable HK\$'000
Audit services	650

No non-audit services were provided during the year ended 31 December 2024.

## RISK MANAGEMENT AND INTERNAL CONTROL

The management identified and evaluated the significant risks relevant to the Group based on their experience in the business environment. They regularly met with frontline employees and continuously monitored business performance comparing to operational plan and financial forecasts. The risk management and internal control systems are in place to cope with potential risk in different areas including liquidity, fraud and financial reporting, operational and compliance risks.

The Board acknowledges that it is responsible for the risk management and internal control systems and reviewing their effectiveness on an ongoing basis. The Board has delegated its responsibility to the Audit Committee to review the Group's risk management and internal control matters on an annual basis. Such risk management and internal control systems are designed for managing risks rather than eliminating the risk of failure to achieve business objectives, and can only provide reasonable and not absolute assurance against material misstatement or loss.

During the year ended 31 December 2024, the Company does not have an internal audit department and is currently of the view that there is no immediate need to set up an internal audit department within the Group in light of the size, nature and complexity of the Group's business. Nevertheless, the Company has engaged an external professional firm, as its risk management and internal control review adviser (the "Adviser") for the year ended 31 December 2024, to conduct the annual review of the risk management system and internal control system that covers financial, operational and compliance controls. The Adviser has reported findings and areas for improvement to the management and Audit Committee, which then reviewed and reported the same to the Board. The Board and Audit Committee are of the view that there are no material internal control defeats noted. The Board considered that the risk management and internal audit control system are effective and adequate.

The Group has formulated the whistleblowing policy for employees to raise concerns, in confidence, about possible improprieties in operation, financial reporting or other matters. Such arrangement will be reviewed by the Audit Committee which ensures that proper arrangement is in place for fair and independent investigation of the matters.



# Corporate Governance Report

The Group is committed to achieving the highest standards of business conduct and has zero tolerance for corruption and related malpractice. The anti-corruption policy of the Group outlines the Group's expectations and requirements of business ethics, as well as the investigation and reporting mechanism of suspected corruption practices.

With respect to the monitoring and disclosure of inside information, the Group has adopted a policy on disclosure of inside information with the aim to ensure that the insiders are abiding by the confidentiality requirement and are fulfilling the disclosure obligation of the inside information.

## COMPANY SECRETARY

During the reporting period, Ms. Chang Kam Lai served as the company secretary of the Company. Effective 13 February 2025, Ms. Chang Kam Lai resigned from her position. Following her resignation, Ms. Wong Ka Man was appointed as the company secretary. Ms. Wong Ka Man is a member of the Association of Chartered Certified Accountants, CPA Australia and Hong Kong Institute of Certified Public Accountants.

During the year ended 31 December 2024, both Ms. Chang Kam Lai and Ms. Wong Ka Man undertook no less than 15 hours of relevant professional training.

## SHAREHOLDERS' RIGHTS

### Procedures to convene an extraordinary general meeting

Shareholders holding at the date of deposit of the requisition not less than one-tenth of the paid up capital of the Company carrying the right of voting at general meetings of the Company may request the Board to convene an extraordinary general meeting pursuant to the article 58 of the second amended and restated articles of association of the Company. The requisition must state the purposes of the meeting, and must be signed by the requisitionist(s) and deposited at the principal place of business of the Company in Hong Kong (presently at Suite 610, 6th Floor, Ocean Centre, No. 5 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong) for the attention of the company secretary of the Company.

If within twenty-one days of such deposit the Board fails to proceed to convene such meeting the requisitionist(s) himself (themselves) may convene a meeting, but such meeting shall be held within two months after the deposit of requisition.

# Corporate Governance Report

## **Procedures by which enquiries may be put to the Board**

Shareholders should direct their enquiries about their shareholdings to the Company's branch share registrar and transfer office in Hong Kong, Tricor Investor Services Limited at 17/F, Far East Finance Centre, 16 Harcourt Road, Hong Kong.

Other shareholders' enquiries can be directed in writing with contact details (including name, address, telephone number and email address) to the principal place of business of the Company in Hong Kong, presently at Suite 610, 6th Floor, Ocean Centre, No. 5 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong or by email to [info@kos-intl.com](mailto:info@kos-intl.com).

## **Procedures for putting forward proposals at a general meeting**

Proposals shall be directed in writing with contact details (including name, address, telephone number and email address) to the Company's principal place of business in Hong Kong.

The Board will verify the requisition and upon confirming that the requisition is proper and in order, the Board will proceed with the necessary procedures.

## **DIVIDEND POLICY**

The Company seeks to maintain a balance between meeting the shareholders' expectations and prudent capital management with a sustainable dividend policy. The Company's dividend policy aims to allow shareholders to participate in the Company's profit and for the Company to retain adequate reserves for future growth. In proposing any dividend payout, the Company would consider various factors including the Company and the Group's actual and expected financial performance, the Group's current and future operations, the level of the Group's debts to equity ratio, liquidity position and capital requirement of the Group, general market conditions and any other factors that the Board deems appropriate.

## **SHAREHOLDERS COMMUNICATION POLICY**

The Company has adopted a shareholders' communication policy which aims to ensure the Company's shareholders, both individual and institutional, and in appropriate circumstances, the investment community at large, are provided with ready, equal and timely access to balanced and understandable information about the Company (including its financial performance, strategic goals and business plans, material business developments and corporate governance), in order to enable the shareholders of the Company to exercise their rights in an informed manner, and to allow shareholders of the Company and the investment community to engage actively with the Company.

# Corporate Governance Report

The Board maintains an on-going dialogue with shareholders and the investment community, and regularly reviews the policy to ensure its effectiveness. Information is communicated to the shareholders of the Company and investment community mainly through the Company's financial reports (quarterly (if any), interim and annual reports), ESG reports and general meetings, as well as by making available all the disclosures submitted to the Stock Exchange and its corporate communications and other corporate publications on the Company's website.

The communication strategies are as follows:

## **Shareholders' Enquiries**

Shareholders should direct their questions about their shareholdings to the Company's branch share registrar. Shareholders and the investment community may, at any time make a request for the Company's information to the extent such information is publicly available by post addressed to the principal place of business of the Company in Hong Kong or by email to [info@kos-intl.com](mailto:info@kos-intl.com).

## **Corporate Communications**

Corporate communication documents (including annual report, interim report, quarterly report (if any), ESG report, notice of meeting, circular and proxy form) would be provided to shareholders in plain language and in both English and Chinese versions to facilitate shareholders' understanding.

## **Corporate Website**

Information on the Company's website is updated from time to time.

Information released by the Company to the Stock Exchange would be also posted on the Company's website as soon as possible thereafter. Such information includes, but not limited to, financial statements, results announcements, ESG reports, circulars and notices of general meetings and other regulatory disclosures.

All the Company's news regarding the major events and activities of the Group would be made available on the Company's website.

## **Shareholders' Meetings**

Shareholders are encouraged to participate in general meetings. The process of the Company's general meeting will be monitored and reviewed on a regular basis, and, if necessary, changes will be made to ensure that shareholder's needs are best served. The chairman of the Board and the chairman of the Audit Committee, the Remuneration Committee and the Nomination Committee and external auditor should attend the annual general meeting to answer shareholders' questions.

# Corporate Governance Report

## Other Investor Relations Communication Platforms

Investor/analysts briefings, roadshows, media interviews, marketing activities for investors and specialist industry forums etc. will be launched on an as-required basis.

The Board has conducted the annual review of the implementation and effectiveness of the shareholders' communication policy of the Company, and with the above measures in place, concluded that the policy was implemented effectively during the year.

## CONSTITUTIONAL DOCUMENTS

During the year ended 31 December 2024, there were no changes to the memorandum and articles of association of the Company. The latest version of the memorandum and articles of association of the Company is available on the websites of the Company and the Stock Exchange.

Hong Kong, 28 March 2025

# Environmental, Social and Governance Report

## SCOPE AND REPORTING PERIOD

This is the Environmental, Social, and Governance (“ESG”) report (the “Report”) of KOS International Holdings Limited (the “Company”, and collectively with its subsidiaries referred as the “Group”), to provide an overview of the Group’s management on significant issues affecting the operation and the performance of the Group in terms of environmental and social aspects.

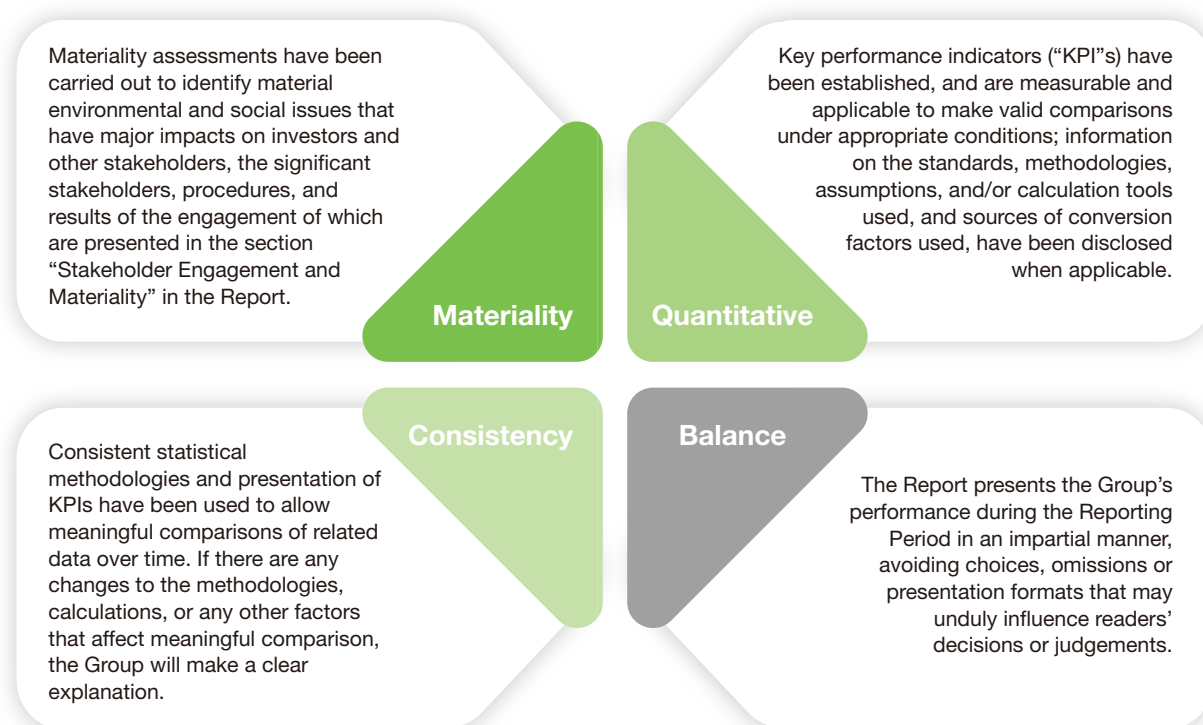
The Group is a Hong Kong-based human resources solutions provider that is dedicated to delivering high quality recruitment, secondment and payroll services to clients. The Report encompasses the Group’s overall environmental and social performances of its major business operations in Hong Kong, Macau, Shenzhen, Guangzhou and Shanghai of the People’s Republic of China (the “PRC”), as well as in Singapore from 1 January 2024 to 31 December 2024 (the “Reporting Period”), unless otherwise stated. Additionally, we have included the environmental and social performance of the Shanghai office in the Report for the Reporting Period, which was incorporated in March 2024, providing both the board of directors of the Company (the “Board”) and the management with a more comprehensive data reference.



# Environmental, Social and Governance Report

## REPORTING PRINCIPLES

The Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” (the “ESG Reporting Guide”, which has been renamed as the “Environment, Social and Governance Reporting Code” since 1 January 2025) set out in Appendix C2 of the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “GEM Listing Rules”) and Guidance provided by the Stock Exchange. The contents covered herein are in compliance with the mandatory disclosure requirements and the provision of “Comply or Explain” as well as four reporting principles of materiality, quantitative, balance and consistency required in the ESG Reporting Guide.



# Environmental, Social and Governance Report

## REPORTING LANGUAGE

The Report is published in both English and Traditional Chinese versions. In case of discrepancies the English version shall prevail.

## THE STATEMENT OF THE BOARD OF DIRECTORS

In recent years, the importance of ESG factors has grown exponentially, and we recognise our responsibility to operate not only for our shareholders but also for our employees, clients, communities and the environment. As a corporate citizen, the Group recognises this and continues to make sustainability its operational focus. We are dedicated to improving our sustainability performance in our operations. We understand that sustainability governance is the foundation to successful operation.

The Board is, therefore, responsible in setting our strategic direction, ensuring that our ESG strategy reflects the Group's values and core businesses. In the future, the Board will review the progress made against ESG-related goals to guide the Group in monitoring its ESG performance.

At the same time, stakeholders are increasingly nudging corporations to take sustainability factors into consideration when doing businesses. To better understand the demands and expectations of our stakeholders, we invite our employees, shareholders, third-party professionals, and suppliers to participate in a survey to maintain effective communication, allowing us to better accommodate their needs.

The Group has tried to leverage its expertise in helping local communities to flourish by making monetary donations and the Group has also reconfirmed its commitment to sharing its industry experiences with society through increased participation in webinars, knowledge sharing sessions, and conferences.

Through embedding sustainability in our business concept, we create greater value for both our stakeholders and society. Without the contribution of our employees, customers, business partners and communities, it would not have been possible for our Group to have achieved so much.

Looking ahead, to tackle future challenges, we will continue to drive our sustainability performance and further incorporate sustainability into our core strategy. The Report sets out our sustainability practices and approaches throughout the past year. We hope the Report will provide our stakeholders with an overview of our sustainability performance.

# Environmental, Social and Governance Report

## THE GROUP'S FUTURE DEVELOPMENT AND COMMITMENTS

The Group commits to becoming a responsible corporate which upholds a high standard of corporate governance, strictly follows the code of ethics, advocates environmental protection and community services, and promotes social responsibility practices. It also embeds social responsibility into its operation and management to facilitate sustainability in economy, society and the environment. The Group's commitments include creating further employment opportunities for disadvantaged groups such as persons with disabilities, the elderly, and rehabilitated persons released from custody; promoting the rights and physical and mental health of the Group's employees; and minimising the Group's impact on the environment.

## SUSTAINABILITY GOVERNANCE

The Group identifies and manages ESG risks in order to achieve its business objectives and ensure its stable development. We adopt a risk management system under a top-down risk management structure. The Board has the overall responsibility of maintaining sound ESG risk management and internal control systems within the Group. Through exercising oversight on the Group's management and active and conducive communication with management personnels and employees who are involved in the day-to-day operation of the Group's business, the Board is able to identify material ESG risks in the aspects of emissions, consumption of resources, impact on natural resources and climate change, as well as other social aspects pertaining to our Group. As part of this, the Board is responsible for identifying and assessing the Group's significant ESG risks, determining related risk levels, and formulating counter measures for which management is implemented by relevant departments and business units. The Board is also responsible for reviewing and monitoring the effectiveness of the Group's ESG risk management and internal control systems, for ensuring that the Group has taken reasonable measures to manage significant risks, and has taken the approach to incorporate ESG risks into its routine risk management process as a means of enhancing its overall risk evaluation, prioritizing and management and control capabilities.

The Board has overall responsibility for the Group's sustainability strategy and reporting. The sustainability plan of the Group is developed based on results of the ESG Report, which is reviewed on an annual basis and adjusted as needed to align with the long-term business strategy of the Group. The Board understands that the establishment of ESG targets aids in the Group's ESG governance. Therefore, the Board sets ESG targets related to the Group's business where appropriate, and reviews progress made toward improving the Group's ESG performance by keeping track of the ESG KPI on a regular basis, in the environmental and social aspects, which are vital and closely related to the human resources business of the Group. The Board will, if necessary, engage independent third parties to evaluate the Group's ESG risks and review existing strategies, targets and internal control measures.

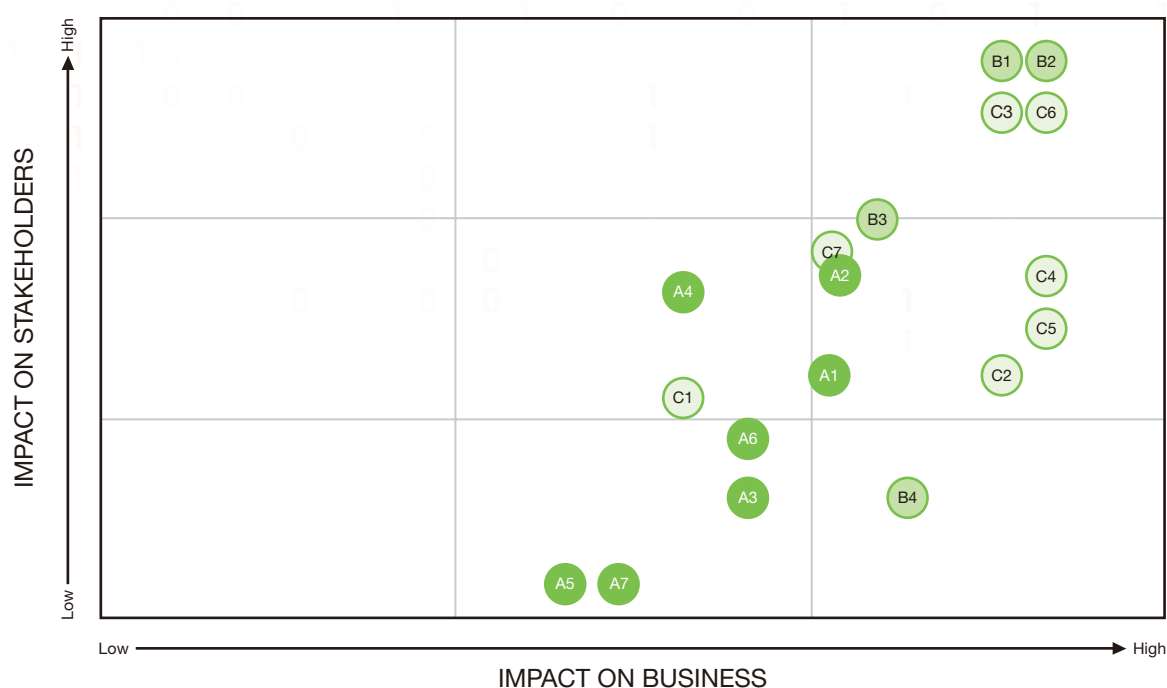
The management team of the Group also delegated the responsibility of assessing and managing ESG-related issues, including evaluating the impact of ESG-related risks on our operation, formulating relevant policy in dealing with the risks and ensuring the strategic decisions are implemented. If any ESG issues are identified, the management team shall meet with the Board to discuss possible solutions. These measures shall ensure the sustainable and responsible growth and operation of the Group. The Board review ESG issues reported by the management at the meetings, which are held at least annually.

# Environmental, Social and Governance Report

## STAKEHOLDER ENGAGEMENT AND MATERIALITY

During the Reporting Period, the Group has specifically engaged the Board, senior management, shareholders, frontline employees, third-party professionals, and suppliers to gain further insights on ESG aspects they find material and relevant challenges that they may induce. A materiality assessment has then been produced according to the engagement as follows.

**Materiality of Different Topics from Stakeholder Engagement**



Environmental Practices		Labour Practices		Operational Practices	
A1	Energy	B1	Employment	C1	Supply Chain Management
A2	Water	B2	Occupational Health and Safety	C2	Intellectual Property
A3	Air Emission	B3	Development and Training	C3	Data Protection
A4	Waste and Effluent	B4	Labour Standards	C4	Customer Service
A5	Other Raw Materials Consumption			C5	Product/Service Quality
A6	Environmental Protection Measures			C6	Anti-corruption
A7	Climate Change			C7	Community Investment

# Environmental, Social and Governance Report

The materiality maps referred to the Sustainability Accounting Standards Board (“SASB”) Standards. According to the assessment, the five most material topics to the Group are therefore:

1. Employment
2. Occupational Health and Safety
3. Data Protection
4. Anti-corruption
5. Customer Service

The Group aims to keep close communication with its stakeholders for the identified aspects and continues to improve its ESG performance. The Group also hopes to have better management on ESG-related risks for future business development. In alignment with the Group’s vision on sustainability, the business will continue to operate with high ethical standards and provide sustainable returns to stakeholders.

