



STELLA

INTERNATIONAL

Annual
Report
2024

MISSION STATEMENT

OUR CORE VALUES

Stella is dedicated to providing our customers with a wide range of top quality and high-end footwear and leather goods. We are customer-driven and passionate about our business, and conscious of providing the best quality in everything we present to our customers. In addition to promoting these core values, the management philosophy of the Company is care, respect and discovery.

OUR MISSION: MAKING **THE BEST** SHOES

Always seeking to fulfill our promise of delivering outstanding and unique footwear and leather goods, we are guided at all times by our unwavering motto of “making the best shoes” and missions of:

- We wish, within our selected business segments, to be the preferred partner for leather products and associated services, contributing to an efficient and superior supply chain.
- By being close to our customers we fulfill their needs with innovative, cost effective and high quality solutions. Through empathy, responsiveness and dependability we seek to earn their loyalty.
- Our culture attracts and nourishes individuals who are energetic, committed and have a passion with a learning attitude for our business.
- By striving to be the best in our business, we will deliver growth and value for our customers, employees and shareholders.



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A close-up, shallow depth-of-field photograph of several wooden shoe lasts (molds) arranged in a row. The lasts are painted in alternating shades of bright blue and dark grey. The focus is sharp on the foreground last, showing its conical shape and the texture of the wood and paint. The background is blurred, showing more lasts and workshop elements.

CORPORATE PROFILE

STELLA

is a leading developer and manufacturer of quality footwear and leather goods and was listed on The Stock Exchange of Hong Kong Limited on 6 July 2007. We offer our brand clients a one-stop shop that combines design, commercialisation and manufacturing.

Since 1982, Stella has developed strong working relationships with, and has produced quality shoes for, many global brand names. Our constantly expanding product range includes high-quality and best-in-class footwear products designed for the fashion, luxury, sports, athleisure and premium casual sectors. Our client base includes the world-leading sportswear and casual footwear brands, namely, *Nike*, *HOKA*, *Saucony*, *Timberland*, *UGG*, *Under Armour* and *Vionic*, as well as leading brands in fashion footwear, such as *Coach*, *Cole Haan*, *Kate Spade*, *Michael Kors* and *Tory Burch*.

We also design, develop and manufacture footwear for a number of high-fashion icons, such as *Amiri*, *Alexander Wang*, *Balenciaga*, *Balmain*, *Chloé*, *Jimmy Choo*, *Kenzo*, *Lanvin*, *Moncler*, *Off-White* and *Prada*.

By leveraging our manufacturing expertise and the wide acceptance of Stella's products and industry recognition, we launched our branding business in 2006 under our own brand, *Stella Luna*.

We have also started to penetrate into the handbag market and position ourselves as a total solution provider for leather products to premium customers. By leveraging our strong customer base, as well as our leather product experience, we are further investing in our design and development capability to provide a wide range of handbags and leather accessories to our customers.

MILESTONES

1982

Founded in Taiwan by Jimmy Chen, Jack Chiang and Eric Chao to produce fashion footwear for US retail customers



1991

Commenced China operations with the establishment of the Stella Footwear Factory in Dongguan, China



1995

Established Seville Footwear Factory in Dongguan, China for leading brands including Clarks, Timberland and Wolverine



1998

Entered into an exclusive supply arrangement with Golden Star Company Limited for the manufacture in Vietnam



1999

Established Selena Footwear Factory in Dongguan, China for expansion into premium women's footwear



2006

First factory dedicated to Nike in Hunan, China commenced production



2007

6 July 2007: Listed on The Stock Exchange of Hong Kong Limited



2012

Expanded our casual footwear production in Indonesia



2018

Factory dedicated to sports footwear in Vietnam commenced production for Nike



2013

Began manufacturing in Bangladesh at Bay Footwear Ltd



2019

Concluded smooth management succession with Lawrence Chen appointed Chairman and Chi Lo-Jen appointed CEO

2020

Consolidated R&D operations to enhance product design and development capabilities and innovation



Unveiled Phase II of the sports-footwear-dedicated factory in Vietnam



2021

New footwear factory in Solo, Indonesia, commenced operation



2023

Launched the Group's first Three-Year Strategic Plan (2023-2025)

2024

Became a constituent of the Hang Seng Composite Index (HSCI), and qualified for the Shanghai-Hong Kong and Shenzhen-Hong Kong Stock Connect programs

2014

Established footholds in the Philippines to expand our footwear production in South East Asia

First handbag factory was set up in the Philippines to provide service for premium customers Coach & Kate Spade