## STAKEHOLDERS’ FEEDBACK

The Group welcomes stakeholders’ feedback on our ESG approach and performance. Stakeholders can give their suggestions or share their views with us via email to [info@kos-intl.com](mailto:info@kos-intl.com).

## A. ENVIRONMENTAL

### A1. Emissions

Due to the nature of business, the Group’s operations are office based and their related environmental impact was very minimal. The Group did not note any cases of material non-compliance relating to air and greenhouse gas (“GHG”) emissions, discharge into water and land, and the generation of hazardous and non-hazardous waste as required by the applicable laws and regulations.

#### A1.1. Air Emissions

During the Reporting Period, the business operations of the Group did not result in the consumption of any natural gas or diesel directly. Given the nature of the Group’s business and our commitment to promoting the use of electric vehicles, only an immaterial amount of fuel was consumed by corporate vehicles. As such, there were no material nitrogen oxides (“NO<sub>x</sub>”), sulphur oxides (“SO<sub>x</sub>”), or particulate matters (“PM”) emissions during the Reporting Period.



# Environmental, Social and Governance Report

## A1.2. GHG Emissions

During the Reporting Period, 52.52 (2023: 37.86) tonnes of carbon dioxide equivalent ("tCO<sub>2</sub>e") GHG (mainly carbon dioxide, methane and nitrous oxide) were emitted from the Group's operations. There is a 39% increase from the previous year, which is mainly due to additional electricity consumption and the increase in business air travel driven by business development needs during the Reporting Period. Due to the relocation of one of the Group's offices in Guangzhou from a shared workspace to leased office premises in August 2023, electricity consumption data for 2023 reflects only approximately 5 months of usage, whereas the current Reporting Period encompasses 12 months of data. Concurrently, the Hong Kong office expanded its adoption of electric vehicles and successfully captured the related electricity consumption data during the Reporting Period, resulting in an overall increase in electricity usage and Scope 2 GHG emission. Moreover, due to the development needs of the business, the frequency of business air travel increased significantly, which contributed to the increase in Scope 3 GHG emission during the Reporting Period.

The overall intensity was 38.34 (2023: 27.64) kgCO<sub>2</sub>e per m<sup>2</sup> of total area, or 46.40 (2023: 47.87) kgCO<sub>2</sub>e per employee.

During the Reporting Period, the Group's GHG emissions were contributed by:

- Scope 1 – "Direct emissions" resulted from operations that are owned or controlled by the Group, mainly including fuel consumed by motor vehicles;
- Scope 2 – "Energy indirect emissions" resulted mainly from the generation of purchased electricity consumed within the Group; and
- Scope 3 – All other indirect emissions from both upstream and downstream that occur outside the Group for which data are available, including emissions generated from electricity usage on water treatment, disposal of waste paper and business air travel.

# Environmental, Social and Governance Report

See below for the detailed breakdown of 2024 GHG contributions, as well as comparisons with the previous year.

Scope of GHG <sup>1,2</sup>	Emission Sources	2024	2023
<b>Scope 1</b>			
Direct Emissions (tCO <sub>2</sub> e)	Use of Vehicles	– <sup>3</sup>	2.06
<b>Scope 2</b>			
Energy Indirect Emission (tCO <sub>2</sub> e)	Purchased Electricity	<b>30.09</b>	26.89
<b>Scope 3</b>			
Paper Waste Disposal		<b>0.08</b>	2.47
Other Indirect Emissions (tCO <sub>2</sub> e)	Electricity used for processing fresh water and sewage by third party handler	<b>0.04</b>	0.03
	Business Air Travels	<b>22.31</b>	6.41
<b>Total (tCO<sub>2</sub>e)</b>		<b>52.52</b>	37.86
<b>Overall GHG Intensity (kgCO<sub>2</sub>eq./m<sup>2</sup>)</b>		<b>38.34</b>	27.64
<b>Overall GHG Intensity (kgCO<sub>2</sub>eq./employee)</b>		<b>46.40</b>	47.87

Notes:

- During the Reporting Period, the instructions of the Reporting Guidance on Environmental KPIs issued by HKEX were referenced to calculate and report the GHG emissions generation.
- The emission factors for calculating the GHG emissions generated during the Reporting Period are mainly referenced from:
  - “How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by HKEX;
  - Database of National Greenhouse Gas Emission Factor\* (國家溫室氣體排放因子數據庫);
  - CLP Holding’s 2023 Sustainable Report;
  - General rules for calculation of the comprehensive energy consumption\* (綜合能耗計算通則) issued by Standardization Administration of China\* (中國國家標準化管理委員會);
  - Statistics and benchmark analysis of energy consumption of urban sewage treatment plants in China\* (《中國城鎮污水處理廠能耗統計與基準分析》); and
  - International Civil Aviation Organisation (ICAO) Carbon Emission Calculator.
- Since only an immaterial amount of fuel was consumed by corporate vehicles during the Reporting Period, the fuel consumption and the corresponding emission data were not collected by the Group.

# Environmental, Social and Governance Report

## **A1.3. Hazardous Waste**

During the Reporting Period, the daily business operations of the Group did not generate any significant amounts of hazardous waste during the Reporting Period. The Group generated most of its hazardous waste from disposal of computer hardware and lighting materials. Computer hardware and electronic devices are resold in the market to extend their lifecycle. For lighting waste, while a portion is managed by the property management office, the Group also takes responsibility for certain items, ensuring they are sent to GREEN@COMMUNITY for recycling. However, the volume of hazardous waste generated is not currently provided by the property management office. To address this, the Group will coordinate with the property management office to collect the hazardous waste volume data in the coming year in order to formulate appropriate measures to reduce hazardous waste production.

## **A1.4. Non-hazardous Waste**

The Group recognises that its business operations have generated non-hazardous waste, which mainly consisted of general office waste such as waste paper, plastic bags for rubbish bins, paper cups, paper towels, etc. During the Reporting Period, the Group recorded 0.43 (2023: 0.52) tonnes of waste paper generation. Since the amount of other non-hazardous waste generated was insignificant and handled by building property management office, the Group did not kept records of the disposal of such items during the Reporting Period.

## **A1.5. Emissions Mitigation Initiatives and Target**

The Group's operations resulted in insignificant emissions. The main source of emission was electricity consumption from daily office operations and business air travel. Please refer to Section A2.3 for electricity-saving measures and Section A1.6 for paper-saving measures that shall mitigate emissions.

# Environmental, Social and Governance Report

The Group had set the target of achieving a 10% reduction in GHG emissions intensity by 2032, using 2022 as the baseline year, the result as at the end of Reporting Period is as follow:

Environmental KPI	Target	2024 vs. 2023	2024 vs. 2022 (the baseline year)	Status
GHG emissions intensity	Reducing the intensity of GHG emissions by 10% by 2032	39% increase in emissions intensity based on average office space  3% decrease in emissions intensity based on average number of employees	34% increase in emissions intensity based on average office space  43% decrease in emissions intensity based on average number of employees	In progress

The increase in GHG emissions intensity per m<sup>2</sup> of total office area from the baseline year to the Reporting Period can be attributed to the expansion of office space and the addition of more equipment, leading to higher overall energy consumption. Conversely, the significant reduction in GHG emissions intensity per employee reflects improved operational efficiency and effective management practices. This indicates that despite the Group's growth and increased infrastructure, it has successfully implemented strategies to reduce the carbon footprint on a per-employee basis.

## A1.6. Waste Reduction Initiatives and Target

The Group understands the importance of good waste management practices and strictly abides by waste disposal related rules and regulations.

The Group generated most of its hazardous waste from disposal of computer hardware and lighting materials. This waste was collected by professional third-party handlers for recycling, reuse, or further processing. For instance, during the Reporting Period, the lighting waste was transferred to GREEN@COMMUNITY for recycling. Additionally, unused televisions and MacBooks were resold in the market, effectively extending the lifecycle of these electronic products.

Non-hazardous waste from the Group is collected and handled by office building management and professional third-party. To encourage waste reduction among its employees, the Group has promoted waste reduction methods to its employees, put up signages on waste reduction, set up recycling bins for paper and plastic waste, and pushed measures to reduce kitchen and food waste.

# Environmental, Social and Governance Report

Paper is used for daily office operations such as documents printing. Paper saving initiatives on recycling paper are encouraged among employees to reduce paper waste disposal at landfills, as well as adopting double-sided printing and printing with single-side used paper for non-formal and non-confidential documents. The Group also encourages using electronic document for document issuance and notification, and using E-fax to promote a paperless office environment.

The Group had set the target of achieving a 10% reduction in overall waste generation by 2032, using 2022 as the baseline year, the result as at the end of Reporting Period is as follow:

Environmental KPI	Target	2024 vs. 2023	2024 vs. 2022 (the baseline year)	Status
Waste generation	Reducing the overall waste generation by 10% by 2032	18% decrease in emissions intensity based on average office space	Significant increase in emissions intensity based on average office space	In progress
		42% decrease in emissions intensity based on average number of employees	Significant increase in emissions intensity based on average number of employees	

These increased waste generation figures are due to the fact that the Group successfully collected data on non-hazardous waste during the Reporting Period, while the relevant data was not available in the baseline year. Due to the increase in office locations and more extensive coverage of environmental data, the Group decided to reset the baseline of its overall waste reduction target to the current Reporting Period, with the new target of achieving a 5% reduction in overall waste generation by 2032, using 2024 as the baseline year. We will begin to disclose progress against this target starting in the coming year to review the effectiveness of our waste reduction initiatives.



# Environmental, Social and Governance Report

## **A2. Use of Resources**

The Group has not established policies on the efficient use of resources. Nevertheless, the Group is committed to protecting the environment by enhancing operational efficiency to reduce energy and water consumption.

### **A2.1. Energy Consumption**

A total of 68,815 (2023: 69,422) kWh of energy was consumed by the Group for its operations during the Reporting Period, which represents a 1% decrease from the previous year. Due to the relocation of one of the Group's offices in Guangzhou from a shared workspace to leased office premises in August 2023, electricity consumption data for 2023 reflects only approximately 5 months of usage, whereas the current Reporting Period encompasses 12 months of data. Concurrently, the Hong Kong office expanded its adoption of electric vehicles and successfully captured the related electricity consumption data during the Reporting Period, resulting in an increase in purchased electricity consumption compared to the previous year. However, total energy consumption decreased slightly compared to the previous year, as fuel usage by vehicles was insignificant during the Reporting Period and excluded from the Report. Electricity remained the major source of energy for the Group, which was used for powering lighting, air-conditioning and other equipment necessary for daily operations of the Group.

Note that electricity consumption data is limited to the Hong Kong and Shenzhen offices and one Guangzhou office. The Macau office and the additional Guangzhou office operate as virtual workspaces, while the Singapore and Shanghai offices utilise shared coworking facilities, precluding the availability of site-specific electricity consumption metrics for these locations.

The intensity was 50.24 (2023: 50.68) kWh of energy consumption per m<sup>2</sup> of total area, or 60.79 (2023: 87.76) kWh of energy consumption per employee.

# Environmental, Social and Governance Report

See below the detailed breakdown of 2024 energy consumption, as well as comparisons with the previous year.

Type of Energy Consumption <sup>1</sup>	2024	2023
Fuel (kWh)	— <sup>2</sup>	8,284.63
Purchased Electricity (kWh)	<b>68,815.00</b>	61,137.28
<b>Total (kWh)</b>	<b>68,815.00</b>	69,421.91
<b>Overall Energy Consumption Intensity (kWh/m<sup>2</sup>)</b>	<b>50.24</b>	50.68
<b>Overall Energy Consumption Intensity (kWh/employee)</b>	<b>60.79</b>	87.76

Notes:

1. During the Reporting Period, the instructions of the Reporting Guidance on Environmental KPIs issued by HKEX were referenced to calculate and report energy consumption.
2. Since only an immaterial amount of fuel was consumed by corporate vehicles during the Reporting Period, the fuel consumption data was not collected by the Group.

## A2.2. Water Consumption

Due to the nature of business, water consumption of the Group during the Reporting Period is minimal. The majority of the water supply facilities are provided and managed by property managers on the Group's rented premises, and the usage has been included in the management fees. As such, water consumption data is not available for Hong Kong, Macau, Guangzhou, Shanghai and Singapore offices, and only water consumption for the Shenzhen office is disclosed.

The intensity was 0.056 (2023: 0.043) m<sup>3</sup> of water consumption per m<sup>2</sup> of Shenzhen office area, or 1.24 (2023: 1.000) m<sup>3</sup> of water consumption per Shenzhen office employee. Due to the lingering impact of COVID-19 on office operations in 2023, reduced water consumption occurred as some employees worked from home to mitigate disease transmission, while in the Reporting Period, both water consumption volume and intensity increased year-on-year as office operations fully resumed normalcy.

# Environmental, Social and Governance Report

See below the detailed breakdown of 2024 water consumption, as well as comparisons with the previous year.

	2024 Amount (in m <sup>3</sup> )	2023 Amount (in m <sup>3</sup> )
Shenzhen Office Water Consumption	26.00	20.00
<b>Water Use Intensity (m<sup>3</sup>/m<sup>2</sup> Shenzhen office area)</b>	<b>0.06</b>	0.04
<b>Water Use Intensity (m<sup>3</sup>/Shenzhen office employee)</b>	<b>1.24</b>	1.00

## A2.3. Energy Use Efficiency Initiatives and Target

To reduce electricity consumption, employees are reminded to turn off office lights, computers, printers, and air conditioners when leaving the offices or whenever they are not in use. In addition, the Group also plans on gradually replacing older electronic equipment with more efficient ones.

The Group had set the target of achieving a 10% reduction in energy consumption intensity by 2032, using 2022 as the baseline year, the result as at the end of Reporting Period is as follow:

Environmental KPI	Target	2024 vs. 2023	2024 vs. 2022 (the baseline year)	Status
Energy consumption intensity	Reducing the intensity of energy consumption by 10% by 2032	1% decrease in energy use intensity based on average office space	22% increase in energy use intensity based on average office space	In progress
		31% decrease in energy use intensity based on average number of employees	48% decrease in energy use intensity based on average number of employees	

# Environmental, Social and Governance Report

The increase in energy consumption intensity per m<sup>2</sup> of total office area from the baseline year to the Reporting Period can be attributed to the expansion of office space and the addition of more equipment, leading to higher overall energy consumption. Conversely, the significant reduction in energy consumption intensity per employee reflects improved operational efficiency and effective management practices. This indicates that despite the Group's growth and increased infrastructure, it has successfully implemented strategies to reduce energy consumption on a per-employee basis.

## **A2.4. *Water Use Efficiency Initiatives***

The Group abides by the rules and regulations in relation to water pollution control, and the Group has had no problem in sourcing water that is fit for purpose during the Reporting Period. While the Group has not set any targets for water consumption reduction due to its minimal impacts. The Group nonetheless promotes reasonable water use initiatives and water saving measures among its employees, such as reminding employees to turn the faucet off tightly and conducting regular inspection and maintenance of water facilities.

## **A2.5. *Packaging Materials***

Due to the nature of business, the Group's operations during the Reporting Period did not involve any regular use of packaging materials.

## **A3. The Environment and Natural Resources**

The Group is committed to conducting its business responsibly, ensuring that its business does not contribute to significant adverse impact on the environment and society while bringing sustainable growth and profit.

### **A3.1. *Significant Impacts of Activities on the Environment***

While the Group's business has no direct or significant impact on the environment and natural resources, the Group is committed to reducing its consumption of resources and minimising its use of business travel. The measures taken by the Group to reduce its impact on the environment and natural resources can be referred to Section A1 Emissions and A2 Use of resources.

# Environmental, Social and Governance Report

## A4. Climate Change

Due to the nature of business as an office-based company, climate change has not posed significant impact on the Group's business operation. As such, the Group has not formulated any policy regarding climate change. However, the Group has identified relevant climate-related risks and assessed their potential financial impacts. The climate risks identified, their time horizon, trend, and the potential financial impacts affecting the Group are shown below.

	Climate Risks	Time Horizon	Trend	Potential Financial Impact
Physical Risks	Acute	Short term	Increase	Increased frequency of extreme weather may hinder employee commutes and threaten safety, potentially reducing productivity and profits. Additionally, flooding could damage office equipment, disrupt business operations and raise maintenance costs, depreciation, and overall operating expenses.
	Chronic	Long term	Increase	Longer-term shifts in climate patterns will increase operating costs and insurance premium.
Transition Risks	Technology	Long term	Increase	During the transitional period, the Group expects increased procurement expenditures to introduce new and alternative technologies, and the additional cost of adopting/deploying new practices and processes.
	Policy and Legal	Short to medium term	Increase	Implementation of tightened environmental laws, stringent requirements on climate disclosures and carbon pricing system increases operating costs.
	Market	Short term	Increase	During the transitional period, the Group might face a decrease in revenue due to higher environmental requirements of clients, if no strategy has been set accordingly.
	Reputation	Short to medium term	Increase	Stakeholders' concerns on climate-related issues of the Group might dampen the investment sentiment of investors, impacting the stock price and market capitalisation of the Group, and hence increasing the liquidity risk.



# Environmental, Social and Governance Report

## **A4.1. Significant Climate-Related Issues**

The Group recognises that extreme weather events caused by climate change may negatively impact on daily operations and has accordingly prepared contingency plans for these situations. These include, but not limited to, work-from-home plans for employees and insurance against damages from extreme weather events. To address transition risks, the Group closely monitors climate change-related policies and assess their impact on the Group in a timely manner, which allows us to implement improvement measures promptly. Additionally, we are committed to enhancing the Group's capabilities for carbon emission statistics and improving the quality of climate information disclosure, as well as maintaining close communication with stakeholders to understand their expectations of the Group. However, the Group has yet to identify any opportunities arising from climate change.

# Environmental, Social and Governance Report

## B. SOCIAL

### 1. Employment and Labour Practices

#### B1. Employment

The Group has complied strictly with the relevant laws and regulations to ensure employees' interests are protected. See below a list of employment laws and regulations of the respective regions the Group operates in.

Mainland China	Hong Kong	Macau	Singapore
<ul style="list-style-type: none"> <li>• Labour Law* (《中華人民共和國勞動法》)</li> <li>• Labour Contract Law* (《中華人民共和國勞動合同法》)</li> <li>• Regulations on Paid Annual Leave for Employees* (《職工帶薪年休假條例》)</li> <li>• Law on the Protection of Women's Rights and Interests* (《中華人民共和國婦女權益保障法》)</li> <li>• Special Rules on the Labour Protection of Female Employees* (《女職工勞動保護特別規定》)</li> </ul>	<ul style="list-style-type: none"> <li>• Employment Ordinance (Cap. 57)</li> <li>• Inland Revenue Ordinance (Cap. 112)</li> <li>• Sex Discrimination Ordinance (Cap. 480)</li> <li>• Mandatory Provident Fund Schemes Ordinance (Cap. 485)</li> <li>• Personal Data (Privacy) Ordinance (Cap. 486)</li> <li>• Disability Discrimination Ordinance (Cap. 487)</li> <li>• Family Status Discrimination Ordinance (Cap. 527)</li> <li>• Race Discrimination Ordinance (Cap. 602)</li> <li>• Minimum Wage Ordinance (Cap. 608)</li> </ul>	<ul style="list-style-type: none"> <li>• Labour Relations Law* (《勞動關係法》)</li> <li>• Framework Law on Employment Policy and Worker's Rights* (《就業政策及勞工權利綱要法》)</li> <li>• Regulation on Prohibition of Illegal Work* (《禁止非法工作規章》)</li> <li>• Minimum Wage for Employees* (Law No. 5/2020) (《僱員的最低工資》)</li> <li>• The Social Security Regime* (《社會保障制度》)</li> <li>• Law for the Employment of Non-Resident Workers* (《聘用外地僱員法》)</li> </ul>	<ul style="list-style-type: none"> <li>• Employment Act</li> <li>• Employment of Foreign Manpower Act</li> <li>• Employment Agencies Act</li> <li>• Immigration Act</li> </ul>

In addition, the Group has formulated an employee handbook to facilitate the building of talent teams and strive to create an equal, inclusive, healthy, and safe working environment. The employee handbook clearly lays out human resources policies, which include equal employment, attendance management, remuneration and benefits, recruitment and promotion, health and safety, performance assessment, code of conduct, etc., so as to keep employees aware of the Group's management basis and their own interests. The Group did not note any cases of material non-compliance in relation to employment during the Reporting Period.