FINANCIAL HIGHLIGHTS

REVENUE AND PROFIT TREND

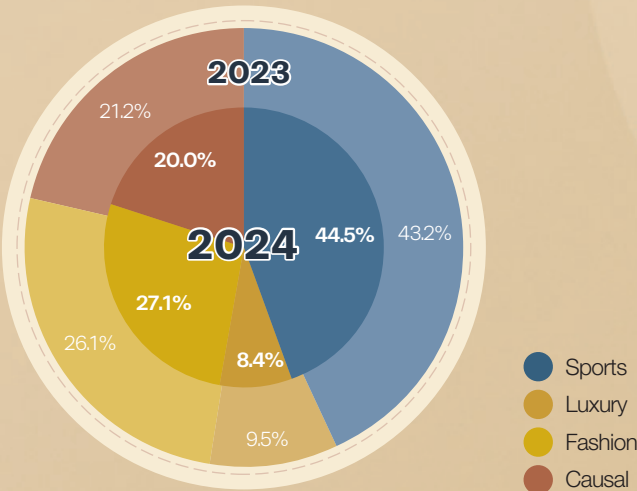
REVENUE

		US\$'000	Change
2024		1,545,114	3.5%
2023		1,492,651	-8.5%
2022		1,630,771	5.9%
2021		1,540,608	35.6%
2020		1,135,880	-26.5%
2019		1,544,830	-2.8%

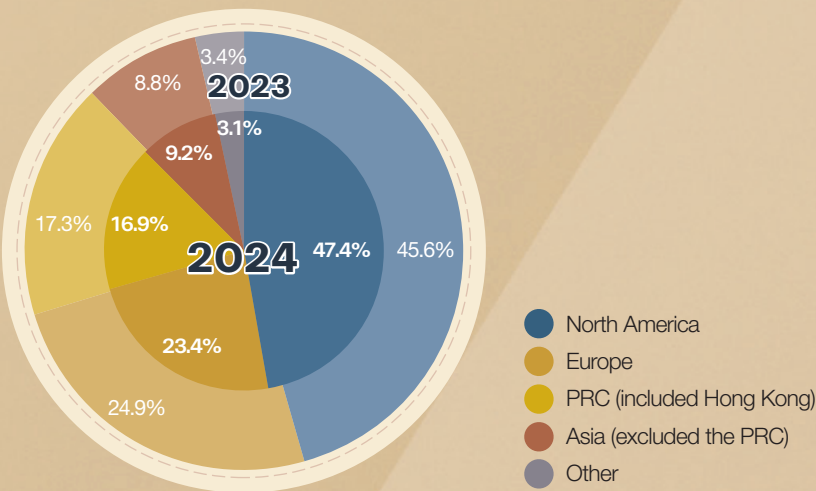
NET PROFIT ATTRIBUTABLE TO SHAREHOLDERS

		US\$'000	Change
2024		171,049	21.2%
2023		141,072	19.5%
2022		118,033	31.6%
2021		89,694	5223.1%
2020		1,685	-98.2%
2019		95,925	46.6%

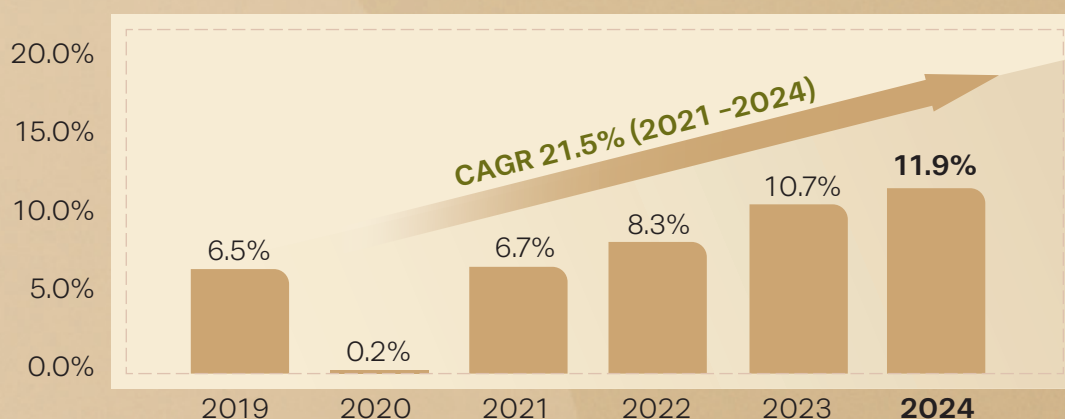
MANUFACTURING REVENUE BY PRODUCT CATEGORIES FOR
2024 & 2023



GROUP REVENUE BY GEOGRAPHICAL SEGMENTS
FOR 2024 & 2023

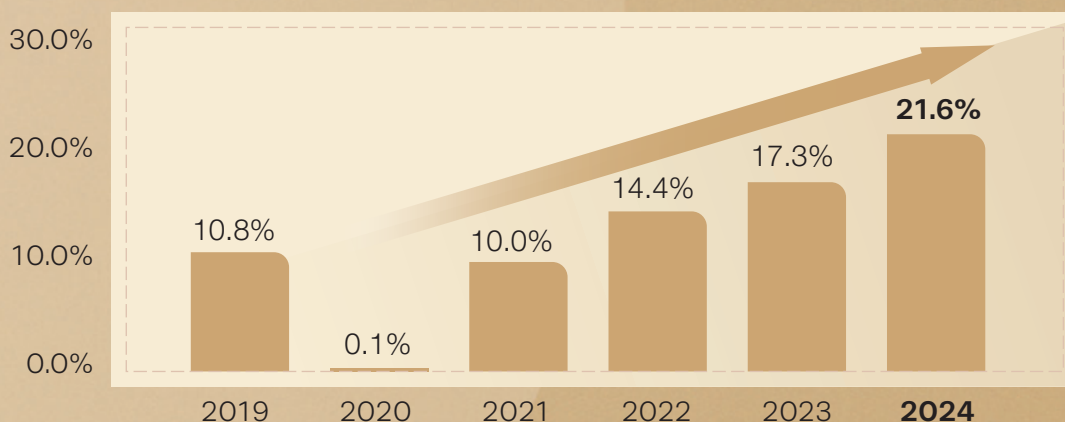


OPERATING PROFIT MARGIN 2019-2024



- 2019 Operating Profit used Profit before Tax in Annual Report
Since 2020 Operating Profit used Operating Profit before changes in fair value of financial instruments in Annual Report

RETURN ON INVESTED CAPITAL 2019-2024



- NOPAT represents Operating Profit x (1-effective tax rate)
- Working capital (current assets minus liabilities excluding cash) and fixed assets are based on 2019 year-end balance sheet figures





CHAIRMAN'S STATEMENT



MISSION:
MAKING
THE BEST
SHOES

Dear shareholders,

Two years into our Three-Year Plan (2023-2025) for growth and margin expansion, we are delivering strong returns and creating significant value for our shareholders. In 2024, for the second consecutive year, we surpassed the dual targets of this plan — achieving a 10% operating margin and delivering low-teens annualized growth in profit after tax.

Our operating margin for the full-year expanded to 11.9% (before changes in fair value of financial instruments), compared to 10.7% in 2023. We accomplished this by executing our strategic initiatives focused on attracting and growing with our new customers, which allowed us to expand and diversify our customer portfolio and optimise the reallocation of our production capacity. As part of the latter effort, we introduced new brands and styles into our new factory in Solo, Indonesia, where we have prioritised improving worker skill levels and quality standards, further strengthening our competitiveness.

Our focus on long-term value creation has driven significant improvements in Return on Invested Capital (ROIC), which rose to 21.6% in 2024 — more than a double of the 10% achieved in 2019. This success is attributed to the long-term strategy we formulated in 2020 and formally incorporated into our Three-Year Plan in 2023. Key elements of these strategies include improving our customer mix by adding more Luxury and high-end Fashion customers, growing with our Sports customers, expanding and diversifying our production base into new regions, and adopting a relentless focus on factory efficiencies and process improvements. Additionally, we improved the utilisation of our invested capital by implementing a customer credit scorecard to better manage risk-reward, revamping raw material planning processes, supporting upstream suppliers in transitioning

to new production regions, and embedding a ROIC-focused approach into capital expenditure planning.

Beyond our financial and operational performance, 2024 marked several milestones that enhanced our market position and investor appeal. We became a constituent of the Hang Seng Composite Index (HSCI), a testament to our growing stature in the market. Additionally, we qualified for the Shanghai-Hong Kong and Shenzhen-Hong Kong Stock Connect programs, unlocking direct access for our mainland Chinese shareholders and broadening liquidity opportunities.

We also remain committed to further improving our transparency and the sustainability of our business, in line with our four Sustainability Development goals: building green and low-carbon factories, fostering a diversified community, enhancing supply chain resilience, and achieving smart operations. In 2024, our MSCI ESG rating was upgraded to 'A' from 'B' by MSCI ESG Research.

Finally, in light of our strong cash levels, we are pleased to announce that the Board has recommended the payment of a final dividend of HK50 cents per ordinary share, adhering to our normal dividend payout ratio of around 70% of adjusted net profit. We are also delighted to announce the recommendation of payment of special dividend of HK56 cents per ordinary share. This special dividend fulfils our promise to return US\$60 million annually to our shareholders from 2024 to 2026 under the excess cash return program announced by us in August 2024 in the announcement of interim results for the six months ended 30 June 2024 (the "Excess Cash Return Program"), in addition to our normal payout ratio of around 70%.

Looking ahead, we expect to face some ongoing macroeconomic headwinds, particularly from softening consumer sentiment in several major economies. However, other potential headwinds, such as increased U.S. trade tariffs on China, are unlikely to have a material impact on our performance. Most of our customers have already adjusted their sourcing strategies — including the adoption of 'China-for-China' approaches — following the initial round of U.S. trade tariffs on mainland China in 2018.

Moreover, the impact of these macroeconomic pressures should be partially mitigated by the commencement of shipments to new customers in the Sports segment, the continued growth of our high-end Fashion segment — with our non-Sports manufacturing facilities expected to continue operating at near-full utilisation through 2025 — and from ongoing improvements in our production efficiency.

Having largely achieved the objectives outlined in the Three-Year Plan, our primary focus in 2025 will be to ensure quality growth as we gradually ramp up our new facilities in Solo, Indonesia, and Bangladesh. While we anticipate a moderation in the pace of our profit growth, we are confident about once again meeting our 10% operating margin and low-teens CAGR in profit after tax targets as set out under our Three-Year Plan.