# Environmental, Social and Governance Report

## B1.1. Employment Figures

As of 31 December 2024, the Group had a total of 1,132 (2023: 791) employees across its offices in Hong Kong, Macau, Shenzhen, Guangzhou, Shanghai and Singapore.

See below the detailed breakdown of the 2024 workforce, as well as comparisons with the previous year.

Total Workforce as of 31 December	2024		2023	
	Number	Percentage <sup>1</sup>	Number	Percentage <sup>1</sup>
<b>By Gender</b>				
Male	382	33.75%	213	26.93%
Female	750	66.25%	578	73.07%
<b>By Employment Type</b>				
Full-Time	427	37.72%	211	26.68%
Part-Time	705	62.28%	580	73.32%
<b>By Employee Category</b>				
Senior Management	16	1.41%	20	2.53%
Middle Management	23	2.03%	57	7.20%
Frontline and Other Employees	1,093	96.56%	714	90.27%
<b>By Age Group</b>				
18–25	354	31.27%	301	38.05%
26–35	294	25.97%	215	27.18%
36–45	195	17.23%	127	16.06%
46–55	120	10.60%	92	11.63%
56 or above	169	14.93%	56	7.08%
<b>By Geographical Location</b>				
Hong Kong	1,062	93.82%	736	93.05%
Macau	14	1.24%	14	1.77%
Mainland China	52	4.59%	38	4.80%
Singapore	4	0.35%	3	0.38%
<b>Total</b>	<b>1,132</b>	<b>100.00%</b>	<b>791</b>	<b>100.00%</b>

Note:

- Percentage for employees in the relevant categories = (Number of employees in the specified category/Number of total employees at the end of the Reporting Period) x 100%.

# Environmental, Social and Governance Report

## B1.2. Turnover Figures

To enhance the accuracy of employee turnover reporting, the Group standardized its methodology by excluding staff with tenure less than or equal to 60 days from turnover statistics. A total of 607<sup>1</sup> (2023: 265<sup>1</sup>) employees left the Group during the Reporting Period, which gave a turnover rate of about 63.13%<sup>1</sup> (2023: 45.93%<sup>1</sup>). The increase in the turnover rate is due to the growth of the Group's secondment business during the Reporting Period and the short-term nature of the secondment business which leads to frequent part-time employee turnover. The Group regularly reviews salary remuneration and benefits to retain talents and stay attractive and competitive in the market.

See below the detailed breakdown of 2024 turnover rate by employee group, as well as comparisons with the previous year.

Turnovers as of 31 December	2024 <sup>1</sup>		2023 <sup>1</sup>	
	Number	Turnover Rate <sup>2</sup>	Number	Turnover Rate <sup>2</sup>
<b>By Gender</b>				
Male	167	56.13%	78	46.71%
Female	440	66.27%	187	45.61%
<b>By Employment Type</b>				
Full-Time	160	50.16%	73	41.83%
Part-Time	447	69.57%	192	47.70%
<b>By Employee Category</b>				
Senior Management	–	–	1	6.90%
Middle Management	–	–	3	7.32%
Frontline and Other Employees	607	67.18%	261	50.05%
<b>By Age Group</b>				
18–25	299	91.30%	119	53.97%
26–35	170	66.80%	68	39.77%
36–45	71	44.10%	34	37.57%
46–55	41	38.68%	25	42.37%
56 or above	26	23.11%	19	52.78%
<b>By Geographical Location</b>				
Hong Kong	575	63.96%	233	44.85%
Macau	3	21.43%	4	29.63%
Mainland China	28	62.22%	28	65.88%
Singapore	1	28.57%	–	–
<b>Overall</b>	<b>607</b>	<b>63.13%</b>	<b>265</b>	<b>45.93%</b>

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## Notes:

1. Figures exclude employees who worked with the Group for less than or equal to 60 days.
2. Turnover rate for employees in the relevant categories = (Number of employees leave in the specified category/Average number of total employees in the specified category at the beginning and the end of the Reporting Period) x 100%.

## B1.3. Employee Recruitment, Compensation and Benefits

The Group complies strictly with all applicable laws and regulations in relation to recruitments, pursuant to which the Group is to select, recruit and promote its employees at all levels in a fair and open manner based on their knowledge, integrity, ability and experience in either public recruitment or internal promotion. When an employee presents their resignation, the human resources department will arrange an interview with them to understand their motives and identify issues in relation to management and employee turnover rates.

There were no major changes in policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination during the Reporting Period. In additions, during the Reporting Period, the Group was not aware of any violation cases relating to compensation, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have a significant impact on the operations of the Group.

The Group abides by all applicable employment and labour related laws of Hong Kong, Macau, Mainland China, and Singapore. The Group's employees are remunerated in accordance with their performance, qualification, work experience and prevailing industry practice. In addition to a fixed salary, commission-based bonuses are offered to consultants whose sales figures exceed a certain level to attract and retain eligible employees to contribute to the Group. The seconded staff have been remunerated in accordance with their contracts with the Group and the relevant laws and regulations in Hong Kong or Macau.



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Various types of leave, including annual leaves, sick leaves, maternity leaves, paternity leaves, jury services leave and childcare leave, are also provided. The Group safeguards employees' entitlement to statutory benefits. The Group participates in the mandatory provident fund ("MPF") for employees, including Internal Staff and Seconded Staff, in accordance with the MPF in Hong Kong, the Social Security Regime in Macau, the state-managed retirement benefit scheme managed by the PRC government, and the Central Provident Fund ("CPF") in Singapore, respectively, and have paid the relevant contributions accordingly. The Group has also maintained employees' compensation insurance for all our employees.

There were no major changes in policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination during the Reporting Period.

## *B1.4. Employee Communication*

The Group regards its employees as valuable assets. Employees are encouraged to provide their opinions directly to the directors and the chief executive officer of the Company by email. In addition, the Group arranges weekly catch-up meeting with the chief executive officer and team heads, as well as month-end meeting for all employees, in order to provide employees with the opportunity to share their feedback and opinions with the top management. To strengthen and upgrade employees' qualifications, the Group provides appropriate appraisals to employees in trainings and development activities. It also enhances employees' sense of satisfaction through presentation of awards.

To cultivate holistic employee wellness and foster a cohesive organizational culture, the Group has organised the following activities to enhance employees' sense of belonging:

- CNY lunch;
- Lunch/Dinner meeting with employees;
- Kick-off meetings and team building activities;
- Mid-Autumn Festival celebration;
- Monthly birthday celebration;

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- Christmas Party;
- Weekend basketball matches
- New hire orientation and knowledge-sharing activities;
- Internal expertise-sharing session; and
- Ten-Year Service Awards honoring staff dedication.

These diverse programs are aimed at fostering a sense of workplace belonging, promoting stress relief through balanced recreational activities, and reaffirming our dedication to creating a supportive and inclusive work environment that seamlessly integrates professional development with personal well-being.

## *B1.5. Equal Opportunity and Anti-Discrimination*

The Group believes in nurturing and developing top talents regardless of race, gender, age, religious belief, pregnancy, marital status, family status or disability. The Group attaches particular importance to equal employment opportunities and complies strictly with anti-discrimination laws. In support of equal employment opportunities, the Group adopts a fair and open recruitment mechanism with all positions being openly recruited regardless of age, gender, race, nationality, religion, marital status, or disability.

## **B2. Employee Health and Safety**

The Group ensures that safety is placed at the top priority in its operation, and is maintained as a critical component in its workplace culture. It constantly improves the safety performances of its different business areas, in order to provide a safe and healthy environment to employees. Furthermore, the Group offers medical insurance to its internal staff.

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During the Reporting Period, the Group has complied with occupational health related laws and regulations to avoid any health risks from being imposed onto its employees. See below a list of occupational health related laws and regulations of the respective regions the Group operates in.

Mainland China	Hong Kong	Macau	Singapore
<ul style="list-style-type: none"> <li>Labour Law* (《中華人民共和國勞動法》)</li> <li>Labour Contract Law* (《中華人民共和國勞動合同法》)</li> <li>Law on The Prevention and Control of Occupational Diseases* (《中華人民共和國職業病防治法》)</li> </ul>	<ul style="list-style-type: none"> <li>Employees' Compensation Ordinance (Cap. 282)</li> <li>Occupational Safety and Health Ordinance (Cap. 509)</li> </ul>	<ul style="list-style-type: none"> <li>Legal Regime on Compensation for Damage Arising from Work Accidents and Occupational Diseases* (《工作意外及職業病損害之彌補制度》)</li> <li>Convention concerning Occupational Safety and Health and the Working Environment* (《職業安全衛生及工作環境公約》)</li> </ul>	<ul style="list-style-type: none"> <li>Workplace Safety and Health Act</li> <li>Work Injury Compensation Act</li> </ul>

There were no major changes in management practice in relation to occupational health and safety during the Reporting Period.

## B2.1. Work-related fatalities and injury

Occupational Health and Safety Data	2024	2023	2022
Work related fatality	—	—	—
Fatality rate	—	—	—
Work injury cases >3 days	4	—	—
Work injury cases ≤3 days	1	5	—
Lost days due to work injury	238	2	—

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Employees involved in work-related injuries would inform their Department Heads or Human Resources Department within 24 hours after the accident and seek medical consultation in nearby hospitals or clinics. Within 48 hours after the injured employees obtained the sick leave certificates, the Human Resources Department shall complete and submit the work injury report to the insurance company for related compensation. During the Reporting Period, work-related injuries primarily resulted from on-site accidents. To safeguard the health and safety of our employees, the Group would enhance safety awareness initiatives and strengthen training programmes.

During the Reporting Period, the Group did not receive any complaints or lawsuits regarding violations of health and safety-related laws, and there was no work-related death in the past three years, including the Reporting Period.

## **B3. Development and Training**

The Group values its employees as human capital and invests resources to educate and maintain their standards so that they can make a greater contribution to its success. The Chief Executive Officer, Head of People and Culture, and Group Head of Human Resource oversee the provision of training and development opportunities for employees.

Orientation programmes are provided for new internal staff to familiarise them with the Group's daily operation and information technology systems.

During the Reporting Period, the Group organised in-house training workshops as well as appropriate on-the-job training to the staff to improve their performance effectiveness. The on-the-job training focused on improving employees' knowledge and skills related to their job, covering topics such as back-office operations, recruitment processes, and relationship management. Additionally, other training initiatives included ethics at work and emergency response safety seminars.

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During the Reporting Period, 129 (2023: 80) employees, or 11.40% (2023: 10.11%) of all employees, received training arranged by the Group, and the average training hours that each employee received (inclusive of those who did not receive training) was 0.64 (2023: 0.58) hours. The percentage and average training hours per gender and employee category during the Reporting Period are as follows:

Training Figures as of 31 December	2024		2023	
	Average Training <sup>1</sup>	Percentage <sup>2</sup>	Average Training <sup>1</sup>	Percentage <sup>2</sup>
<b>By Gender</b>				
Male	0.87	14.40%	1.00	14.55%
Female	0.52	9.87%	0.42	8.48%
<b>By Employee Category</b>				
Senior Management	1.41	43.75%	0.18	10.00%
Middle Management	2.83	65.22%	1.49	45.61%
Frontline and Other Employees	0.58	9.79%	0.51	7.28%
<b>Overall</b>	<b>0.64</b>	<b>11.40%</b>	0.58	10.11%

Notes:

1. Average training hours for employees in relevant categories = Total number of training hours for employees in the specified category/Number of employees in the specified category.
2. Percentage of employees trained in the relevant categories = Number of employees in the specified category who took part in training/Number of employees in the specified category at the end of the Reporting Period.

## B4. Labour Standards

The recruitment of the Group complies strictly with the local laws and conduct. Personal data collected during the process will be used to assist in the selection of suitable candidates and to conduct interviews and verification of personal data. The Group ensures that identity documents and relevant certificates are carefully checked before interview and employment. Applicants are required to sign a declaration for provision of true and correct information. Employees can be dismissed for any frauds.



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The Group has strictly abided by all labour standard laws and regulations to protect children and prevent child labouring. See below a list of labour standard related laws and regulations of the respective regions the Group operates in.

Mainland China	Hong Kong	Macau	Singapore
<ul style="list-style-type: none"><li>• Law on Protection of Minors* (《中華人民共和國未成年人保護法》)</li></ul>	<ul style="list-style-type: none"><li>• The Employment of Children Regulations under the Employment Ordinance (Cap. 57)</li></ul>	<ul style="list-style-type: none"><li>• Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour* (《禁止和立即行動消除最惡劣形式的童工勞動公約》)</li></ul>	<ul style="list-style-type: none"><li>• Employment Act</li></ul>

There was no child nor forced labour in the Group's operation during the Reporting Period. In addition, the Group conducts regular checking to ensure that there is no child labour or forced labour in its operations. If any case of non-compliance is discovered, the Group will immediately terminate employment and further investigate to avoid recurrence.

## 2. Operating Practices

### B5. Supply Chain Management

Due to the nature of business, the Group did not engage with any long-term key suppliers during the Reporting Period. Furthermore, the Group had not engaged any subcontractors to provide human resources services to any of its clients. The Group procures equipment and IT system support and maintenance services from vendors for its business operation, however there are no specific procedures implemented to minimise environmental or social risks, nor any internal policies on selecting suppliers with better environmental and social performance.

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## B6. Product Responsibility

In terms of regulating product promotion and responsible sales, the Group strictly abides by the relevant laws and regulations. See below a list of relevant laws and regulations of the respective regions the Group operates in.

Mainland China	Hong Kong	Macau	Singapore
<ul style="list-style-type: none"> <li>• Criminal Law* (《中華人民共和國刑法》)</li> <li>• Advertising Law* (《中華人民共和國廣告法》)</li> <li>• Cyber Security Law* (《中華人民共和國網絡安全法》)</li> <li>• Provisions on Protecting the Personal Information of Telecommunications and Internet Users* (《電信和互聯網用戶個人信息保護規定》)</li> <li>• Personal Information Protection Law* (《中華人民共和國個人信息保護法》)</li> </ul>	<ul style="list-style-type: none"> <li>• Personal Data (Privacy) Ordinance (Cap. 486)</li> <li>• Trade Marks Ordinance (Cap. 559)</li> <li>• Patents Ordinance (Cap. 514)</li> <li>• Copyright Ordinance (Cap. 528)</li> </ul>	<ul style="list-style-type: none"> <li>• Trade Secrets Act* (《商業秘密法》)</li> <li>• Legal Regime of Industrial Property* (《工業產權法律制度》)</li> <li>• Trademark Act* (《商標法》)</li> <li>• Patent Act* (《專利法》)</li> <li>• Republication of the Regime of Copyright and Related Rights* (《著作權及相關權利制度再版》)</li> <li>• Personal Data Protection Act* (《個人資料保護法》)</li> </ul>	<ul style="list-style-type: none"> <li>• Personal Data Protection Act</li> <li>• Consumer Protection (Trade Descriptions and Safety Requirements) Act</li> <li>• Trade Marks Act</li> <li>• Patents Act</li> </ul>

In terms of health and safety, advertising, labelling and privacy matters and remedies of the products and services provided, there was no material non-compliance with relevant laws and regulations that would have a significant impact on the Group during the Reporting Period. In addition, the percentage of total products sold or shipped subject to recalls for safety and health reasons is not applicable to the Group as our services are intangible and not subject to any recall procedures.

### B6.1. Intellectual Property Rights

Any assets of the Group, including materials and information for official purposes, shall not be taken or copied for personal purposes without authorisation. Such violation is an offence under the laws of Hong Kong, Macau, Mainland China and Singapore, and offenders will be subject to disciplinary action or prosecution. The Group does not allow any infringement of its assets and intellectual property rights, and will take appropriate disciplinary actions against offenders.

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As of 31 December 2024, the Group holds 21 (2023: 19) officially registered trademarks. During the Reporting Period, the Group was not aware of any dispute or infringement by (i) the Group of any intellectual property rights owned by third parties; or (ii) any third parties of any intellectual property rights owned or being applied by the Group.

## *B6.2. Quality Assurance*

As a human resources services provider, the key service responsibilities of the Group are providing high quality human resources services and privacy matters of our clients and candidates. Emphasis is therefore placed on recruiting and retaining skillful, knowledgeable, and experienced consultants, monitoring service quality and staff training.

During the recruitment process of our consultants, the Group looks for personnel who have good communication skills as it is important to effectively connect with its clients and candidates and to maintain long-term business relationships. When the Group is recruiting Seconded Staff, it will look into the skills and/or professional qualifications required for the positions which clients are looking for.

The Group provides after-sales services for both recruitment services, secondment services and payroll services. The Group generally provides replacement for the placed candidates under certain circumstances for recruitment services and may terminate the relevant seconded staff if their performance is below the required standard. The Group will also meet with clients and candidates on a regular basis to build up good relationships and to collect feedback on services provided. The Group believes that this will allow it to maintain the high quality of services provided and gain market intelligence to keep its staff abreast to the latest developments in the human resources services industry.

During the Reporting Period, there were no material complaints made against us and our internal and Seconded Staff by our clients. The Group has complied with relevant laws and regulations in relation to product and service liabilities.

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## *B6.3. Confidential Information, Data Protection, and Privacy*

As a human resources services provider, the Group has in its possession a substantial amount of personal data related to individual candidates. The Group's software system also stores information relating to performance assessment of such candidates by the Group and its clients. Pursuant to the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong), the Personal Data Protection of Macau, the Personal Information Protection Law of the People's Republic of China\* (《中華人民共和國個人信息保護法》) and the Personal Data Protection Act of Singapore, the Group is obliged to keep all such data confidential. Therefore, the Group has implemented internal control measures to safeguard the security and confidentiality of our candidate database as follows:

- (a) Access to documents: Access to the information and candidate database is restricted on a stringent need-to-know basis by maintaining policies specifying the level and extent of documentation required in our key business activities and for general use. Approval from the Group's management team shall be obtained before any external requests to review the documents and any release of the documents are executed. There are also security measures in place to monitor the use of information internally by staff, including:
  - i. implementing security policy to limit certain staff from accessing company information away from office and/or out of working hours;
  - ii. keeping detailed records of staff's online activities and behaviours (including the time and date of each login, browser used for each session, number of page hits, actions the staff performed, candidates and/or clients the staff viewed, notes taken, messages sent and received) which enables the Group to closely and continuously monitor our staff's activities and behaviours to see if there are any abnormal activities such as excessive client and/or candidate view, access of candidate and/or client that falls outside of the staff's area of focus or scope of work; and
  - iii. configuring the IT and email systems so that mass data export is only available to system administrators (i.e. executive Directors of the Group).

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- (b) Storage of electronic data: The majority of personal data collected are uploaded and stored in a server operated by a contracted software service provider. They have implemented backup policies to safeguard the information in any unexpected situation.
- (c) System security: Directors of the Group consider that there are robust security measures in place to ensure security in every process of operation to prevent security system breaches. These measures include adopting the latest technologies to store and control data collected centrally in the cloud to prevent data from being stored locally on staff workstations or local file server which may lead to information leakage, requiring confidential data accessed by authorised staff through designated user's accounts and passwords, disabling the alteration and/or reviewing of data by general staff, and encrypting backup data. Hackers are prevented from attacking the candidate database by, among others, utilising certified recruitment software with functions of user authentication, data back up and segregation, operating system and database security to enhance protection against cyber-attacks, implementing firewall protecting the internal network from intrusion, installing anti-virus software on servers and workstations as well as applying security patches and updates of operating systems. During the Reporting Period, the Group did not experienced any incidents relating to hackers attacking its candidate database.
- (d) Compliance with the relevant laws and regulations: Employees are required to adhere to the obligations and responsibilities set out in all relevant laws and regulations of the corresponding region/country in relation to data privacy protection.

The Group complies with all applicable laws regarding confidential information and data protection. During the Reporting Period, the Group received no complaints or litigations relating to data protection and privacy protection, and there were no incidents or complaints concerning breaches of customer privacy or losses of customer data for the Group.