We remain fully committed to delivering value for our shareholders and all other stakeholders. I would like to extend my gratitude to our valued customers, business partners and employees for their unwavering contributions, trust and support throughout 2024.

Chen Li-Ming, Lawrence
Chairman
Hong Kong, 20 March 2025



The background of the image is a textured, reddish-pink surface. Overlaid on this is a large, irregular, light-brown shape that resembles a map or a collection of torn paper. This shape contains several circular diagrams with internal lines and labels, including 'PG' and '1800'. A hand in a white sleeve is visible in the upper left, holding a piece of paper with a similar circular diagram. The text 'MANAGEMENT DISCUSSION AND ANALYSIS' is centered over the image.

MANAGEMENT DISCUSSION AND ANALYSIS

The Board of Directors (the “Board”) of Stella International Holdings Limited (“Stella” or the “Company”) is pleased to present the annual report of the Company and its subsidiaries (collectively, the “Group”) for the year ended 31 December 2024.

BUSINESS STRATEGIES

Stella is widely known within the footwear industry for its unparalleled product design and commercialisation capabilities, ‘artisan level’ craftsmanship, uncompromising commitment to quality, speed-to-market, and small-batch production flexibility, supported by a broad, diverse, and proven manufacturing base located in Vietnam, the People’s Republic of China (the “PRC”), Indonesia, Philippines and Bangladesh. Over the years, we have provided customers with an all-rounded skillset, integrated and accumulated from developing a broad product base spanning Luxury, high-end Fashion, athleisure and outdoor Sports footwear.

We have adopted a margin-accretive business model within our footwear manufacturing business by being highly responsive to growth opportunities in the footwear market, particularly those arising from the booming ‘athleisure’ trend being led by major Sports brands and into which more and more Luxury and Fashion brands are seeking to enter.

We are also seeking ways in which to apply the same business model in similar business streams that synergise well with the client base of our manufacturing business. In late 2021, we incorporated our earlier acquired handbag and accessories manufacturing business into the Company as we aim to become a total solutions provider for our premium customers.

THREE-YEAR PLAN (2023-2025)

As part of our long-term strategy, we have embarked on a Three-Year Plan (2023-2025) with a focus on growth and margin expansion listed below:

Enhance our category mix to better align with our unique strengths and capabilities, including:

- Further deepening our relationships with major global sports brands, leveraging our capabilities in product development for differentiated and complex products to support and grow with them as they continue to expand and lead innovation in the athleisure and luxury-priced footwear categories
- Partner with additional Luxury and high-end Fashion brands that are seeking to introduce sports and athleisure into their collections, with Stella being a close collaborator at every stage including design, commercialisation and manufacturing
- Add more well-established but fast-growing boutique Sports and Fashion footwear brands that are leading athleisure fashion trends to our customer portfolio

Expand and diversify our manufacturing to protect our cost base, including:

- Ramping up our new footwear factory in Solo, Indonesia that commenced production in 2022
- Announcing plans, together with a major brand partner, to jointly develop an exclusive Sports footwear factory in Indonesia
- Increasing our production capacity in Bangladesh

Optimise our management effectiveness and efficiency, including:

- Re-organising our organisational structure, centralising our account management teams to provide better customer service and refocusing our factory operational teams on day-to-day manufacturing excellence
- Combining our research and development teams to enhance our design and commercialisation capabilities, and better serve our customers
- Aligning manager incentive schemes with transparent short-term and long-term operational targets

Strengthen cost efficiency and improve working capital, including:

- Enhancing our customer portfolio to reduce our overall risk
- Improving our inventory and cash flow management
- Further strengthening cost controls across divisions

TARGETS FOR THREE-YEAR PLAN (2023-2025)

Operating Margin:
10%

Profit After Tax CAGR¹:
Low-Teens

¹ CAGR: Compound Annual Growth Rate



BUSINESS REVIEW

For the year ended 31 December 2024, we once again exceeded the targets set out in our Three-Year Plan, achieving an operating margin of 11.9% and a 21.2% growth in profit after tax.

Revenue and shipment volumes increased year-on-year, driven by our Sports and Fashion categories. Our gross profit margin improved compared to the previous year, driven by the continued enhancement of our customer mix. Additionally, improved operating leverage, driven by the increased utilisation of our Sports manufacturing facilities, contributed to a solid improvement in our operating profit margin.

Throughout the year, our non-Sports manufacturing facilities operated at close to full utilisation as we progressed our strategic initiative to attract new customers, thereby

expanding and diversifying our customer portfolio in alignment with our Three-Year Plan. A key focus was the introduction of new brands and styles to our new factory in Solo, Indonesia, where we improved worker skill levels and quality standards. This allowed us to balance better Luxury and high-end Fashion orders, which have comparable levels of product complexity and development and quality requirements, between our facilities in Vietnam and the PRC. The development of an additional production facility in Bangladesh also proceeded on schedule and was completed by end of 2024. These efforts have further diversified our production capabilities and positioned us to serve a higher-quality mix of customers.