## **B7. Anti-corruption**

Conflict of interest exists when personal interest is in contrary or in contradiction with the Group's interest. It includes the use of a person's official position to benefit himself, his family, relatives or friends or any person to whom he owes a favour or is obliged in any way. The Group is committed to ensuring its business is not involved in any conflict of interest. Its code of conduct requires staff to avoid unapproved conflict of interest situations. Approval shall be obtained from the Board.



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Any bribery and corruption activities are also prohibited pursuant to the Prevention of Bribery Ordinance of the Laws of Hong Kong, and as stated in the Group's code of conduct. The whistleblowing policy is established to provide clear guidelines on reporting misconduct and malpractice, with channels for all shareholders, customers, suppliers and Internal Staff to raise concerns under the policy. When a suspicious case is received, the Group undergoes investigation procedures with secured protection on complainant's confidentiality. If a complainant's identity is exposed, whoever retaliates against the complainant will be subject to disciplinary actions. All concerns will be handled impartially and effectively, and will be reported to relevant enforcement authorities when necessary.

To enhance anti-corruption awareness, an annual anti-corruption training was provided to staff during the Reporting Period, which covered topics such as whistle-blowing, business ethics, avoiding conflict-of-interest, and anti-bribery.

During the Reporting Period, the Group did not have any lawsuits related to corruption, nor violated relevant laws and regulations that have a significant impact on the operations of the Group. There was no concluded legal case regarding corrupt practices brought against the Group or its employees during the Reporting Period.

## **B8. Community Investment**

The awareness of corporate social responsibility has been increasing in the market. The Group realises the importance of different stakeholders' expectations. In achieving long term, stable and healthy business prosperity and growth, the Group strives to balance the interests between stakeholders and is committed to improving the community's wellbeing.

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In addition, the Group attaches great importance to social public welfare activities, and has contributed to activities and organisations that are beneficial to the community. During the Reporting Period, the Group has participated in and sponsored various communal activities. See below a list of significant activities by the Group during the Reporting Period:

Date	Beneficiary	Details
February 2024	InspiringHK Sports Foundation	Participated in the Flag Day charity activities to promote community sports.
March 2024	City University of Hong Kong (CityU)	Donation of KOS Scholarships 2023/24 in the amount of HKD20,000 to outstanding students.
April – July 2024	InspiringHK Sports Foundation	Participated in WELL DUNK! Corporate Charity 3 on 3 Basketball Tournament.
June 2024	InspiringHK Sports Foundation	Sponsorship of WELL DUNK! 2024–2025 Public Estate Basketball League & Training Programme for total HKD138,000.
October 2024	Project WeCan Foundation	Participated in “Project WeCan”, which is a Business-in-Community initiative providing students who are disadvantaged in learning with opportunities and care to empower them to pursue higher studies and future careers.

Furthermore, the Group has also engaged in professional knowledge sharing through participating in conferences, webinars, and other activities during the Reporting Period, which allowed the Group to connect and share industrial trends and knowledge with other parties. These activities included but are not limited to:

- **University-Industry Collaboration & Educational Programs:** the Group strengthened ties with academia through internship programs in Chinese University of Hong Kong (CUHK), scholarships in CityU, recruitment activities and collaborative events. Founders of the Group attended CUHK’s Co-op@CUHK Program Annual Ceremony 2024, while senior leaders from Chongqing University\* (重慶大學) visited the Hong Kong office for strategic discussions. Additionally, the team shared career insights at Hong Kong University (HKU) and Shue Yan University, covering AI-driven recruitment, curriculum vitae (CV) writing, and interview techniques to empower students;

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- **Industry Thought Leadership:** The Group solidified its expertise by hosting and participating in high-impact forums. Examples include delivering a Business Transformation Workshop for Hong Kong Metropolitan University MBA students, speaking at ACCA-CUHK accounting networking events, and co-hosting the Hong Kong Talent Engage (HKTE) seminar on employment trends. Cross-border initiatives, such as the human resources and information technology networking event and Go Greater Bay Area (GBA)'s corporate exchange in Shenzhen, further showcased the Group's role in bridging GBA opportunities.
- **Technology & Innovation Initiatives:** pioneering tech-forward strategies, the Group co-hosted a webinar with Kornerstone to explore artificial intelligence (AI) tools in recruitment, addressing both applications and ethical limitations. Partnerships with REDnote's official training institute and Airsparks further emphasized digital upskilling through free public lectures on career development.
- **Awards & Corporate Recognition:** the Group earned prestigious accolades, including the Hong Kong Institute of Human Resource Management (HKIHRM) Talent Acquisition Merit Award, highlighting excellence in recruitment services. Individually, one of our senior consultants was honored with the Collaborative Team Excellence Award by Hong Kong International Airport, underscoring team-driven client service achievements.

The Group will continue to fulfil its corporate responsibilities and serve the community to the best of its abilities. The Group will also strive to achieve better allocation of resources in the perspective of providing assistance to the community in need and pursuing environmental protection, as well as contributing to the sustainable development of society.

# Environmental, Social and Governance Report

## APPENDIX: ESG REPORTING GUIDE CONTENT INDEX OF HKEX

Content of Indicator		Relevant Sections
<b>A. Environmental Aspect</b>		
<b>A1: Emissions</b>		
General Disclosure	Information on:	Emissions
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	
	relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
A1.1	The types of emissions and respective emissions data.	Emissions – Air Emissions
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions – GHG Emissions
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions – Hazardous Waste
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emissions – Non-hazardous Waste
A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions – Emissions Mitigation Initiatives and Targets
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.	Emissions – Waste Reduction Initiatives and Targets

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Content of Indicator		Relevant Sections
<b>A2: Use of Resources</b>		
General Disclosure	Policies on efficient use of resources including energy, water, and other raw materials.	Use of Resources
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Use of Resources – Energy Consumption
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources – Water Consumption
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources – Energy Use Efficiency Initiatives and Targets
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources – Water Use Efficiency Initiatives
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources – Packaging Material
<b>A3: The Environment and Natural Resources</b>		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	The Environment and Natural Resources
A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them.	The Environment and Natural Resources – Significant Impacts of Activities on the Environment
<b>A4: Climate Change</b>		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change
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.	Climate Change – Significant Climate Related Issues



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Content of Indicator		Relevant Sections
<b>B. Social Aspect</b>		
<b>B1: Employment</b>		
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, anti-discrimination, and other benefits and welfare.	Employment
B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Employment – Employment Figures
B1.2	Employee turnover rate by gender, age group and geographical region.	Employment – Turnover Figures
<b>B2: Health and Safety</b>		
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.	Employee Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Employee Health and Safety – Work- related fatalities and injury
B2.2	Lost days due to work injury.	Employee Health and Safety – Work- related fatalities and injury
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Employee Health and Safety

# Environmental, Social and Governance Report

Content of Indicator		Relevant Sections
<b>B3: Development and Training</b>		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
<b>B4: Labour Standards</b>		
General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to preventing child and forced labour.	Labour Standards
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
B4.2	Description of steps taken to eliminate non-compliance when discovered.	Labour Standards
<b>B5: Supply Chain Management</b>		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
B5.1	Number of suppliers by geographical region.	Supply Chain Management
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

# Environmental, Social and Governance Report

Content of Indicator		Relevant Sections
<b>B6: Product Responsibility</b>		
General Disclosure	Information on:	Product Responsibility
	(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.	
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility – Confidential Information, Data Protection, and Privacy
B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility – Confidential Information, Data Protection, and Privacy
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility – Intellectual Property Rights
B6.4	Description of quality assurance process and recall procedures	Product Responsibility – Quality Assurance
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility – Confidential Information, Data Protection, and Privacy

# Environmental, Social and Governance Report

Content of Indicator		Relevant Sections
<b>B7: Anti-corruption</b>		
General Disclosure	Information on:	Anti-corruption
	(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.	
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	Anti-corruption
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
<b>B8: Community Investment</b>		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests.	Community Investment
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment

\* The English name is for identification purpose only.

# Independent Auditor's Report



## TO THE SHAREHOLDERS OF KOS INTERNATIONAL HOLDINGS LIMITED

*(incorporated in the Cayman Islands with limited liability)*

### OPINION

We have audited the consolidated financial statements of KOS International Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) set out on pages 93 to 153, which comprise the consolidated statement of financial position as at 31 December 2024, and the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information and other explanatory information.

In our opinion, the consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2024, and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards (“HKFRSs”) issued by the Hong Kong Institute of Certified Public Accountants (“HKICPA”) and have been properly prepared in compliance with the disclosure requirements of the Hong Kong Companies Ordinance.

### BASIS FOR OPINION

We conducted our audit in accordance with Hong Kong Standards on Auditing (“HKSA”) issued by the HKICPA. Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the HKICPA’s Code of Ethics for Professional Accountants (the “Code”), and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### KEY AUDIT MATTERS

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.



# Independent Auditor's Report

## KEY AUDIT MATTERS – *continued*

Key audit matter	How our audit addressed the key audit matter
<b><i>Impairment assessment of accounts receivables</i></b>	
<p>We identified the impairment assessment of accounts receivables as a key audit matter due to the significance of accounts receivables to the Group's consolidated financial position and the involvement of subjective judgement and management estimates in evaluating the expected credit losses ("ECL") of the Group's accounts receivables at the end of the reporting period.</p> <p>As disclosed in note 17 to the consolidated financial statements, as at 31 December 2024, the Group's net accounts receivables amounting to approximately HK\$38,832,000 (2023: approximately HK\$26,260,000) and out of these accounts receivables of approximately HK\$9,559,000 (2023: approximately HK\$9,532,000) and approximately HK\$792,000 (2023: approximately HK\$1,986,000) were past due and past due over 90 days, respectively.</p> <p>As disclosed in note 4 and note 17 to the consolidated financial statements, the Group assessed credit risk of its customers with reference to external credit rating, the Group's observed default rates and supportable forward-looking information that is available to the directors of the Company without undue cost or effort, and are updated if considered to be required.</p>	<p>Our procedures in relation to the impairment assessment of accounts receivables included:</p> <ul style="list-style-type: none"> <li>• Obtaining an understanding on the key controls over credit risk assessment and how management estimates the loss allowance for accounts receivables;</li> <li>• Assessing the appropriateness of the loss allowance calculation methodology used by the management;</li> <li>• Testing the integrity of information used by management in assessing the credit risk of customers, on a sample basis, by checking the external credit rating of the customers to independence source if available, and comparing historical default rates to the actual losses recorded during the current financial year; and</li> <li>• Challenging management's basis and judgement in concluding accounts receivables which were past due over 90 days or more, and were not considered as in default, on a sample basis, with reference to the external credit rating, historical default rates and forward-looking information.</li> </ul>

# Independent Auditor's Report

## OTHER INFORMATION

The directors of the Company are responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements and our auditor's report thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## RESPONSIBILITIES OF DIRECTORS AND THOSE CHARGED WITH GOVERNANCE FOR THE CONSOLIDATED FINANCIAL STATEMENTS

The directors of the Company are responsible for the preparation of the consolidated financial statements that give a true and fair view in accordance with HKFRSs issued by the HKICPA and the disclosure requirements of the Hong Kong Companies Ordinance, and for such internal control as the directors determine is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the directors are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

# Independent Auditor's Report

## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE CONSOLIDATED FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion solely to you, as a body, in accordance with our agreed terms of engagement, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSA's will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with HKSA's, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



# Independent Auditor's Report

## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE CONSOLIDATED FINANCIAL STATEMENTS – *continued*

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The engagement partner on the audit resulting in the independent auditor's report is Lau, Ming Tak Simeon.

### **D & PARTNERS CPA LIMITED**

*Certified Public Accountants*

**Lau, Ming Tak Simeon**

*Practising Certificate Number: P07579*

Hong Kong, 28 March 2025

# Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the year ended 31 December 2024

	Notes	2024 HK\$'000	2023 HK\$'000
Revenue	5	213,297	143,566
Other income	6	1,613	1,324
Other gains (losses)	7	512	(348)
Staff costs		(187,687)	(119,613)
Other expenses and losses		(29,970)	(28,289)
Impairment losses under expected credit loss ("ECL") model, net of reversal		(206)	(139)
Finance costs	8	(458)	(372)
Loss before taxation	9	(2,899)	(3,871)
Income tax credit (expense)	10	352	(286)
Loss for the year		(2,547)	(4,157)
Other comprehensive expense			
Item that will not be reclassified to profit or loss:			
Fair value loss on:			
Investment in financial instruments at fair value through other comprehensive income ("FVTOCI")		(196)	(186)
Item that may be reclassified subsequently to profit or loss:			
Exchange differences arising on translation of foreign operations		(323)	(235)
Total comprehensive expense for the year		(3,066)	(4,578)
Loss per share – basic and diluted (Hong Kong cent)	13	(0.32)	(0.52)



# Consolidated Statement of Financial Position

As at 31 December 2024

	Notes	2024 HK\$'000	2023 HK\$'000
Non-current assets			
Property, plant and equipment	14	1,559	3,660
Right-of-use assets	15	10,151	4,405
Other intangible asset	16	980	980
Rental deposits	17	1,284	1,432
Equity instrument at FVTOCI	18	1,174	1,370
		<b>15,148</b>	11,847
Current assets			
Accounts and other receivables	17	40,547	28,879
Tax recoverable		496	1,491
Financial assets at fair value through profit or loss ("FVTPL")	19	419	601
Pledged bank deposits	20	2,400	3,000
Bank balances and cash	20	24,692	34,668
		<b>68,554</b>	68,639
Current liabilities			
Other payables and accruals	21	14,446	13,953
Contract liability	21	193	144
Lease liabilities	22	4,197	3,477
		<b>18,836</b>	17,574
Net current assets		<b>49,718</b>	51,065
Non-current liabilities			
Lease liabilities	22	6,035	916
Deferred tax liability	23	149	233
Provision for reinstatement costs	24	519	534
		<b>6,703</b>	1,683
Net assets		<b>58,163</b>	61,229
Capital and reserves			
Share capital	25	8,000	8,000
Reserves		50,163	53,229
Total equity		<b>58,163</b>	61,229

The consolidated financial statements on pages 93 to 153 were approved and authorised for issue by the Board of Directors on 28 March 2025 and are signed on its behalf by:

**Chan Ka On Eddie**  
DIRECTOR

**Chan Ka Shing Jackson**  
DIRECTOR

# Consolidated Statement of Changes in Equity

For the year ended 31 December 2024

	Share capital HK\$'000	Share premium HK\$'000	Special reserve HK\$'000	Statutory reserve HK\$'000 (Note i)	Investment revaluation reserve HK\$'000	Legal reserve HK\$'000 (Note ii)	Translation reserve HK\$'000	Retained profits HK\$'000	Total HK\$'000
At 1 January 2023	8,000	39,738	49	14	-	-	(267)	18,273	65,807
Loss for the year	-	-	-	-	-	-	-	(4,157)	(4,157)
Transfer to legal reserve	-	-	-	-	-	15	-	(15)	-
Fair value loss on investment in financial instruments at FVTOCI	-	-	-	-	(186)	-	-	-	(186)
Exchange differences arising on translation of foreign operations	-	-	-	-	-	-	(235)	-	(235)
Total comprehensive expense for the year	-	-	-	-	(186)	15	(235)	(4,172)	(4,578)
At 31 December 2023	8,000	39,738	49	14	(186)	15	(502)	14,101	61,229
Loss for the year	-	-	-	-	-	-	-	(2,547)	(2,547)
Fair value loss on investment in financial instruments at FVTOCI	-	-	-	-	(196)	-	-	-	(196)
Exchange differences arising on translation of foreign operations	-	-	-	-	-	-	(323)	-	(323)
Total comprehensive expense for the year	-	-	-	-	(196)	-	(323)	(2,547)	(3,066)
At 31 December 2024	8,000	39,738	49	14	(382)	15	(825)	11,554	58,163

## Notes:

- The statutory reserve represents the amount transferred from profit after taxation of the subsidiaries established in the Mainland of People's Republic of China (the "PRC") in accordance with the relevant PRC laws until the PRC statutory reserve reaches 50% of the registered capital of the respective subsidiaries. The statutory reserve can be applied either in setting off the accumulated losses or increasing capital.
- A subsidiary of the Group, incorporated in Macau and limited by shares, is required under the Macau Commercial Code No. 377 to set aside a minimum of 25% of this subsidiary's profit after taxation to the legal reserve until the balance of the reserve reaches a level equivalent to 50% of the subsidiary's capital. At 31 December 2024, the legal reserve reached to 50% of its capital and no additional legal reserve is required. This reserve is not distributable.

# Consolidated Statement of Cash Flows

For the year ended 31 December 2024

	2024 HK\$'000	2023 HK\$'000
Operating activities		
Loss before taxation	(2,899)	(3,871)
Adjustments for:		
Depreciation of property, plant and equipment	2,259	2,763
Depreciation of right-of-use assets	4,822	4,347
Written-off of property, plant and equipment	–	1
Loss on disposal of property, plant and equipment	7	–
Reversal of provision of reinstatement costs	(401)	–
Gain on disposal of financial assets at FVTPL	(135)	–
Change in fair value of financial assets at FVTPL	17	348
Interest income	(441)	(553)
Finance costs	458	372
Impairment losses under ECL model, net of reversal	206	139
Operating cash flows before movements in working capital	3,893	3,546
Increase in accounts and other receivables	(12,005)	(1,049)
Increase in other payables and accruals	515	3,228
Increase (decrease) in contract liability	49	(114)
Cash (used in) generated from operations	(7,548)	5,611
Hong Kong Profits Tax refunded (paid)	1,263	(2,879)
Taxation in other jurisdictions refunded	–	43
Net cash (used in) generated from operating activities	(6,285)	2,775
Investing activities		
Proceeds on disposal of financial assets at FVTPL	300	–
Purchase of property, plant and equipment	(294)	(1,135)
Proceeds on disposal of property, plant and equipment	108	–
Interest received	374	500
Net cash generated from (used in) investing activities	488	(635)
Financing activities		
Repayment of lease liabilities	(4,152)	(4,307)
Bank borrowing raised	7,000	3,000
Repayment of bank borrowing	(7,000)	(3,000)
Withdrawal of pledged bank deposits	1,200	600
Placement of pledged bank deposit	(600)	–
Interest paid	(433)	(352)
Net cash used in financing activities	(3,985)	(4,059)
Net decrease in cash and cash equivalents	(9,782)	(1,919)
Cash and cash equivalents at beginning of the year	34,668	36,738
Effect of foreign exchange rate changes	(194)	(151)
Cash and cash equivalents at end of the year, represented by bank balances and cash	24,692	34,668

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 1. GENERAL

KOS International Holdings Limited (the “Company”) was incorporated in the Cayman Islands with limited liability under the Companies Act of the Cayman Islands. Its shares are listed on GEM of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) on 12 October 2018. The addresses of the registered office and the principal place of business of the Company are disclosed in the corporate information section to the annual report.

The Company’s immediate and ultimate holding company is KJE Limited, a company incorporated in the British Virgin Islands. The ultimate controlling parties of the Company are Mr. Chan Ka Kin Kevin (“Mr. Kevin Chan”), Mr. Chan Ka On Eddie (“Mr. Eddie Chan”), Mr. Chan Ka Shing Jackson (“Mr. Jackson Chan”) and Mr. Chow Ka Wai Raymond (“Mr. Raymond Chow”).

The Company is an investment holding company and its subsidiaries are principally engaged in providing recruitment services and secondment and payroll services in Hong Kong, Macau, the Mainland of the People’s Republic of China (the “PRC”) and Singapore. The Company and its subsidiaries are hereinafter collectively referred to as the “Group”.

The consolidated financial statements are presented in Hong Kong dollars (“HK\$”), which is also the functional currency of the Company.

## 2. APPLICATION OF NEW AND AMENDMENTS TO HONG KONG FINANCIAL REPORTING STANDARDS (“HKFRSs”)

### Amendments to HKFRSs that are mandatorily effective for the current year

In the current year, the Group has applied the following amendments to HKFRSs issued by the Hong Kong Institute of Certified Public Accountants (“HKICPA”) for the first time, which are mandatorily effective for the Group’s annual period beginning on 1 January 2024 for the preparation of the consolidated financial statements:

Amendments to HKFRS 16	Lease Liability in a Sale and Leaseback
Amendments to HKAS 1	Classification of Liabilities as Current or Non-current and related amendments to Hong Kong Interpretation 5 (2020)
Amendments to HKAS 1	Non-current Liabilities with Covenants
Amendments to HKAS 7 and HKFRS 7	Supplier Finance Arrangements

The application of the amendments to HKFRSs in the current year has had no material impact on the Group’s financial positions and performance for the current and prior years and/or on the disclosures set out in these consolidated financial statements.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 2. APPLICATION OF NEW AND AMENDMENTS TO HONG KONG FINANCIAL REPORTING STANDARDS (“HKFRSs”) – *continued*

**Amendments to HKFRSs that are mandatorily effective for the current year – *continued***

***Impacts on application of Amendments to HKAS 1 Classification of Liabilities as Current or Non-current and related amendments to Hong Kong Interpretation 5 (2020) (the “2020 Amendments”)***

The Group has applied the amendments for the first time in the current year. The 2020 Amendments provide clarification and additional guidance on the assessment of right to defer settlement for at least twelve months from reporting date for classification of liabilities as current or non-current, which:

- specify that the classification of liabilities as current or non-current should be based on rights that are in existence at the end of the reporting period. Specifically, the classification should not be affected by management intentions or expectations to settle the liability within 12 months.
- clarify that the settlement of a liability can be a transfer of cash, goods or services, or the entity's own equity instruments to the counterparty. If a liability has terms that could, at the option of the counterparty, result in its settlement by the transfer of the entity's own equity instruments, these terms do not affect its classification as current or non-current only if the entity recognises the option separately as an equity instrument applying HKAS 32 *Financial Instruments: Presentation*.

For rights to defer settlement for at least twelve months from reporting date which are conditional on the compliance with covenants, the 2022 Amendments specifically clarify that only covenants that an entity is required to comply with on or before the end of the reporting period affect the entity's right to defer settlement of a liability for at least twelve months after the reporting date, even if compliance with the covenant is assessed only after the reporting date. The 2022 Amendments also specify that covenants with which an entity must comply after the reporting date (i.e. future covenants) do not affect the classification of a liability as current or non-current at the reporting date. However, if the entity's right to defer settlement of a liability is subject to the entity complying with covenants within twelve months after the reporting period, an entity discloses information that enables users of financial statements to understand the risk of the liabilities becoming repayable within twelve months after the reporting period. This would include information about the covenants, the carrying amount of related liabilities and facts and circumstances, if any, that indicate that the entity may have difficulties complying with the covenants.

In accordance with the transition provision, the Group has applied the new accounting policy to the classification of liability as current or non-current retrospectively. The application of the amendments in the current year had no material impact on the consolidated financial statements.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 2. APPLICATION OF NEW AND AMENDMENTS TO HONG KONG FINANCIAL REPORTING STANDARDS (“HKFRSs”) – continued

### New and amendments to HKFRSs in issue but not yet effective

The Group has not early applied the following amendments to HKFRSs that have been issued but are not yet effective:

Amendments to HKFRS 10 and HKAS 28	Sale or Contribution of Assets between an Investor and its Associate or Joint Venture <sup>1</sup>
Amendments to HKAS 21	Lack of Exchangeability <sup>2</sup>
Amendments to HKFRS 9 and HKFRS 7	Amendments to the Classification and Measurement of Financial Instruments <sup>3</sup>
Amendments to HKFRS Accounting Standards	Annual Improvements to HKFRS Accounting Standards – Volume 11 <sup>3</sup>
HKFRS 18	Presentation and Disclosure in Financial Statements <sup>4</sup>

<sup>1</sup> Effective for annual periods beginning on or after a date to be determined.

<sup>2</sup> Effective for annual periods beginning on or after 1 January 2025.

<sup>3</sup> Effective for annual periods beginning on or after 1 January 2026.

<sup>4</sup> Effective for annual periods beginning on or after 1 January 2027.

Except for the new and amendment to HKFRSs mentioned below, the directors of the Company anticipate that the application of all other new and amendments to HKFRSs will have no material impact on the consolidated financial statements in the foreseeable future.

### HKFRS 18 Presentation and Disclosure in Financial Statements

HKFRS 18 *Presentation and Disclosure in Financial Statements*, which sets out requirements on presentation and disclosures in financial statements, will replace HKAS 1 *Presentation of Financial Statements*. This new HKFRS Accounting Standard, while carrying forward many of the requirements in HKAS 1, introduces new requirements to present specified categories and defined subtotals in the statement of profit or loss; provide disclosures on management-defined performance measures in the notes to the financial statements and improve aggregation and disaggregation of information to be disclosed in the financial statements. In addition, some HKAS 1 paragraphs have been moved to HKAS 8 and HKFRS 7. Minor amendments to HKAS 7 *Statement of Cash Flows* and HKAS 33 *Earnings per Share* are also made.

HKFRS 18, and amendments to other standards, will be effective for annual periods beginning on or after 1 January 2027, with early application permitted. The application of the new standard is expected to affect the presentation of the statement of profit or loss and disclosures in the future financial statements. The Group is in the process of assessing the detailed impact of HKFRS 18 on the Group's consolidated financial statements.

# Notes to the Consolidated Financial Statements

*For the year ended 31 December 2024*

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION

The consolidated financial statements have been prepared in accordance with the HKFRSs issued by the HKICPA. In addition, the consolidated financial statements include applicable disclosures required by the Rules Governing the Listing of Securities on GEM of the Stock Exchange ("GEM Listing Rules") and by the Hong Kong Companies Ordinance.

### **Basis of consolidation**

The consolidated financial statements incorporate the financial statements of the Company and entities controlled by the Company and its subsidiaries. Control is achieved when the Company:

- has power over the investee;
- is exposed, or has rights, to variable returns from its involvement with the investee; and
- has the ability to use its power to affect its returns.

The Group reassesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control listed above.

Consolidation of a subsidiary begins when the Group obtains control over the subsidiary and ceases when the Group loses control of the subsidiary. Specifically, income and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated statement of profit or loss and other comprehensive income from the date the Group gains control until the date when the Group ceases to control the subsidiary.

When necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with the Group's accounting policies.

All intra-group assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation.

### **Revenue from contract with customers**

Information about the Group's accounting policies relating to contracts with customers is provided in notes 5 and 21.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### Leases

#### Definition of a lease

A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

For contracts entered into or modified on or after the date of initial application or arising from business combinations, the Group assesses whether a contract is or contains a lease based on the definition under HKFRS 16 at inception, modification date or acquisition date, as appropriate. Such contract will not be reassessed unless the terms and conditions of the contract are subsequently changed.

#### The Group as a lessee

##### Allocation of consideration to components of a contract

For a contract that contains a lease component and one or more additional lease or non-lease components, the Group allocates the consideration in the contract to each lease component on the basis of the relative stand-alone price of the lease component and the aggregate stand-alone price of the non-lease components.

As a practical expedient, leases with similar characteristics are accounted on a portfolio basis when the Group reasonably expects that the effects on the consolidated financial statements would not differ materially from individual leases within the portfolio.

##### Short-term leases

The Group applies the short-term lease recognition exemption to leases of offices that have a lease term of 12 months or less from the commencement date and do not contain a purchase option. Lease payments on short-term leases are recognised as expense on a straight-line basis or another systematic basis over the lease term.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### **Leases – continued**

#### **The Group as a lessee – continued**

##### *Right-of-use assets*

The cost of right-of-use assets includes:

- the amount of the initial measurement of the lease liability;
- any lease payments made at or before the commencement date, less any lease incentives received;
- any initial direct costs incurred by the Group; and
- an estimate of costs to be incurred by the Group in dismantling and removing the underlying assets, restoring the site on which it is located or restoring the underlying asset to the condition required by the terms and conditions of the lease.

Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities.

Right-of-use assets are depreciated on a straight-line basis over the shorter of its estimated useful life and the lease term.

The Group presents right-of-use assets as a separate line item on the consolidated statement of financial position.

##### *Refundable rental deposits*

Refundable rental deposits paid are accounted under HKFRS 9 and initially measured at fair value. Adjustments to fair value at initial recognition are considered as additional lease payments and included in the cost of right-of-use assets.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### *Leases – continued*

#### *The Group as a lessee – continued*

##### *Lease liabilities*

At the commencement date of a lease, the Group recognises and measures the lease liability at the present value of lease payments that are unpaid at that date. In calculating the present value of lease payments, the Group uses the incremental borrowing rate at the lease commencement date if the interest rate implicit in the lease is not readily determinable.

The lease payments include:

- fixed payments (including in-substance fixed payments) less any lease incentives receivable;
- variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable by the Group under residual value guarantees;
- the exercise price of a purchase option if the Group is reasonably certain to exercise the option; and
- payments of penalties for terminating a lease, if the lease term reflects the Group exercising an option to terminate the lease.

After the commencement date, lease liabilities are adjusted by interest accretion and lease payments.

The Group remeasures lease liabilities (and makes a corresponding adjustment to the related right-of-use assets) whenever:

- the lease term has changed or there is a change in the assessment of exercise of a purchase option, in which case the related lease liability is remeasured by discounting the revised lease payments using a revised discount rate at the date of reassessment.
- the lease payments change due to changes in market rental rates following a market rent review in which cases the related lease liability is remeasured by discounting the revised lease payments using the initial discount rate.

The Group presents lease liabilities as a separate line item on the consolidated statement of financial position.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

**Leases** – continued

**The Group as a lessee** – continued

*Lease modifications*

The Group accounts for a lease modification as a separate lease if:

- the modification increases the scope of the lease by adding the right to use one or more underlying assets; and
- the consideration for the leases increases by an amount commensurate with the stand-alone price for the increase in scope and any appropriate adjustments to that stand-alone price to reflect the circumstances of the particular contract.

For a lease modification that is not accounted for as a separate lease, the Group remeasures the lease liability based on the lease term of the modified lease by discounting the revised lease payments using a revised discount rate at the effective date of the modification.

The Group accounts for the remeasurement of lease liabilities by making corresponding adjustments to the relevant right-of-use assets. When the modified contract contains a lease component and one or more additional lease or non-lease components, the Group allocates the consideration in the modified contract to each lease component on the basis of the relative stand-alone price of the lease component and the aggregate stand-alone price of the non-lease components.

### **Government grants**

Government grants are not recognised until there is reasonable assurance that the Group will comply with the conditions attaching to them and that the grants will be received.

Government grants related to income that are receivables as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the Group with no future related costs are recognised in profit or loss in the period in which they become receivable. Such grants are presented under “Other income”.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### Retirement benefit costs and termination benefits

Payments to the Mandatory Provident Fund Scheme (the “MPF Scheme”) in Hong Kong, the Social Security Fund Contribution in Macau, the state-managed retirement benefit scheme managed by the PRC government and Central Provident Fund Scheme in Singapore are recognised as an expense when employees have rendered service entitling them to the contributions. A liability for a termination benefit is recognised at the earlier of when the Group entity can no longer withdraw the offer of the termination benefit and when it recognises any related restructuring costs.

### Short-term and other long-term employee benefits

Short-term employee benefits are recognised at the undiscounted amount of the benefits expected to be paid as and when employees rendered the services. All short-term employee benefits are recognised as an expense unless another HKFRSs requires or permits the inclusion of the benefit in the cost of an asset.

A liability is recognised for benefits accruing to employees (such as wages and salaries, annual leave and sick leave) after deducting any amount already paid.

Liabilities recognised in respect of other long-term employee benefits are measured at the present value of the estimated future cash outflows expected to be made by the Group in respect of services provided by employees up to the reporting date. Any changes in the liabilities’ carrying amounts resulting from service cost, interest and remeasurements are recognised in profit or loss except to the extent that another HKFRSs requires or permits their inclusion in the cost of an asset.

### Borrowing costs

All borrowing costs which are not eligible for capitalisation to qualifying assets are recognised in profit or loss in the period in which they are incurred.

### Taxation

Income tax expense represents the sum of current and deferred income tax expense.

The tax currently payable is based on taxable profit for the year. Taxable profit differs from loss before taxation as reported in the consolidated statement of profit or loss and other comprehensive income because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The Group’s liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the end of the reporting period.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### Taxation – continued

Deferred tax is recognised on temporary differences between the carrying amounts of assets and liabilities in the consolidated financial statements and the corresponding tax base used in the computation of taxable profit. Deferred tax liabilities are generally recognised for all taxable temporary differences. Deferred tax assets are generally recognised for all deductible temporary difference to the extent that it is probable that taxable profits will be available against which those deductible temporary differences can be utilised. Such assets and liabilities are not recognised if the temporary difference arises from goodwill or from the initial recognition (other than in a business combination) of other assets and liabilities in a transaction that affects neither the taxable profit nor the accounting profit and at time of the transaction does not give rise to equal taxable and deductible temporary differences.

The carrying amount of deferred tax assets is reviewed at the end of the reporting period and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the period in which the liability is settled or the asset is realised, based on tax rate (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the Group expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities.

For the purposes of measuring deferred tax for leasing transactions in which the Group recognises the right-of-use assets and the related lease liabilities, the Group first determines whether the tax deductions are attributable to the right-of-use assets or the lease liabilities.

For leasing transactions in which the tax deductions are attributable to the lease liabilities, the Group applies HKAS 12 requirements to the lease liabilities, the provisions for decommissioning and restoration and the related assets separately. The Group recognises a deferred tax asset related to lease liabilities to the extent that it is probable that taxable profit will be available against which the deductible temporary difference can be utilised and a deferred tax liability for all taxable temporary differences.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities and when they relate to income taxes levied to the same taxable entity by the same taxation authority.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### Taxation – continued

Current and deferred tax are recognised in profit or loss, except when they relate to items that are recognised in other comprehensive income or directly in equity, in which case, the current and deferred tax are also recognised in other comprehensive income or directly in equity respectively.

In assessing any uncertainty over income tax treatments, the Group considers whether it is probable that the relevant tax authority will accept the uncertain tax treatment used, or proposed to be used by individual group entities in their income tax filings. If it is probable, the current and deferred taxes are determined consistently with the tax treatment in the income tax filings. If it is not probable that the relevant taxation authority will accept an uncertain tax treatment, the effect of each uncertainty is reflected by using either the most likely amount or the expected value.

### Impairment on property, plant and equipment, right-of-use assets and other intangible asset

At the end of the reporting period, the Group reviews the carrying amounts of property, plant and equipment, right-of-use assets and other intangible asset to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss, if any. Where it is not possible to estimate the recoverable amount of an individual asset, the Group estimates the recoverable amount of the cash-generating unit to which the asset belongs. Where a reasonable and consistent basis of allocation can be identified, corporate assets are also allocated to individual cash-generating units, or otherwise they are allocated to the smallest group of cash-generating units for which a reasonable and consistent allocation basis can be identified.

The recoverable amount of property, plant and equipment, right-of-use assets and other intangible asset, are estimated individually. When it is not possible to estimate the recoverable amount individually, the Group estimates the recoverable amount of the cash-generating unit to which the asset belongs.

In addition, the Group assesses whether there is indication that corporate assets may be impaired. If such indication exists, corporate assets are also allocated to individual cash-generating units, when a reasonable and consistent basis of allocation can be identified, or otherwise they are allocated to the smallest group of cash-generating units for which a reasonable and consistent allocation basis can be identified.

Recoverable amount is the higher of fair value less costs of disposal and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### **Impairment on property, plant and equipment, right-of-use assets and other intangible asset** – continued

If the recoverable amount of an asset (or a cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or a cash-generating unit) is reduced to its recoverable amount. For corporate assets or portion of corporate assets which cannot be allocated on a reasonable and consistent basis to a cash-generating unit, the Group compares the carrying amount of a group of cash-generating units, including the carrying amounts of the corporate assets or portion of corporate assets allocated to that group of cash-generating units, with the recoverable amount of the group of cash-generating units. In allocating the impairment loss, the impairment loss is allocated first to reduce the carrying amount of any goodwill (if applicable) and then to the other assets on a pro-rata basis based on the carrying amount of each asset in the unit or the group of cash-generating units. The carrying amount of an asset is not reduced below the highest of its fair value less costs of disposal (if measurable), its value in use (if determinable) and zero. The amount of the impairment loss that would otherwise have been allocated to the asset is allocated pro-rata to the other assets of the unit or the group of cash-generating units. An impairment loss is recognised immediately in profit or loss.

Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit or a group of cash-generating units) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit or a group of cash-generating units) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss.

### **Property, plant and equipment**

Property, plant and equipment held for use in the production of services, or for administrative purposes are stated in the consolidated statement of financial position at cost less subsequent accumulated depreciation and accumulated impairment losses, if any.

Depreciation of property, plant and equipment is recognised so as to write off the cost of assets over their estimated useful lives, using the straight-line method. The estimated useful lives and depreciation method are reviewed at the end of the reporting period, with the effect of any changes in estimate accounted for on a prospective basis.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in profit or loss.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### Other intangible asset

Other intangible asset is measured on initial recognition at cost and its useful life is assessed to be indefinite.

Other intangible asset is tested for impairment annually and not amortised. Its useful life is reviewed annually to determine whether the indefinite life assessment continues to be supportable. If not, the change in the useful life assessment from indefinite to finite is accounted for on a prospective basis.

### Provisions

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that the Group will be required to settle that obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. When a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows (where the effect of the time value of money is material).

Provisions for the costs to restore leased assets to their original condition, as required by the terms and conditions of the lease, are recognised at the date of inception of the lease at the directors' best estimate of the expenditure that would be required to restore the assets. Estimates are regularly reviewed and adjusted as appropriate for new circumstances.

### Financial instruments

Financial assets and financial liabilities are recognised when a group entity becomes a party to the contractual provisions of the instrument.

Financial assets and financial liabilities are initially measured at fair value except for accounts receivables arising from contracts with customers which are initially measured in accordance with HKFRS 15. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets or financial liabilities at fair value through profit or loss ("FVTPL")) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at FVTPL are recognised immediately in profit or loss.

The effective interest method is a method of calculating the amortised cost of financial assets or financial liabilities and of allocating interest income and interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts and payments (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial assets or financial liabilities, or, where appropriate, a shorter period, to the net carrying amount on initial recognition.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### Financial instruments – continued

#### Financial assets

##### Classification and measurement of financial assets

Financial assets that meet the following conditions are subsequently measured at amortised cost:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets that meet the following conditions are subsequently measured at fair value through other comprehensive income (“FVTOCI”):

- the financial asset is held within a business model whose objective is achieved by both selling and collecting contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

All other financial assets are subsequently measured at FVTPL, except that at initial recognition of a financial asset the Group may irrevocably elect to present subsequent changes in fair value of an equity investment in other comprehensive income if that equity investment is neither held for trading nor contingent consideration recognised by an acquirer in a business combination to which HKFRS 3 “Business Combinations” applies.

A financial asset is held for trading if:

- it has been acquired principally for the purpose of selling in the near term; or
- on initial recognition it is a part of a portfolio of identified financial instruments that the Group manages together and has a recent actual pattern of short-term profit-taking; or
- it is a derivative that is not designated and effective as a hedging instrument.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### **Financial instruments – continued**

#### **Financial assets – continued**

##### *Classification and measurement of financial assets – continued*

In addition, the Group may irrevocably designate a financial asset that are required to be measured at the amortised cost or FVTOCI as measured at FVTPL if doing so eliminates or significantly reduces an accounting mismatch.

#### (i) Amortised cost and interest income

Interest income is recognised using the effective interest method for financial assets measured subsequently at amortised cost. Interest income is calculated by applying the effective interest rate to the gross carrying amount of a financial asset, except for financial assets that have subsequently become credit-impaired (see below). For financial assets that have subsequently become credit-impaired, interest income is recognised by applying the effective interest rate to the amortised cost of the financial asset from the next reporting period. If the credit risk on the credit impaired financial instrument improves so that the financial asset is no longer credit-impaired, interest income is recognised by applying the effective interest rate to the gross carrying amount of the financial asset from the beginning of the reporting period following the determination that the asset is no longer credit-impaired.

#### (ii) Equity instruments designated as at FVTOCI

Investments in equity instruments at FVTOCI are subsequently measured at fair value with gains and losses arising from changes in fair value recognised in other comprehensive income and accumulated in the investment revaluation reserve; and are not subject to impairment assessment. The cumulative gain or loss will not be reclassified to profit or loss on disposal of the equity investments, and will be transferred to retained profits.