In addition, we unlocked new avenues for global investor access and liquidity, with the Company becoming a constituent of the Hang Seng Composite Index (“HSCI”) and

qualifying for the Shanghai-Hong Kong Stock Connect and Shenzhen-Hong Kong Stock Connect schemes. As part of the Excess Cash Return Program that we announced in August 2024, we are committed to returning excess cash of up to US\$60 million per year for the next three years (2024-2026) to our shareholders, in addition to our normal payout ratio of around 70%.

The key financial performance indicators of the Company include revenue, gross profit and operating profit. An analysis of these indicators during the year ended 31 December 2024 is as follows:

Revenue

In 2024, our consolidated revenue increased by 3.5% to US\$1,545.1 million (2023: US\$1,492.7 million). Shipment volumes rose by 8.2% to 53.0 million pairs (2023: 49.0 million pairs), mainly driven by our Sports and Fashion categories. The average selling price (“ASP”) of our footwear products decreased by 4.4% to US\$28.4 per pair (2023: US\$29.7 per pair), due to a higher proportion of Sports products, which have a lower ASP, as well as raw material price deflation.

In terms of product category, sales in our Sports category increased by 6.7%, accounting for 44.5% of total manufacturing revenue (2023: 43.2%), driven by the restocking needs of several of our Sports customers. Revenue attributed to our Fashion and Luxury categories together generated a net increase of 2.8% (increased by 7.3% and

decreased by 9.5% respectively) and accounted for 27.1% and 8.4% of total manufacturing revenue respectively (2023: 26.1% and 9.5%). Revenue attributed to our Casual category declined by 2.1%, accounting for 20.0% (2023: 21.2%) of total manufacturing revenue as we continued to reallocate capacity to grow our other categories in line with our Three-Year Plan.

Geographically, North America and Europe are our two largest markets, accounting for 47.4% and 23.4% of the total revenue of the Group during the year under review. Following these, the PRC (including Hong Kong), Asia (other than the PRC) and other geographic regions contributed 16.9%, 9.2% and 3.1% respectively of the Group's total revenue.

Revenue attributed to our branding business (namely the wholesale business for our own retail footwear brand *Stella Luna* in the PRC which is in the process of being scaled down) decreased by 43.5% to US\$2.6 million during the year under review.

Gross profit

Our gross profit for the year increased by 4.7% to US\$384.0 million (2023: US\$366.7 million). Our gross profit margin was 24.9% (2023: 24.6%), supported by an improved product category mix and production efficiency.

Operating profit

The reported operating profit² of the Group for the year increased by 15.7% to US\$184.5 million (2023: \$159.4 million). This was attributable to higher shipment volumes driven by Sports category orders, an enhanced customer mix and improved operating leverage resulting from the increased utilisation of our Sports manufacturing facilities. Our operating profit also includes a one-off gain of US\$15.0 million for the sale of idle premises and land in the PRC, offset by a US\$6.0 million net provision³ related to the Chapter 11 bankruptcy of The Rockport Company, LLC ("Rockport") that was not recovered by credit insurance, and a US\$8.6 million impairment related to the closure of our branding business in the PRC,

as the Group shifts its focus to its manufacturing operations going forward.

The operating profit margin (before changes in fair value of financial instruments) of the Group for the year was 11.9% (2023: 10.7%).

Net results

Due to the factors outlined above, the Group recorded a net profit of US\$170.1 million during the year under review (2023: US\$140.3 million), including a marked-to-market net fair value loss of US\$1.1 million on financial instruments related to its investment in Lanvin Group Holdings Limited ("Lanvin Group") listed on the New York Stock Exchange (2023: marked-to-market net fair value loss of US\$7.3 million).

Excluding the Group's net fair value change from its investment in Lanvin Group, the Group recorded an adjusted net profit⁴ of US\$171.2 million (2023: US\$147.6 million). Our adjusted net profit margin⁴ was 11.1%, (2023: 9.9%).

² Reported operating profit is the Group's operating profit before changes in fair value of financial instruments.

³ Net provision represents the balance of US\$6 million not recovered from the Company's credit insurance, as opposed to the projected insured amounts of approximately US\$8 million that was expected to offset the impairment loss arising from the outstanding trade receivables of US\$24 million owed by Rockport and certain of its affiliates that was recorded in the year ended 31 December 2023. For further details, please refer to page 18 of the Company's Annual Report 2023.

⁴ Adjusted net profit represents the profit for the year, excluding net fair value loss of US\$1.1 million related to the Group's investment in Lanvin Group.

⁵ Return on Investment Capital in 2024 = Net Operating Profit After Tax of US\$155.8 million divided by Invested Capital (i.e. Working Capital + Fixed Assets) of US\$720.0 million. Net Operating Profit After Tax refers to Operating Profit x (1 - effective tax rate) while working capital (current assets minus current liabilities excluding cash) plus fixed assets are based on our year-end balance sheet figures.

⁶ Net gearing ratio = net debt/shareholder equity.