Dividends from these investments in equity instruments are recognised in profit or loss when the Group's right to receive the dividends is established, unless the dividends clearly represent a recovery of part of the cost of the investment. Dividends are included in the "Other gains (losses)" line item in profit or loss.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

**Financial instruments** – continued

**Financial assets** – continued

*Classification and measurement of financial assets – continued*

(iii) Financial assets at FVTPL

Financial assets that do not meet the criteria for being measured at amortised cost or FVTOCI or designated as FVTOCI are measured at FVTPL.

Financial assets at FVTPL are measured at fair value at the end of each reporting period, with any fair value gains or losses recognised in profit or loss. The net gain or loss recognised in profit or loss includes any dividend or interest earned on the financial asset and is included in the “Other gains (losses)” line item.

*Impairment of financial assets*

The Group performs impairment assessment under expected credit loss (“ECL”) on financial assets which are subject to impairment assessment under HKFRS 9 “Financial Instruments” (including accounts and other receivables, rental deposits, pledged bank deposits and bank balances and cash). The amount of ECL is updated at each reporting date to reflect changes in credit risk since initial recognition.

Lifetime ECL represents the ECL that will result from all possible default events over the expected life of the relevant instrument. In contrast, 12-month ECL (“12m ECL”) represents the portion of lifetime ECL that is expected to result from default events that are possible within 12 months after the reporting date. Assessment are done based on the Group’s historical credit loss experience, adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current conditions at the reporting date as well as the forecast of future conditions.

The Group always recognises lifetime ECL for accounts receivables. The ECL on these assets are assessed for all debtors.

For all other instruments, the Group measures the loss allowance equal to 12m ECL, unless when there has been a significant increase in credit risk since initial recognition, in which case the Group recognises lifetime ECL. The assessment of whether lifetime ECL should be recognised is based on significant increases in the likelihood or risk of a default occurring since initial recognition.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

**Financial instruments** – continued

**Financial assets** – continued

*Impairment of financial assets – continued*

Significant increase in credit risk

In assessing whether the credit risk on a financial instrument has increased significantly since initial recognition, the Group compares the risk of a default occurring on the financial instrument as at the reporting date with the risk of a default occurring on the financial instrument as at the date of initial recognition. In making this assessment, the Group considers both quantitative and qualitative information that is reasonable and supportable, including historical experience and forward-looking information that is available without undue cost or effort.

In particular, the following information is taken into account when assessing whether credit risk has increased significantly:

- an actual or expected significant deterioration in the financial instrument's external or internal credit rating;
- significant deterioration in external market indicators of credit risk, e.g. a significant increase in the credit spread, the credit default swap prices for the debtor;
- existing or forecast adverse changes in business, financial or economic conditions that are expected to cause a significant decrease in the debtor's ability to meet its debt obligations;
- an actual or expected significant deterioration in the operating results of the debtor; and
- an actual or expected significant adverse change in the regulatory, economic, or technological environment of the debtor that results in a significant decrease in the debtor's ability to meet its debt obligations.

Irrespective of the outcome of the above assessment, the Group presumes that the credit risk has increased significantly since initial recognition when contractual payments are more than 30 days past due, unless the Group has reasonable and supportable information that demonstrates otherwise.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

**Financial instruments** – continued

**Financial assets** – continued

*Impairment of financial assets – continued*

Significant increase in credit risk – continued

Despite the foregoing, the Group assumes that the credit risk on a debt instrument has not increased significantly since initial recognition if the debt instrument is determined to have low credit risk at the reporting date. A debt instrument is determined to have low credit risk if (i) it has a low risk of default, (ii) the borrower has a strong capacity to meet its contractual cash flow obligations in the near term and (iii) adverse changes in economic and business conditions in the longer term may, but will not necessarily, reduce the ability of the borrower to fulfil its contractual cash flow obligations. The Group considers a debt instrument to have low credit risk when it has an internal or external credit rating of “investment grade” as per globally understood definitions.

Definition of default

The Group considers that default has occurred when the instrument is more than 90 days past due unless the Group has reasonable and supportable information to demonstrate that a more lagging default criterion is more appropriate.

Measurement and recognition of ECL

The measurement of ECL is a function of the probability of default, loss given default (i.e. the magnitude of the loss if there is a default) and the exposure at default. The assessment of the probability of default and loss given default is based on historical data adjusted by forward-looking information. Estimation of ECL reflects an unbiased and probability-weighted amount that is determined with the respective risks of default occurring as the weights.

Generally, the ECL is estimated as the difference between all contractual cash flows that are due to the Group in accordance with the contract and all the cash flows that the Group expects to receive, discounted at the effective interest rate determined at initial recognition.

Interest income is calculated based on the gross carrying amount of the financial asset unless the financial asset is credit-impaired, in which case interest income is calculated based on amortised cost of the financial asset.

The Group recognises an impairment gain or loss in profit or loss for all financial instruments by adjusting their carrying amount, with the exception of accounts receivables where the corresponding adjustment is recognised through a loss allowance account.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

**Financial instruments** – continued

**Financial assets** – continued

*Impairment of financial assets – continued*

Credit-impaired financial assets

A financial asset is credit-impaired when one or more events that have a detrimental impact on the estimated future cash flows of that financial asset have occurred. Evidence that a financial asset is credit-impaired includes observable data about the following events:

- (a) significant financial difficulty of the issuer or the borrower; or
- (b) a breach of contract, such as a default or past due event; or
- (c) the lender(s) of the borrower, for economic or contractual reasons relating to the borrower's financial difficulty, having granted to the borrower a concession(s) that the lender(s) would not otherwise consider; or
- (d) it is becoming probable that the borrower will enter bankruptcy or other financial reorganisation; or
- (e) the disappearance of an active market for that financial asset because of financial difficulties.

*Write-off policy*

The Group writes off a financial asset when there is information indicating that the counterparty is in severe financial difficulty and there is no realistic prospect of recovery, for example, when the counterparty has been placed under liquidation or has entered into bankruptcy proceedings. Financial assets written off may still be subject to enforcement activities under the Group's recovery procedures, taking into account legal advice where appropriate. A write-off constitutes a derecognition event. Any subsequent recoveries are recognised in profit or loss.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### **Financial instruments – continued**

#### **Financial liabilities and equity instruments**

##### *Classification as debt or equity*

Debt and equity instruments issued by a group entity are classified as either financial liabilities or equity in accordance with the substance of the contractual arrangements and the definitions of a financial liability and an equity instrument.

##### *Equity instruments*

An equity instrument is any contract that evidences a residual interest in the assets of an entity after deducting all of its liabilities. Equity instruments issued by the Company are recognised at the proceeds received, net of direct issue costs.

##### *Financial liabilities at amortised cost*

Financial liabilities, including other payables, are subsequently measured at amortised cost, using the effective interest method.

### **Derecognition**

The Group derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity.

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

On derecognition of an investment in equity instrument which the Group has elected on initial recognition to measure at FVTOCI, the cumulative gain or loss previously accumulated in the investment revaluation reserve is not reclassified to profit or loss, but is transferred to retained profits.

The Group derecognises financial liabilities when, and only when, the Group's obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable is recognised in profit or loss.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 3. BASIS OF PREPARATION OF CONSOLIDATED FINANCIAL STATEMENTS AND MATERIAL ACCOUNTING POLICY INFORMATION – continued

### Foreign currencies

In preparing the financial statements of each individual group entity, transactions in currencies other than the functional currency of that entity (foreign currencies) are recognised at the rates of exchanges prevailing on the dates of the transactions. At the end of the reporting period, monetary items denominated in foreign currencies are retranslated at the rates prevailing at that date. Non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated.

Exchange differences arising on the settlement of monetary items, and on the retranslation of monetary items, are recognised in profit or loss in the period in which they arise.

For the purposes of presenting the consolidated financial statements, the assets and liabilities of the Group's foreign operation are translated into the presentation currency of the Group (i.e. HK\$) using exchange rates prevailing at the end of the reporting period. Income and expenses items are translated at the average exchange rates for the period. Exchange differences arising, if any, are recognised in other comprehensive income and accumulated in equity under the heading of translation reserve.

## 4. KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the Group's accounting policies, which are described in note 3, the directors of the Company are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates is revised if the revision affects only that period, or in the period of the revision and the future periods if the revision affects both current and future periods.

The following is the key assumption concerning the future, and other key sources of estimation uncertainty at the end of the reporting period that has a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial years.

### Provision of ECL for accounts receivables

The Group uses simplified approach to calculate ECL for the accounts receivables. The provision rates are based on external credit ratings considering the debtor's historical default rate, adjusted after considering forward-looking information that is reasonable and supportable available without undue costs or effort that are specific to each debtor. At every reporting date, the historical observed default rates are reassessed and changes in the forward-looking information are considered.

The provision of ECL is sensitive to changes in estimates. The information about the ECL and the Group's accounts receivables are disclosed in note 17.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 4. KEY SOURCES OF ESTIMATION UNCERTAINTY – *continued*

### Fair value measurement of financial instruments

As at 31 December 2024, certain of the Group's financial assets, unquoted equity instrument, amounting to approximately HK\$1,174,000 (2023: approximately HK\$1,370,000) is measured at fair value with fair value being determined based on significant unobservable inputs using valuation techniques. Judgement and estimation are required in establishing the relevant valuation techniques and the relevant inputs thereof. Whilst the Group considers the valuation is the best estimates has resulted in greater market volatility and may affect the investees' businesses, which have led to higher degree of uncertainties in respect of the valuations in the current and prior year. Changes in assumptions relating to these factors could result in material adjustments to the fair value of the instruments. See note 18 for further disclosures.

## 5. REVENUE AND SEGMENT INFORMATION

### Recruitment services

The Group's recruitment services are to assist its customers in placing appropriate candidates for requested positions. Generally, the Group charges one-off service fees calculated based on an agreed percentage of the successfully placed candidate's monthly basic salary or annual remuneration package in the first year of his/her employment (the "Agreed Percentage"). For certain customers, the Group charges the service fees based on the fee calculated by the Agreed Percentage or an agreed minimum fee, whichever is higher. For certain placement of frontline staff, the Group generally charges a one-off fixed fee per successful placement. The performance obligations of recruitment services are to find appropriate candidates for the requested position. Pursuant to the terms of the recruitment services contracts, the Group is obliged to find the appropriate candidates for the requested position. In case the candidate resigns or the customer terminates employment in one to three months from the date of reporting duty by the candidate, the Group is obliged to find a one-off replacement within one to three months from the date when the Group is notified of such termination (the "Replacement Period"). In rare circumstances where the Group is unable to find replacement within the Replacement Period, the recruitment service fee will be refunded or credited to customer for future recruitment services. For the years ended 31 December 2024 and 2023, such reduction of recruitment service fees and refund to customers accounted for an immaterial portion of the recruitment services revenue. Payments are generally settled by customers within the credit periods of not more than 60 days offered by the Group after the successfully placed candidate's date of reporting duty.

For recruitment services for which the control of services is transferred at a point in time, revenue is recognised when the customer obtains the control of the completed services and the Group has present right to payment and the collection of the consideration is probable.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 5. REVENUE AND SEGMENT INFORMATION – continued

### Secondment and payroll services

The Group's secondment and payroll services are to second the suitable staff of the Group to its customers (the "Seconded Staff"). The performance obligations of secondment and payroll services are to second suitable Seconded Staff to its customers.

The Group satisfies the performance obligation by finding suitable Seconded Staff to work at the customer's workplace. Revenue is recognised over time where the customer received and consumed the benefits of the secondment and payroll services simultaneously, i.e. find a Seconded Staff, as the management of the Group considered the Group has fulfilled its performance obligations throughout a period of time and revenue is therefore recorded evenly throughout the service period. The Group generally charges the service fee either on a fixed amount per staff on a monthly bases or on a cost plus basis. The Group elected to apply the practical expedient by recognising the secondment and payroll services revenue in the amount to which the Group has right to invoice. As permitted under HKFRS 15, the transaction price allocated to unsatisfied contract is not disclosed. Payments are generally settled by clients within the credit periods of not more than 60 days from the date of invoices which are issued once or twice a month to respective clients.

For secondment and payroll services for which the control of the service is transferred when the Group had assigned the seconded staff to the customer over the secondment period, revenue is recognised when the customer simultaneously received secondment and payroll services and consumed the benefits provided by the Group's performance. The management of the Group considered the Group as a principal given (i) the Group is primarily responsible for fulfilling the required human resources services for its customers, that is, it has the discretion in selecting and assigning a particular staff to be seconded to its customer's workplace pursuant to the customer's requirements, directing the staff to satisfy the specific performance obligation under the secondment arrangement, and also the discretion in selecting replacement if necessary; (ii) the Group has inventory risk as the seconded staff remains employee of the Group before and after the relevant secondment; and (iii) it has the discretion in establishing the price for the relevant services; and as such the management of the Group recognises revenue in gross amount of consideration to which it expects to be entitled in exchange for the secondment and payroll services transferred.

A receivable represents the Group's unconditional right to consideration, i.e. only the passage of time is required before payment of that consideration is due.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 5. REVENUE AND SEGMENT INFORMATION – continued

### Disaggregation of revenue

	2024 HK\$'000	2023 HK\$'000
Recruitment services		
– Hong Kong	51,584	67,873
– Mainland China	20,134	16,551
– Singapore	4,957	365
	76,675	84,789
Secondment and payroll services		
– Hong Kong	133,623	56,005
– Macau	2,999	2,772
	136,622	58,777
Total	213,297	143,566

### Segment information

The Group's operating segment is determined based on information reported to the chief operating decision maker of the Group (the executive directors of the Company) for the purpose of resource allocation and performance assessment. For management purpose, the Group operates in one business unit based on their services, and only has one operating segment, human resource services operation. The chief operating decision maker reviews the revenue and results of the Group as a whole without further discrete financial information.

Accordingly, no analysis of this single operating and reportable segment is presented.

The majority of Group's revenue is generated from Hong Kong, and majority of non-current assets are located in Hong Kong.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 5. REVENUE AND SEGMENT INFORMATION – continued

### Information about major customer

Revenue from customer contributing over 10% of the total revenue of the Group during the year is as follows:

	2024 HK\$'000	2023 HK\$'000
Customer	39,792	N/A*

\* For the year ended 31 December 2023, no revenue derived from transactions with a single customer represent 10% or more of the Group's total revenue.

## 6. OTHER INCOME

	2024 HK\$'000	2023 HK\$'000
Dividend income from investments in listed securities	53	21
Interest income	441	553
Government grants (Note)	21	233
Visa application income	407	261
Seminar and training income	674	166
Sundry income	17	90
	<b>1,613</b>	<b>1,324</b>

Note: For the year ended 31 December 2024, the Group recognised the government grants approximately HK\$21,000 (2023: approximately HK\$233,000) of which approximately HK\$9,000 (2023: approximately HK\$81,000) related to Maternity Allowance and Job Stability subsidy granted by the PRC Government, approximately HK\$12,000 (2023: Nil) related to employment subsidy under "Corporate Income Tax Rebate Cash Grant" provided by the Inland Revenue Authority of Singapore and no government granted was provided by Hong Kong Government this year (2023: approximately HK\$152,000 related to Technology Voucher Programme).

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 7. OTHER GAINS (LOSSES)

	2024 HK\$'000	2023 HK\$'000
Net unrealised loss on financial assets at FVTPL	(17)	(348)
Gain on disposal of financial assets at FVTPL	135	–
Loss on disposal of property, plant and equipment	(7)	–
Reversal of provision of reinstatement costs (note 24)	401	–
	512	(348)

## 8. FINANCE COSTS

	2024 HK\$'000	2023 HK\$'000
Interest on lease liabilities	318	253
Interest on bank overdraft	–	38
Interest on bank loan	115	61
Interest on provision for reinstatement costs (note 24)	25	20
	458	372



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 9. LOSS BEFORE TAXATION

	2024 HK\$'000	2023 HK\$'000
Loss before taxation has been arrived at after charging:		
Directors' remuneration ( <i>note 11</i> )	6,746	7,398
Salaries and allowance for staff excluding directors	172,276	106,497
Staff welfare	371	649
Retirement benefit schemes contributions for staff excluding directors	8,294	5,069
Total staff costs	187,687	119,613
Rental expenses in respect of short-term leases	487	794
Depreciation of property, plant and equipment	2,259	2,763
Depreciation of right-of-use assets	4,822	4,347
Written-off of property, plant and equipment	–	1
Auditor's remuneration	650	750



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 10. INCOME TAX (CREDIT) EXPENSE

	2024 HK\$'000	2023 HK\$'000
Current tax		
– Hong Kong Profits Tax	173	431
– Mainland China	–	–
– Macau	–	–
– Singapore	–	–
Overprovision in prior years		
– Hong Kong Profits Tax	(441)	(79)
	(268)	352
Deferred tax (note 23)	(84)	(66)
	(352)	286

Hong Kong Profits Tax is calculated at 16.5% on the estimated assessable profit for both years.

Under the two-tiered profits rates regime, the first HK\$2 million of profits of the qualifying group entity will be taxed at 8.25%, and profits above HK\$2 million will be taxed at 16.5%. The profits of group entities in Hong Kong not qualifying for the two-tiered profits tax rates regime will continue to be taxed at the flat rate of 16.5%. Accordingly, the Hong Kong Profits Tax of the qualifying group entity is calculated at 8.25% on the first HK\$2 million of the estimated assessable profits and at 16.5% on the estimated assessable profits above HK\$2 million.

Macau Complementary Tax is calculated at 12% of the estimated assessable profits exceeding Macao Pataca (“MOP”) 600,000 for each of the years ended 31 December 2024 and 2023. No provision of Macau Complementary Tax was made as the subsidiary in Macau has no assessable profits exceeding MOP600,000 in both years.

Under the Law of the PRC on Enterprise Income Tax (the “EIT Law”) and Implementation Regulation of the EIT Law, the tax rate of the PRC subsidiary is 25% for the years ended 31 December 2024 and 2023. No provision for EIT is made for the years ended 31 December 2024 and 2023 as the Group has no taxable income arising in the PRC for both years.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 10. INCOME TAX (CREDIT) EXPENSE – continued

According to Guangdong Provincial Tax Service and Shanghai Municipal Tax Service, State Taxation Administration 《財政部稅務總局關於實施小微企業和個體工商戶所得稅優惠政策的公告》(2023年第12號), for the annual taxable income not exceeding RMB3 million, the subsidiary is subject to the EIT calculated at 25% of its taxable income at a tax rate of 20% from 1 January 2023 to 31 December 2027.

Singapore Corporate Income Tax is calculated at the rate of 17% on the estimated chargeable income arising in Singapore for the years ended 31 December 2024 and 2023. No provision of Corporate Income Tax was made as the subsidiary in Singapore has no chargeable income for the year ended 31 December 2023 and the chargeable income is wholly absorbed by tax losses brought forward from prior year for the year ended 31 December 2024.

The income tax (credit) expense for the year can be reconciled to the loss before taxation per the consolidated statement of profit or loss and other comprehensive income as follows:

	2024 HK\$'000	2023 HK\$'000
Loss before taxation	(2,899)	(3,871)
Tax at Hong Kong Profits Tax rate of 16.5%	(478)	(639)
Tax effect of income not taxable for tax purposes	(66)	(130)
Tax effect of expenses not deductible for tax purposes	124	91
Tax effect of tax loss not recognised	1,104	1,901
Tax effect of deductible temporary difference not recognised	258	307
Tax effect of different tax rate of subsidiaries operating in other jurisdiction	(463)	(607)
Tax effect of tax exemption under Macau Complimentary Tax	(39)	(33)
Overprovision in respect of prior years	(441)	(79)
Utilisation of tax losses previously not recognised	(184)	(354)
Income tax at concessionary rate	(165)	(165)
Tax concession	(2)	(6)
Income tax (credit) expense for the year	(352)	286

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 11. EMOLUMENTS OF DIRECTORS AND CHIEF EXECUTIVE AND EMPLOYEES

### Directors and Chief Executive

Directors' and chief executive's remuneration paid or payable by the entities comprising the Group during the year, disclosed pursuant to the applicable GEM Listing Rules and the Hong Kong Companies Ordinance is as follows:

For the year ended 31 December 2024

	Executive directors				Independent non-executive directors			Chief Executive		
	Mr. Kevin Chan	Mr. Eddie Chan	Mr. Jackson Chan	Ms. Yeung Shek Louisa	Mr. Poon Kai Kin	Mr. Cheung Wang Kei Wayne	Dr. Lau Kin Shing Charles	Ms. Yeung Shek Louisa	Subtotal	Total
	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000
	(Note 2)							(Note 2)		
Fee	-	-	-	-	120	120	120	360	-	360
Other emoluments										
- Salaries and other benefits	1,560	1,560	1,560	390	-	-	-	5,070	1,170	6,240
- Performance related bonus (Note 1)	376	376	376	130	-	-	-	1,258	-	1,258
- Retirement benefit scheme contributions	18	18	18	4	-	-	-	58	14	72
	1,954	1,954	1,954	524	120	120	120	6,746	1,184	7,930

Notes:

- The performance related bonus are determined by reference to the Group's operating results, individual performance and prevailing market conditions.
- Ms. Yeung Shek Shek Louisa is appointed as an Executive Director on 1 October 2024. Before the appointment of Executive Director, she was acting as Chief Executive of the Company and the Group.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 11. EMOLUMENTS OF DIRECTORS AND CHIEF EXECUTIVE AND EMPLOYEES – continued

**Directors and Chief Executive – continued**

**For the year ended 31 December 2023**

	Executive directors			Independent non-executive directors			Chief executive		
	Mr. Kevin Chan HK\$'000	Mr. Eddie Chan HK\$'000	Mr. Jackson Chan HK\$'000	Mr. Poon Kai Kin HK\$'000	Mr. Cheung Wang Kei Wayne HK\$'000	Dr. Lau Kin Shing Charles HK\$'000	Subtotal HK\$'000	Ms. Yeung Shek Shek Louisa HK\$'000	Total HK\$'000
Fee	-	-	-	120	120	120	360	-	360
Other emoluments									
– Salaries and other benefits	1,512	1,512	1,512	-	-	-	4,536	1,512	6,048
– Performance related bonus (Note 1)	816	816	816	-	-	-	2,448	126	2,574
– Retirement benefit scheme contributions	18	18	18	-	-	-	54	18	72
	2,346	2,346	2,346	120	120	120	7,398	1,656	9,054

**Note:**

- The performance related bonus are determined by reference to the Group's operating results, individual performance and prevailing market conditions.

The executive directors' emoluments shown above were for their services in connection with the management of the affairs as directors of the Company and the Group.

The independent non-executive directors' emoluments shown above were for their services as directors of the Company.

The chief executive's emoluments shown above were for her services in connection with the management of the affairs as chief executive officer of the Company and the Group.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 11. EMOLUMENTS OF DIRECTORS AND CHIEF EXECUTIVE AND EMPLOYEES – continued

### Employees

The five highest paid individuals of the Group do not include any directors or chief executive of the Company for each of the reporting period. Details of the remuneration for the year of the five highest paid employees who are not directors or chief executive of the Company are as follows:

	2024 HK\$'000	2023 HK\$'000
Salaries, allowances and benefits in kind	7,608	11,016
Retirement benefit scheme contributions	201	83
	7,809	11,099

The number of the highest paid individuals who are not the directors or chief executive of the Company whose remuneration fell within the following bands is as follows:

	2024 No. of employees	2023 No. of employees
HK\$1,000,001 to HK\$1,500,000	2	–
HK\$1,500,001 to HK\$2,000,000	3	2
HK\$2,000,001 to HK\$2,500,000	–	1
Over HK\$2,500,000	–	2
	5	5

No emoluments were paid by the Group to the directors or chief executive of the Company or the five highest paid individuals as an inducement to join or upon joining the Group or as compensation for loss of office for both years. None of the directors waived or agreed to waive any emoluments during the year.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 12. DIVIDENDS

No dividend has been proposed by the directors of the Company for the year ended 31 December 2024 (2023: Nil).

## 13. LOSS PER SHARE

The calculation of the basic loss per share attributable to the owners of the Company is based on the following data:

	2024 HK\$'000	2023 HK\$'000
Loss for the year	(2,547)	(4,157)

	2024	2023
Number of shares:		
Weighted average number of ordinary shares for the purpose of the basic loss per share	800,000,000	800,000,000

No diluted loss per share for years ended 31 December 2024 and 2023 were presented as there were no potential ordinary shares in issue during the years ended 31 December 2024 and 2023.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 14. PROPERTY, PLANT AND EQUIPMENT

	Leasehold improvements <i>HK\$'000</i>	Furniture and equipment <i>HK\$'000</i>	Office equipment <i>HK\$'000</i>	Motor vehicles <i>HK\$'000</i>	Total <i>HK\$'000</i>
<b>COST</b>					
At 1 January 2023	6,915	1,239	1,606	1,922	11,682
Additions	549	242	344	–	1,135
Written off	–	–	(7)	–	(7)
Exchange realignment	(26)	(6)	(7)	(11)	(50)
At 31 December 2023	<b>7,438</b>	<b>1,475</b>	<b>1,936</b>	<b>1,911</b>	<b>12,760</b>
Additions	<b>8</b>	<b>2</b>	<b>134</b>	<b>150</b>	<b>294</b>
Disposals	<b>–</b>	<b>–</b>	<b>(43)</b>	<b>(217)</b>	<b>(260)</b>
Exchange realignment	<b>(37)</b>	<b>(8)</b>	<b>(10)</b>	<b>(12)</b>	<b>(67)</b>
At 31 December 2024	<b>7,409</b>	<b>1,469</b>	<b>2,017</b>	<b>1,832</b>	<b>12,727</b>
<b>DEPRECIATION</b>					
At 1 January 2023	4,335	581	970	474	6,360
Provided for the year	1,602	273	342	546	2,763
Eliminated on written off	–	–	(6)	–	(6)
Exchange realignment	(7)	(2)	(4)	(4)	(17)
At 31 December 2023	<b>5,930</b>	<b>852</b>	<b>1,302</b>	<b>1,016</b>	<b>9,100</b>
Provided for the year	<b>1,303</b>	<b>219</b>	<b>257</b>	<b>480</b>	<b>2,259</b>
Eliminated on disposals	<b>–</b>	<b>–</b>	<b>(43)</b>	<b>(102)</b>	<b>(145)</b>
Exchange realignment	<b>(25)</b>	<b>(5)</b>	<b>(7)</b>	<b>(9)</b>	<b>(46)</b>
At 31 December 2024	<b>7,208</b>	<b>1,066</b>	<b>1,509</b>	<b>1,385</b>	<b>11,168</b>
<b>CARRYING VALUES</b>					
At 31 December 2024	<b>201</b>	<b>403</b>	<b>508</b>	<b>447</b>	<b>1,559</b>
At 31 December 2023	1,508	623	634	895	3,660

The above items of property, plant and equipment are depreciated on a straight-line method at the following rates per annum:

Leasehold improvements	Over the term of the lease
Furniture and equipment	20%
Office equipment	20%
Motor vehicles	25%

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 15. RIGHT-OF-USE ASSETS

		Leased offices HK\$'000
<b>As at 31 December 2024</b>		
Carrying amount		10,151
<b>As at 31 December 2023</b>		
Carrying amount		4,405
<b>For the year ended 31 December 2024</b>		
Depreciation charge		4,822
<b>For the year ended 31 December 2023</b>		
Depreciation charge		4,347

	Year ended 31 December 2024 HK\$'000	Year ended 31 December 2023 HK\$'000
Rental expenses related to short-term leases	487	794
Total cash outflow for leases	4,957	5,353
Addition to right-of-use assets	10,646	1,810

The Group leases various offices for its operations. Lease contracts are entered into for fixed term of 1 year to 3 years. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. In determining the lease term and assessing the length of the non-cancellable period, the Group applies the definition of a contract and determines the period for which the contract is enforceable.

The right-of-use assets are depreciated on a straight-line basis over the short of its estimated useful life and the lease term.

The Group regularly entered into short-term leases for offices. As at 31 December 2024 and 2023, the portfolio of short-term leases is similar to the portfolio of short-term leases to which the short term lease expense disclosed above.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 16. OTHER INTANGIBLE ASSET

	Club Membership HK\$'000
<b>COST</b>	
At 1 January 2023, 31 December 2023 and 31 December 2024	980
<b>IMPAIRMENT</b>	
At 1 January 2023, 31 December 2023 and 31 December 2024	–
<b>CARRYING VALUES</b>	
At 31 December 2024	980
At 31 December 2023	980

The Group acquired the club membership from Hong Kong Golf & Tennis Academy Town Club in 2022. Membership is considered as having an indefinite useful life as there is no time limit for which the Group can use the membership, and therefore it will not be amortised until its useful life is determined to be finite upon reassessment annually. Accordingly, the intangible asset is tested for impairment annually and whenever there is an indication that it may be impaired.

During the years ended 31 December 2024 and 2023, no impairment loss for the membership was recognised.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 17. ACCOUNTS AND OTHER RECEIVABLES AND RENTAL DEPOSITS

	2024 HK\$'000	2023 HK\$'000
Accounts receivables	40,116	27,338
Less: Allowance for ECL	(1,284)	(1,078)
	38,832	26,260
Other receivables		
– Prepayments	1,190	1,911
– Rental and utility deposits	1,541	1,774
– Others	268	366
Total accounts and other receivables	41,831	30,311
Less: Receivables within twelve months shown under current assets	(40,547)	(28,879)
Rental deposits shown under non-current assets	1,284	1,432

Generally, the Group allows a credit period of not more than 60 days to its customers.

The following is an ageing analysis of accounts receivables presented based on the revenue recognition date at the end of the reporting period.

	2024 HK\$'000	2023 HK\$'000
Within 30 days	29,589	16,386
31 to 60 days	4,316	4,566
61 to 90 days	1,574	1,557
91 to 180 days	2,914	3,200
Over 180 days	439	551
	38,832	26,260

The management of the Group closely monitors the credit quality of accounts receivables and considers the debts that are neither past due nor impaired to be of a good credit quality. Receivables that are neither past due nor impaired related to a wide range of customers for whom there is no history of default.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 17. ACCOUNTS AND OTHER RECEIVABLES AND RENTAL DEPOSITS

– continued

In determining the recoverability of the accounts receivables, the Group monitors any changes in the credit quality of the accounts receivables since the credit was granted and up to the end of the reporting period. The directors consider that the Group has no significant concentration of credit risk on its accounts receivables, with exposure spread over a number of counterparties and customers.

As at 31 December 2024, included in the Group's accounts receivables balance are debtors with aggregate carrying amount of approximately HK\$9,559,000 (2023: approximately HK\$9,532,000) which are past due as at the reporting date. Out of the past due balances, approximately HK\$792,000 (2023: approximately HK\$1,986,000) has been past due over 90 days or more and is not considered as in default. The directors of the Company are in the view that there have been no significant increase in credit risk nor default because of good repayment records for those customers and continuous business with the Group.

### Impairment assessment on accounts receivables subject to ECL model

As part of the Group's credit risk management, the Group takes reference to external credit rating of its customers and the Group's historical observed default rates and are adjusted for forward-looking information that is available without undue cost or effort. The following tables provide information about the exposure to credit risk and ECL for accounts receivables.

#### 2024

	Gross carrying amount HK\$'000	Weighted average loss rate	Allowance for ECL HK\$'000
Low risk	38,813	0.77%	297
High risk – 1	336	5.95%	20
High risk – 2	967	100.00%	967
	<b>40,116</b>		<b>1,284</b>

#### 2023

	Gross carrying amount HK\$'000	Weighted average loss rate	Allowance for ECL HK\$'000
Low risk	25,148	0.58%	147
High risk – 1	1,336	5.76%	77
High risk – 2	854	100.00%	854
	<b>27,338</b>		<b>1,078</b>

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 17. ACCOUNTS AND OTHER RECEIVABLES AND RENTAL DEPOSITS

– continued

### Impairment assessment on accounts receivables subject to ECL model – continued

Quality classification definitions:

Internal credit rating	Description	Accounts receivables
“Low risk”:	The counterparty has a low risk of default and does not have any past-due amounts; or the counterparty has amounts past-due but is continuously settling after due date and with continuous business transactions with the Group.	Lifetime ECL – not credit-impaired
“High risk – 1”:	There have been significant increases in credit risk since initial recognition through information developed internally or external resources while the counterparty is with continuous business transactions with the Group.	Lifetime ECL – not credit-impaired
“High risk – 2”:	There is evidence indicating the asset is credit-impaired.	Lifetime ECL – credit-impaired

The estimated loss rates are estimated based on the external credit rating, the Group’s observed default rates and supportable forward-looking information that is available to the directors of the Company without undue cost or effort.

The movement in the allowance for impairment in respect of accounts receivables for the years ended 31 December 2024 and 2023 is as follows:

	Lifetime ECL (not credit-impaired) HK\$'000	Lifetime ECL (credit-impaired) HK\$'000	Total HK\$'000
Balance at 1 January 2023	279	660	939
Transferred to credit-impaired	(14)	14	–
Impairment loss recognised	187	180	367
Impairment loss reversed	(228)	–	(228)
Balance at 31 December 2023	<b>224</b>	<b>854</b>	<b>1,078</b>
Impairment loss recognised	<b>253</b>	<b>113</b>	<b>366</b>
Impairment loss reversed	<b>(160)</b>	<b>–</b>	<b>(160)</b>
Balance at 31 December 2024	<b>317</b>	<b>967</b>	<b>1,284</b>

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 17. ACCOUNTS AND OTHER RECEIVABLES AND RENTAL DEPOSITS

– continued

### Impairment assessment on accounts receivables subject to ECL model – continued

During the year ended 31 December 2024, approximately HK\$206,000 (2023: approximately HK\$139,000) net impairment loss allowance related to accounts receivables and approximately HK\$160,000 (2023: approximately HK\$228,000) reversal of impairment loss allowance related to accounts receivables that are not credit-impaired was recognised in profit or loss, respectively.

## 18. EQUITY INSTRUMENT AT FVTOCI

	2024 HK\$'000	2023 HK\$'000
Unlisted equity investment (Note)	1,174	1,370

Note: The unlisted equity investment represented the Group's investment in a private company established in British Virgin Islands, which is a venture capital Company.

The above unlisted investment is not held for trading. Instead, they are held for long-term strategic purposes. The directors of the Company have elected to designate the investment in equity instrument at FVTOCI as they believe that recognising short-term fluctuations in the investment fair value in profit or loss would not be consistent with the Group's strategy of holding the investment for long-term purposes and realising their performance potential in the long run.

## 19. FINANCIAL ASSETS AT FVTPL

	2024 HK\$'000	2023 HK\$'000
Hong Kong listed equity securities held for trading (Note)	419	601

Note: The fair values of listed securities are based on the bid prices quoted in active markets in Hong Kong.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 20. PLEDGED BANK DEPOSITS, BANK BALANCES AND CASH

### Bank balances and pledged bank deposits

Bank balances carried interest at prevailing market interest rates based on daily bank deposits rates for both years.

Pledged bank deposits carry fixed interest rate in a range of 3.10% to 4.25% (2023: 3.80% to 4.85%) per annum and represent deposit pledged to banks to secure banking facilities granted to the Group. Bank deposits amounting to HK\$2,400,000 (2023: HK\$3,000,000) have been pledged to secure revolving loan and corporate credit cards are therefore classified as current assets.

For the years ended 31 December 2024 and 2023, the Group performed impairment assessment on bank balances and pledged bank deposits and concluded that the probability of defaults of the counterparty banks are insignificant and accordingly, no allowance for ECL is provided.

## 21. OTHER PAYABLES AND ACCRUALS AND CONTRACT LIABILITY

	2024 HK\$'000	2023 HK\$'000
Other payables	2,467	2,193
Accrued expenses	1,117	1,155
Accrued payroll expenses	10,862	10,605
	14,446	13,953
	2024 HK\$'000	2023 HK\$'000
<b>Contract liability</b>		
Secondment and payroll services	193	144

As at 1 January 2023, contract liability amounted to approximately HK\$258,000.

For secondment and payroll services, the management expects that the unsatisfied performance obligations will be recognised as revenue within one year according to the contract period.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 22. LEASE LIABILITIES

	2024 HK\$'000	2023 HK\$'000
Lease liabilities payable:		
Within one year	4,197	3,477
Within a period of more than one year but not more than two years	3,940	661
Within a period of more than two years but not exceeding five years	2,095	255
	10,232	4,393
Less: Amount due from settlement with 12 months shown under current liabilities	(4,197)	(3,477)
Amount due from settlement after 12 months shown under non-current liabilities	6,035	916

The Company does not expose to a significant liquidity risk with regard to its lease liabilities. Lease liabilities is monitored by the Company's treasury function. The weighted average lessee's incremental borrowing rate is 6.39% per annum for the year ended 31 December 2024 (2023: 4.24%).

## 23. DEFERRED TAX LIABILITY

The following is the major deferred tax liability recognised and movements thereon during the current and prior years:

	Accelerated tax depreciation HK\$'000
At 1 January 2023	299
Credit to profit or loss	(66)
At 31 December 2023	233
Credit to profit or loss	(84)
At 31 December 2024	149



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 23. DEFERRED TAX LIABILITY – continued

At 31 December 2024, the Group has unused tax losses of approximately HK\$12,765,000 (2023: approximately HK\$9,447,000) available for offset against future profits. No deferred tax asset has been recognised in respect of approximately HK\$13,583,000 (2023: approximately HK\$10,160,000) due to the unpredictability of future profit streams. Include in unrecognised tax losses are losses of approximately HK\$10,537,000 (2023: approximately HK\$8,139,000) that can be carried forward for one to five years for the year ended 31 December 2024. Other unrecognised tax losses may be carried forward indefinitely.

Under the EIT Law of PRC, withholding tax is imposed on dividends declared in respect of profits earned by PRC subsidiaries from 1 January 2008 onwards.

At 31 December 2024 and 2023, no deferred taxation has been provided for in the consolidated financial statements in respect of accumulated loss of PRC subsidiary.

## 24. PROVISION FOR REINSTATEMENT COSTS

The provision for reinstatement costs represents management's best estimate of the Group's liabilities of the costs of dismantling and removing the leasehold improvements and restoring the offices on which leased offices are located.

The movement in the provision for reinstatement cost are as follows:

	2024 HK\$'000	2023 HK\$'000
As at 1 January	534	431
Additional provision	366	86
Reversal provision	(401)	–
Interest expenses	25	20
Exchange realignment	(5)	(3)
As at 31 December	519	534

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 25. SHARE CAPITAL

	Number of shares	Share capital HK\$
Ordinary share of HK\$0.01 each		
Authorised:		
At 1 January 2023, 31 December 2023 and 31 December 2024	4,000,000,000	40,000,000
Issued and fully paid:		
At 1 January 2023, 31 December 2023 and 31 December 2024	800,000,000	8,000,000

## 26. PLEDGE OF ASSET

At the end of the reporting period, the following asset of the Group has been pledged to bank to secure general bank facilities granted to the Group:

	2024 HK\$'000	2023 HK\$'000
Pledged bank deposits	2,400	3,000

## 27. CAPITAL RISK MANAGEMENT

The Group manages its capital to ensure that entities in the Group will be able to continue as a going concern while maximising the return to the shareholders through the optimisation of the debt and equity balance. The Group's overall strategy remains unchanged from the prior year.

The capital structure of the Group consists of net debt, which includes cash and cash equivalents, and equity attributable to owners of the Company, comprising share capital and reserves.

The management of the Group reviews the capital structure on a regular basis. As part of this review, the management of the Group considers the cost and the risks associates with each class of capital. Based on recommendations of the management of the Group, the Group will balance its overall capital structure through the payment of dividends, new share issues as well as the issue of new debt or the redemption of existing debt.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 28. FINANCIAL INSTRUMENTS

### Categories of financial instruments

	2024 HK\$'000	2023 HK\$'000
<b>Financial assets</b>		
Amortised cost (including cash and cash equivalents)	67,733	66,068
Equity instrument at FVTOCI	1,174	1,370
Financial assets at FVTPL	419	601
<b>Financial liabilities</b>		
Amortised cost	2,082	1,988
Lease liabilities	10,232	4,393

### Financial risk management objectives and policies

The Group's financial instruments include rental deposits, equity instrument at FVTOCI, accounts and other receivables, financial assets at FVTPL, pledged bank deposits, bank balances and cash, other payables and lease liabilities. Details of these financial instruments are disclosed in respective notes. The risks associated with these financial instruments and the policies on how to mitigate these risks are set out below. The management manages and monitors these exposures to ensure appropriate measures are implemented on a timely and effective manner.