Return on invested capital

In 2024, we delivered a Return on Invested Capital (ROIC)⁵ of 21.6%, a significant improvement compared to the approximately 10% ROIC achieved in 2019, before we started executing our long-term strategies. This outcome was driven by strong working capital optimisation and efficiency, and a disciplined approach to capital expenditure and investments focused on maximizing returns.

Solid net cash position

We maintained our strong focus on managing our working capital usage and cash flow, even as our capital expenditure projects progressed slower than expected during the year. As of 31 December 2024, our net cash position was US\$417.6 million with an increase of 45.3%, compared to a net cash position of US\$287.4 million as at 31 December 2023. About US\$100 million of the cash is reserved for completing our upcoming new sports footwear factory in Indonesia, and US\$180 million is reserved for the Excess Cash Return Program for shareholders announced in August 2024. Therefore, the Group's net gearing ratio⁶ was -37.4% as at 31 December 2024, compared to -26.9% as at 31 December 2023.

RECOGNITIONS AND AWARDS

Throughout the year, our efforts in sustainability and investor relations have been recognised by numerous esteemed external organizations:

- Our MSCI ESG rating has been upgraded to 'A' from 'B' by MSCI ESG Research,

reflecting our continuous commitment to improving sustainability practices and ensuring greater transparency within our operations.

- We have been awarded the title of 'Honoured Company' for the first time in the world's leading financial magazine *Institutional Investor's* annual "All-Asia Executive Team Rankings". In the Rest of Asia category, which excludes Japan and mainland China, we ranked 3rd (Sell-Side) for 'Best Company Board' and 6th (overall) in the Consumer Discretionary sector, as voted by 4,943 buy-side professionals and 951 sell-side analysts.
- At the 10th Investor Relations Awards 2024 hosted by the Hong Kong Investor Relations Association, we were one of the winners of the 'Best IR Company' (small-cap) award.
- At the prestigious IR Magazine Greater China 2024 awards, we were finalists in multiple categories, including Best in Consumer Discretionary Sector and Best Overall Investor Relations (mid-cap).

OUTLOOK

We will likely face some macroeconomic headwinds and geopolitical uncertainties in 2025. Some of these will be partially offset as we ramp up shipments to outperforming customers in the high-end Fashion segment and begin shipments to new customers in the Sports segment, which should support a modest increase in overall

shipment volumes in 2025. We will continue to optimise our production capacity allocation between our Luxury and high-end Fashion categories and our non-Sports manufacturing facilities will continue to operate at close to full utilisation.

Having largely achieved the objectives outlined in the Three-Year Plan — including enhancing our category mix, improving working capital, and strengthening cost efficiency — our primary focus in 2025 will be maintaining high product quality levels as we gradually ramp up our new facilities in Solo, Indonesia, and Bangladesh. This controlled expansion aligns with our long-term strategy of ensuring quality growth, while increasing our capacity for higher-margin product orders. While we anticipate a moderation in the pace of our profit growth, we are confident about once again meeting our targets of a 10% operating margin and low-teens CAGR in profit after tax as set out under our Three-Year Plan.

We are committed to building our handbag and accessories manufacturing business into a key growth pillar by continuing to enhance its product quality and production efficiency, with the aim of introducing it to more of our high-end customer base. We are looking at acquiring a small handbag and accessories factory in Vietnam, which will enable us to leverage their expertise in high-end handbag and accessories production and capitalise on their experienced operational team, helping us accelerate the growth of this business.



CASH RETURN TO SHAREHOLDERS

As we work towards implementing our strategies, we remain committed to returning profit and providing attractive returns to our shareholders.

After considering the Group's free cash flow situation, strong cash levels, and pre-funded capital expenditure projects, the Board has resolved to recommend the payment of a final dividend of HK50 cents per ordinary share. Combined with the interim dividend of HK65 cents per ordinary share, this maintains the Company's normal payout ratio of approximately 70% set against our adjusted net profit⁴ of US\$171.2 million.

Additionally, in August 2024, the Board resolved to return additional cash up to US\$60 million per year for the next three years (2024-2026) to shareholders, not exceeding US\$180 million in total, through a combination of share repurchases and special dividends, on top of paying regular dividends with a payout ratio of about 70% (comprising final dividends and interim dividends). As the Group did not conduct any share repurchase during the year, the Board has resolved to recommend payment of a special dividend of HK56 cents per ordinary share.

As a result, the Group's full-year dividend (subject to shareholders' approval of the proposed final dividend and special dividend at the forthcoming annual general meeting) for the year ended 31 December

2024 is HK171 cents per ordinary share.

The Group remains committed to returning additional cash up to US\$60 million per year to shareholders in 2025 and 2026, through a combination of share repurchases and special dividends, on top of paying regular dividends with a payout ratio of approximately 70%.

LIQUIDITY, FINANCIAL RESOURCES AND CAPITAL STRUCTURE

As at 31 December 2024, the Group had cash and cash equivalents of approximately US\$423.5 million (31 December 2023: US\$294.5 million), representing an increase of 43.8% compared to 31 December 2023.

During the year under review, cash generated from operations was US\$264.1 million (2023: US\$229.2 million).