### Market risk

#### Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of change in market interest rate.

The Group is exposed to fair value interest rate risk which arise from lease liabilities (see note 22). The Group is exposed to cash flow interest rate risk in relation to variable-rate bank balances and unlisted investment (see notes 20 and 18, respectively) due to the fluctuation of the prevailing market interest rate. The Group currently does not have a policy on hedging interest rate risk. However, the management of the Group monitors interest rate exposure and will consider hedging significant interest rate risk should the need arise.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 28. FINANCIAL INSTRUMENTS – continued

### Financial risk management objectives and policies – continued

#### Market risk – continued

##### Interest rate risk – continued

##### Sensitivity analysis

No sensitivity analysis on interest rate risk on bank deposits is presented as the directors of the Company consider the sensitivity on interest rate risk on bank deposits is insignificant.

##### Equity price risk

The Group is mainly exposed to equity price risk through its investments in listed equity securities and unlisted equity investment. The Group has a team to monitor the price risk and will consider hedging the risk exposure should the need arise.

##### Sensitivity analysis

The sensitivity analysis below has been determined based on the exposure to equity price risk at the end of the reporting period.

If the price of the listed equity securities at FVTPL had been 10% (2023: 10%) higher/lower, the Group's profit after taxation would increase/decrease by approximately HK\$35,000 (2023: approximately HK\$50,000).

If the price of the unlisted equity investment at FVOCI had been 10% (2023: 10%) higher/lower, the investment revaluation reserve would increase/decrease by approximately HK\$98,000 (2023: approximately HK\$114,000).

#### Credit risk

##### Overview of the Group's exposure to credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group. At the end of the reporting period, the Group's maximum exposure to credit risk which will cause a financial loss to the Group due to failure to discharge an obligation by the counterparties arises from the carrying amount of the respective recognised financial assets as stated in the consolidated statement of financial position.

The Group's credit risk is primarily attributable to its accounts receivables. In order to minimise the credit risk, the Group has applied the simplified approach in HKFRS 9 to measure the loss allowance at lifetime ECL. The Group determines the ECL on these items as disclosed in note 17.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 28. FINANCIAL INSTRUMENTS – continued

### Financial risk management objectives and policies – continued

#### Credit risk – continued

##### Overview of the Group's exposure to credit risk – continued

As at 31 December 2024, the Group has concentration of credit risk as 28% (2023: 15%) of the total accounts receivables was due from the Group's largest debtor. The Group's concentration of credit risk on the top five largest debtors accounted for 42% (2023: 39%) of the total accounts receivables as at 31 December 2024. The management of the Group considered the credit risk of amounts due from these customers is insignificant after considering their historical settlement record, credit quality and financial position.

The Group considered the credit risk on the rental deposits and other receivables at the end of the reporting period using the past due information and concluded that there has been no significant increase in credit risk since initial recognition. No loss allowance is made for other receivables and rental deposits as the amount of ECL with respect to these balances is considered insignificant.

The credit risk on pledged bank deposits and bank balances is limited because the counterparties are banks with high credit ratings assigned by international credit-rating agencies.

Other than the concentration of credit risk on pledged bank deposits and bank balances which are deposited with several banks with high credit ratings, the Group does not have any other significant concentration of credit risk, with exposure spread over a number of counterparties.

#### Liquidity risk

Ultimate responsibility for liquidity risk management rests with the management, which has built an appropriate liquidity risk management framework for the management of the Group's short, medium and long-term funding and liquidity management requirements. The Group manages liquidity risk by maintaining adequate reserves and borrowing facilities, by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial liabilities.

The following tables detail the Group's remaining contractual maturity for its non-derivative financial liabilities. The tables have been drawn up based on the undiscounted cash flows of financial liabilities based on the earliest date on which the Group can be required to pay.

The tables include both interest and principal cash flows. To the extent that interest flows are floating rate, the undiscounted amount is derived from interest rate at the end of the year.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 28. FINANCIAL INSTRUMENTS – continued

### Financial risk management objectives and policies – continued

#### Liquidity risk – continued

#### Liquidity tables

	Weighted average interest rate %	On demand or less than 3 months HK\$'000	Over 3 months but not more than 1 year HK\$'000	Over 1 year HK\$'000	Total undiscounted cash flows HK\$'000	Carry amount HK\$'000
<b>At 31 December 2024</b>						
Lease liabilities	6.39	1,202	3,507	6,352	11,061	10,232
Other payables	–	2,082	–	–	2,082	2,082
		3,284	3,507	6,352	13,143	12,314

	Weighted average interest rate %	On demand or less than 3 months HK\$'000	Over 3 months but not more than 1 year HK\$'000	Over 1 year HK\$'000	Total undiscounted cash flows HK\$'000	Carry amount HK\$'000
<b>At 31 December 2023</b>						
Lease liabilities	4.24	1,136	2,445	945	4,526	4,393
Other payables	–	1,988	–	–	1,988	1,988
		3,124	2,445	945	6,514	6,381

The amounts included above for variable interest rate instruments for non-derivative financial liabilities are subject to change if changes in variable interest rates differ to those estimates of interest rates determined at the end of each year.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 28. FINANCIAL INSTRUMENTS – continued

### Fair value measurement of financial instruments

Some of the Group's financial instruments are measured at fair value for financial reporting purposes.

In estimating the fair value, the Group uses market-observable data to the extent it is available. For the instrument with significant unobservable inputs under Level 3, the Group engages third party qualified valuers to perform the valuation.

### Fair value of the Group's financial assets that are measured at fair value on a recurring basis

Some of the Group's financial assets are measured at fair value at the end of each reporting period. The following table gives information about how the fair values of these financial assets are determined (in particular, the valuation technique(s) and inputs used).

Financial assets	Fair value as at 2024 HK\$'000	Fair value as at 2023 HK\$'000	Fair value hierarchy	Basis of fair value measurement/ valuation technique(s) and key input(s)	Significant unobservable input(s)
1. Listed equity securities classified as equity instruments at FVTPL	419	601	Level 1	The fair value of the equity securities is estimated by the price quotation available on the Hong Kong Stock Exchange.	N/A
2. Unlisted equity investment classified as equity instrument at FVTOCI	1,174	1,370	Level 3	Market comparison approach. Use of the most reasonable and available multiples.	2024: Price to sales ratio of comparable multiple in range of 0.94 times to 4.06 times and risk adjustments for lack of marketability and lack of control. (Note)  2023: Price to sales ratio of comparable multiple in range of 1.30 times to 3.32 times and risk adjustments for lack of marketability and lack of control. (Note)

*Note:* The higher the multiples, the higher the fair value of unlisted equity securities. The higher the risk adjustments, the lower the fair value of unlisted equity securities. A reasonably possible change in the unobservable input would result in a significant higher or lower fair value measurement.

There were no transfers between Level 1 and Level 2 and no transfer into or out of Level 3 for value measurements for the years ended 31 December 2024 and 2023.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 28. FINANCIAL INSTRUMENTS – continued

### Fair value measurement of financial instruments – continued

#### Reconciliation of Level 3 fair value measurement of financial asset

	2024 HK\$'000	2023 HK\$'000
Unlisted equity investment classified as equity instrument at FVTOCI		
<b>At 1 January</b>	<b>1,370</b>	1,556
Loss on fair value change	(196)	(186)
<b>At 31 December</b>	<b>1,174</b>	1,370

Except for the financial assets that are measured at fair value on a recurring basis, the directors of the Company consider that the carrying amounts of other financial assets and financial liabilities recognised in the consolidated financial statements approximate their fair values.

## 29. RELATED PARTY TRANSACTIONS

### Compensation of key management personnel

The remuneration of directors and other member of key management during the year was as follows:

	2024 HK\$'000	2023 HK\$'000
Short-term benefits	7,858	8,982
Post-employments benefits	72	72
	<b>7,930</b>	9,054

Further details of the directors' emoluments are included in note 11.

Except as described as above, the Group did not enter into transactions with related party in 2024 and 2023.

# Notes to the Consolidated Financial Statements

*For the year ended 31 December 2024*

## 30. RETIREMENT BENEFITS PLANS

The Group participates in the Mandatory Provident Fund (“MPF”) Scheme for all its qualifying employees in Hong Kong. The assets of the MPF Scheme are held separately from those of the Group in funds under the control of an independent trustee. The only obligation of the Group with respect to the MPF Scheme is to make the required contributions under the scheme. No forfeited contribution is available to reduce the contribution payable in the future years.

Eligible employees of the Group are covered by a government-mandated defined contribution plan pursuant to which a fixed amount of retirement benefit would be determined and paid by the Macau Government. Contributions are generally made by both employees and employers by paying a fixed amount on a monthly basis to the Social Security Fund Contribution managed by the Macau Government. The Group funds the entire contribution and has no further commitments beyond its monthly contributions.

The subsidiary in the PRC is required to make contributions to the state-managed retirement scheme in the PRC based on a specific percentage of the payroll costs of its current employees to fund the benefits. The employees are entitled to retirement pension calculated with reference to their basic salaries on retirement and their length of service in accordance with the relevant government regulations. The PRC government is responsible for the pension liability to these retired staff.

As prescribed by the Central Provident Fund Board of Singapore, the Group’s employees employed in Singapore who are Singapore Citizens or Permanent Residents are required to join the Central Provident Fund scheme (“CPF Scheme”). The Group contributes up to 17% (2023: 17%) of the eligible employees’ salaries to the CPF Scheme, with each employee’s qualifying salary capped at Singapore Dollar (“SGD”) SGD6,800 (2023: SGD6,000) per month.

The total cost of approximately HK\$8,352,000 (2023: approximately HK\$5,123,000) charged to profit or loss represents contributions paid or payable to the above schemes by the Group for the year ended 31 December 2024.

### **Obligation to pay Long Service Payment (“LSP”) under Hong Kong Employment Ordinance (Chapter 57)**

For the Group’s subsidiaries operating in Hong Kong, pursuant to the Employment Ordinance, Chapter 57, the Group has the obligation to pay LSP to qualifying employees in Hong Kong under certain circumstances (e.g. dismissal by employers or upon retirement), subject to a minimum of 5 years employment period, based on the following formula:

Last month’s wages (before termination of employment)  $\times$   $\frac{2}{3}$   $\times$  years of service

Last month’s wages are capped at HK\$22,500 while the amount of long service payment shall not exceed HK\$390,000. This obligation is accounted for as a post-employment defined benefit plan.



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 30. RETIREMENT BENEFITS PLANS – continued

### **Obligation to pay Long Service Payment (“LSP”) under Hong Kong Employment Ordinance (Chapter 57) – continued**

Furthermore, the Mandatory Provident Fund Schemes Ordinance passed in 1995 permits the Group to utilise the Group’s mandatory MPF contributions, plus/minus any positive/negative returns thereof, for the purpose of offsetting LSP payable to an employee (“the Offsetting Arrangement”).

The Amendment Ordinance was gazetted on 17 June 2022, which abolishes the use of the accrued benefits derived from employers’ mandatory MPF contributions to offset the LSP (the “Abolition”). The Abolition will officially take effect on 1 May 2025 (the “Transition Date”). Separately, the Government of the HKSAR is also expected to introduce a subsidy scheme to assist employers for a period of 25 years after the Transition Date on the LSP payable by employers up to a certain amount per employee per year.

Under the Amendment Ordinance, the Group’s mandatory MPF contributions, plus/minus any positive/negative returns, after the Transition Date can continue to be applied to offset the pre-Transition Date LSP obligation but are not eligible to offset the post-Transition Date LSP obligation. On the other hand, the accrued benefits derived from the Group’s voluntary contributions made pre-, on or post-transition can continue to be used to offset pre- and post-transition LSP. Furthermore, the LSP obligation before the Transition Date will be grandfathered and calculated based on the last month’s wages immediately preceding the Transition Date and the years of service up to that date.

## 31. SHARE OPTION SCHEME

Pursuant to the written resolutions of the then shareholders passed on 13 September 2018, a share option scheme was adopted for the primary purpose of providing incentives or rewards to selected participants. The share option scheme shall be valid and effective for a period of 10 years commencing on 13 September 2018.

Under the scheme, the board of directors of the Company may grant options to directors, employees, suppliers, clients, consultants, agents, advisers, franchisees, joint venture partners and related entities to the Company and its subsidiaries and entities in which the Group holds equity interest at the discretion of the board of directors pursuant to the terms of the scheme, to subscribe for shares of the Company at a price which shall not be less than the highest of (i) the average closing price of the shares as stated in the Stock Exchange’s daily quotations sheet for the five business days immediately preceding the date of grant of the option (which must be a business day); (ii) the closing price of the shares as stated in the Stock Exchange’s daily quotations sheet on the date of grant of the option (which must be a business day); and (iii) the nominal value of the shares.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 31. SHARE OPTION SCHEME – continued

The maximum number of shares in respect of which options shall be granted under the scheme and any other share option schemes of the Company is 10% of the total number of shares in issue at the date of approval of adoption of the scheme. No director, employee or eligible participant may be granted options under the scheme which will enable him or her if exercise in full to subscribe for more than 1% of the issued share capital of the Company in any 12-month period. The option period for which the options granted can be exercisable, shall be such period as notified by the Board, save that it shall not be more than 10 years from the date of grant subject to the terms of the scheme. Nominal consideration of HK\$1 is payable on acceptance of each grant and the share options granted shall be accepted within 28 days from the date of grant.

No share option was granted or remained outstanding under the scheme during the years ended 31 December 2024 and 2023.

## 32. PARTICULARS OF THE COMPANY'S SUBSIDIARIES

Details of the subsidiaries directly and indirectly held by the Company at the end of the reporting period are set out below.

Name of subsidiary	Place of incorporation/ establishment and operation	Issued and fully paid share capital/ registered capital	Shareholding/equity interest attributable to the Company		Principal activities
			2024	2023	
Directly held:					
KOS International (BVI) Limited	BVI	US\$1	100%	100%	Investment holding
KOS Macau (BVI) Limited	BVI	US\$1	100%	100%	Investment holding
KOS Investment Limited	BVI	US\$10,000	100%	100%	Investment holding
KOS SG PTE. LTD.	Singapore	SGD100	100%	100%	Provision of recruitment services
KOS Singapore (BVI) Limited	BVI	US\$1	100%	100%	Investment holding
KOS China (BVI) Limited	BVI	US\$1	100%	100%	Investment holding

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 32. PARTICULARS OF THE COMPANY'S SUBSIDIARIES – continued

Name of subsidiary	Place of incorporation/ establishment and operation	Issued and fully paid share capital/ registered capital	Shareholding/equity interest attributable to the Company		Principal activities
			2024	2023	
Indirectly held:					
KOS International Limited	Hong Kong	Ordinary shares HK\$10,000	100%	100%	Provision of recruitment and secondment and payroll services
KOS International Limited	Macau	Ordinary shares MOP30,000	100%	100%	Provision of secondment and payroll services
KOS Staffing Limited	Hong Kong	Ordinary shares HK\$10,000	100%	100%	Provision of recruitment and secondment and payroll services
KOS Business Consulting (Shenzhen) Limited* 高奧士人力資源服務 (深圳) 有限公司	PRC	Registered capital US\$1,800,000 (2023: US\$1,100,000)	100%	100%	Provision of recruitment services and labour dispatch
KOS Solutions Limited	Hong Kong	Ordinary shares HK\$10,000	100%	100%	Provision of recruitment and secondment and payroll services
KOS China Limited	Hong Kong	Ordinary shares HK\$10,000	100%	100%	Investment holding
高奧士人事服務(廣州) 有限公司	PRC	Registered capital RMB100,000	100%	100%	Investment holding
高奧仕企業服務(上海) 有限公司#	PRC	Registered capital RMB100,000	100%	–	Provision of consultancy services

\* The English name of the wholly foreign owned enterprise registered in the PRC is for identification purpose only.

# The Company is newly incorporated during the year.

None of the subsidiaries had issued any debt securities at the end of the year.

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 33. RECONCILIATION OF LIABILITIES ARISING FROM FINANCING ACTIVITY

The table below details changes in the Group's liabilities arising from financing activity, including both cash and non-cash changes. Liabilities arising from financing activity is that for which cash flows was, or future cash flows will be, classified in the Group's consolidated statement of cash flows from financing activity.

	<b>Lease liabilities</b> <i>HK\$'000</i>	<b>Bank borrowing</b> <i>HK\$'000</i>	<b>Total</b> <i>HK\$'000</i>
At 1 January 2023	7,104	–	7,104
New lease entered	1,657	–	1,657
Financing cash flows	(4,560)	(61)	(4,621)
Interest expense	253	61	314
Exchange realignment	(61)	–	(61)
At 31 December 2023	<b>4,393</b>	<b>–</b>	<b>4,393</b>
New lease entered	<b>10,069</b>	<b>–</b>	<b>10,069</b>
Financing cash flows	<b>(4,470)</b>	<b>(115)</b>	<b>(4,585)</b>
Interest expense	<b>318</b>	<b>115</b>	<b>433</b>
Exchange realignment	<b>(78)</b>	<b>–</b>	<b>(78)</b>
<b>At 31 December 2024</b>	<b>10,232</b>	<b>–</b>	<b>10,232</b>



# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 34. STATEMENT OF FINANCIAL POSITION AND RESERVES OF THE COMPANY

	2024 HK\$'000	2023 HK\$'000
Non-current asset		
Investments in subsidiaries	78	78
Current assets		
Other receivables and prepayments	–	139
Amounts due from subsidiaries	38,282	37,762
Tax recoverable	92	–
Bank balances	132	553
	38,506	38,454
Current liabilities		
Other payables and accruals	174	135
Amounts due to subsidiaries	139	139
Tax payable	–	6
	313	280
Net current assets	38,193	38,174
Total assets less current liabilities	38,271	38,252
Capital and reserves		
Share capital	8,000	8,000
Reserves	30,271	30,252
Total equity	38,271	38,252

# Notes to the Consolidated Financial Statements

For the year ended 31 December 2024

## 34. STATEMENT OF FINANCIAL POSITION AND RESERVES OF THE COMPANY – continued

### Movement of the reserves

	Share premium <i>HK\$'000</i>	Other reserve <i>HK\$'000</i>	Accumulated losses <i>HK\$'000</i>	Total <i>HK\$'000</i>
At 1 January 2023	39,738	26,601	(36,824)	29,515
Profit and total comprehensive income for the year	–	–	737	737
At 31 December 2023	<b>39,738</b>	<b>26,601</b>	<b>(36,087)</b>	<b>30,252</b>
Profit and total comprehensive income for the year	–	–	19	19
<b>At 31 December 2024</b>	<b>39,738</b>	<b>26,601</b>	<b>(36,068)</b>	<b>30,271</b>

Other reserve of the Company represents the difference between the aggregate net assets of the subsidiaries acquired by the Company pursuant to a group reorganisation in June 2018 and the nominal value of the Company's shares issued for the acquisition.

## Five Years Financial Summary

The following is a summary of the published results and assets and liabilities of the Group for the last five financial years, as extracted from the audited consolidated financial statements in the respective annual report.

RESULTS	Year ended 31 December				
	2024 HK\$'000	2023 HK\$'000	2022 HK\$'000	2021 HK\$'000	2020 HK\$'000
Revenue	213,297	143,566	125,965	108,948	65,285
(Loss) profit before taxation	(2,899)	(3,871)	16,555	14,836	(1,157)
Income tax credit (expense)	352	(286)	(2,508)	(2,032)	(460)
(Loss) profit for the year	(2,547)	(4,157)	14,047	12,804	(1,617)

ASSETS AND LIABILITIES	At 31 December				
	2024 HK\$'000	2023 HK\$'000	2022 HK\$'000	2021 HK\$'000	2020 HK\$'000
Total assets	83,702	80,486	91,672	75,999	48,483
Total liabilities	(25,539)	(19,257)	(25,865)	(23,732)	(9,168)
	58,163	61,229	65,807	52,267	39,315
Equity attributable to owners of the Company	58,163	61,229	65,807	52,267	39,315