Net cash outflows used in investing activities were US\$31.4 million during the year under review (2023: US\$56.6 million), representing a decrease of 44.5%. Capital expenditure amounted to approximately US\$67.0 million during the year under review (2023: US\$67.6 million).

As at 31 December 2024, the Group had current assets of approximately US\$893.2 million (31 December 2023: US\$827.5 million) and current liabilities of approximately US\$279.1 million (31 December 2023: US\$265.2 million). The current ratio (which is calculated on the basis of current assets over current liabilities) was 3.2 as at 31 December 2024 (31 December 2023: 3.1), an indication of the Group's high liquidity and healthy financial position.

BANK BORROWINGS

The Group had bank borrowings of US\$5.9 million as at 31 December 2024 (31 December 2023: US\$7.1 million), which were principally denominated in New Taiwan dollars and U.S. dollars, with an effective interest rate of 2.85%-5.25%.

The Group maintained a net cash position of US\$417.6 million as at 31 December 2024 (31 December 2023: US\$287.4 million). Therefore, the Group's net gearing ratio⁶ was -37.4% as at 31 December 2024 compared to -26.9% as at 31 December 2023.

FOREIGN CURRENCY EXPOSURE

During the year under review, the Group's sales were mostly denominated in U.S. dollars, while the purchase of raw materials and operating expenses were mostly denominated in U.S. dollars and RMB. Currency exposures were mostly in RMB and Hong Kong dollars against US dollars, the functional currency of the Group.



PLEDGE OF ASSETS

As at 31 December 2024, the Group had pledged US\$10.7 million of its assets (31 December 2023: US\$10.9 million).

CONTINGENT LIABILITIES

As at 31 December 2024, the Group had no contingent liabilities (31 December 2023: Nil).

MATERIAL ACQUISITION AND DISPOSAL

During the year ended 31 December 2024, the Group had no material acquisition or disposal of subsidiaries, associates or joint ventures.

SIGNIFICANT INVESTMENT

As at 31 December 2024, the Group did not hold any significant investments with a value of 5% or more of the Group's total assets.

FUTURE PLAN FOR MATERIAL INVESTMENTS OR CAPITAL ASSETS

The Directors confirmed that, as at the date of this report, there was no plan for any material investment or to acquire capital assets other than those in the Group's ordinary business.

MAJOR CUSTOMERS AND SUPPLIERS

Customers and suppliers are our core stakeholders. We believe their successes are indispensable to our growth. Also, an effective alignment between them is the key to high-performing supply chain competitiveness. Our brand customers evaluate supply chain performance on product commercialisation, quality, on-time delivery and efficiency. The Company consistently places within the top 10 percentile of these vendors' evaluations.

We treasure our alliance with these long-term partners and we will continue to build strategic and fruitful relationships with them to enable continuous improvements in quality, craftsmanship, innovation, speed to market and small-batch production.

EMPLOYEES

As at 31 December 2024, the Group had approximately 42,600 direct employees (31 December 2023: approximately 39,900) and an overall workforce of approximately 63,200. Our overall workforce includes both direct employees of the Group and employees indirectly employed by the Group (which refers to workers supplied by contractor companies under labour supply agreements). We cultivate a caring, sharing and learning culture among our employees and believe that human resources are significant assets to the Group's development and expansion. We actively seek to attract, develop and retain individuals who are

proactive, positive, committed to and passionate about our business.

The Group has continued to build a strong management team internally through effective learning and promotion programs, including our "Leadership Programme" to identify potential high calibre colleagues, to assess the quality of senior management and ultimately to determine appropriate incentives and other human resources development measures. With a view to recognising and rewarding the contribution of employees, as well as providing incentives to employees in order to retain them for the continual operation and development of the Group and attract suitable personnel for the further development of the Group, the Company has adopted a share options scheme and a share award scheme.



A photograph of a shoe factory's mold room. Multiple shelves are filled with various colored shoe molds (light blue, tan, white). The scene is lit with warm, golden light. A semi-transparent circular graphic is overlaid on the right side of the image.

CORPORATE GOVERNANCE REPORT

CORPORATE GOVERNANCE REPORT

The board (the “Board”) of directors (the “Directors”) of Stella International Holdings Limited (the “Company”) and management of the Company and its subsidiaries (collectively, the “Group”) are committed to achieving high standards of corporate governance through increasing transparency, accountability and better risk assessment and mitigation. We believe that high standard of corporate governance practices will translate into long-term returns to the shareholders of the Company (the “Shareholders”).

CORPORATE GOVERNANCE MODEL

The Company advocates a governance model which combines both corporate governance and business governance in order to build long-term interests for the Group. Corporate governance emphasises on conformance with relevant laws and regulations while business governance focuses on business performance. We believe the combination of both will enhance accountability and assurance to the Shareholders which are the key drivers for value creation for the Group.

CORPORATE PURPOSE, STRATEGY AND GOVERNANCE

Corporate strategy, business model and culture

The Board assumes responsibility for its leadership and control and collectively responsible for promoting its success by directing and supervising its affairs, enabling the Directors making decisions objectively in the best interests of the Group.

The Board is the governing body of the Group. It establishes the Group’s mission, values and strategy, and ensure that the Group’s culture is aligned. We have adopted a business model and strategy (as disclosed under the “Management Discussion and Analysis” section in this annual report) upon which we would generate value in the long run.

Corporate Governance Functions – the 4 Rs

The Board has delegated the corporate governance functions to the Corporate Governance Committee. Focusing on the 4 Rs – regulatory compliance, risk management, investor relations and corporate social responsibilities, the principal role and function of the Corporate Governance Committee, which are set out in its terms of reference, include the following:

1. to develop and review the Company’s policies and practices on corporate governance and make recommendations to the Board;
2. to review the Company’s compliance with the Corporate Governance Code (the “CG Code”) contained in Appendix C1 to the Rules (the “Listing Rules”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and the relevant disclosure in the Company’s annual and interim reports;
3. to develop and review the Company’s policies and practices on environmental, social and governance (“ESG”) and make recommendations to the Board;
4. to review and monitor the evaluation and management of ESG-related issues;
5. to review and monitor the progress made against ESG-related goals and targets;
6. to review the Company’s compliance with the Listing Rules on disclosure of ESG-related issues in the ESG Report;
7. to review and monitor the training and continuous professional development of directors and senior management; and
8. to review and monitor the Company’s policies and practices on compliance with legal and regulatory requirements.

Note: For more details of the Group’s ESG vision, initiatives and performance, please refer to the Company’s 2024 Environmental, Social and Governance Report of the Company.

The terms of reference are posted on the Stock Exchange's website and the Company's website.

The Corporate Governance Committee currently has three members comprising three independent non-executive Directors, namely Bolliger Peter, Chan Fu Keung, William, *BBS* and Yue Chao-Tang, Thomas. The chairman of the Corporate Governance Committee is Bolliger Peter.

During the year, the following work has been performed by the Corporate Governance Committee:

- reviewed annual corporate governance report and ESG report and related disclosure in the annual and interim reports;
- reviewed corporate governance framework;
- reviewed ESG-related matters;
- reviewed the board evaluation program;
- reviewed corporate disclosure policy; and
- reviewed training and continuous professional development of Directors and senior management.

Corporate Governance Practices

The Company's governance practices are reflected in the Group's various policies and guidelines, including the following:

- Terms of reference of various Board committees (Audit Committee, Corporate Governance Committee, Executive Committee, Nomination Committee and Remuneration Committee)
- Compliance Manual
- Corporate Disclosure Policy
- Memorandum on Disclosure of (1) Inside Information and (2) Information Necessary to Avoid a False Market
- Board Diversity Policy
- Whistleblowing Policy
- Anti-Corruption and Anti-Bribery Code of Conduct

Compliance with CG Code

Throughout the year 2024, the Company has complied with all code provisions and, where appropriate, adopted the recommended best practices set out in the CG Code. Having regard to the individual circumstances and operations of the Group and the risks and challenges it faces, the Directors are of the view that effective application of the principles of good corporate governance set out in Part 2 of the CG Code and the underlying spirit has been achieved by such means.

BOARD COMPOSITION AND NOMINATION

Board composition, succession and evaluation

To ensure that the Board has a balance of skills, experience and diversity of perspectives appropriate to the requirements of the business of the Group, a policy of selection and nomination of Directors has been established and set out in writing in our board diversity policy which is articulated in more detail below.

The independent non-executive Directors constitute the majority of the Board so that there is a strong independent element on the Board, which serves as a mechanism to ensure that independent views and input are available to the Board and that the Board can effectively exercise independent judgment. The independent non-executive Directors are of diversified background and competencies, with appropriate professional qualifications and/or extensive knowledge and experience in their respective business undertakings. Board independence is also maintained through regularly review by the Nomination Committee of the independence of the independent non-executive Directors. In addition, independent professional advice is sought as and when required by individual Directors.

The composition of the Board, by category, is disclosed in all corporate communications.

The Company has maintained on its website and on the Stock Exchange's website an updated list of Directors identifying their roles and functions and whether they are independent non-executive Directors.

Board Diversity Policy

The board diversity policy of the Company is:

1. Policy Statement

Directors are selected and nominated based on a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, competencies, skills, geographical network capabilities and cross-border experiences in pursuit of maintaining a board of diversified background and competencies, in order to contribute to more effective board deliberations and business directions of the Group.

2. Nominations and Appointments

The Nomination Committee is responsible for:

- reviewing the structure, size and composition of the Board;
- identifying individuals suitably qualified to become board members and selecting or making recommendations to the Board on the selection of individuals nominated for directorship; and
- making recommendations to the Board on the appointment or re-appointment of directors and succession for directors.

3. Measurable Objectives

The Nomination Committee shall develop measurable objectives for implementing this policy, taking into account the Group's strategic plan and business needs. Our measurable objectives include increasing diversity of functional experience, increasing understanding of operating markets and target customer segments.

4. Monitoring, Tracking and Reporting

The Nomination Committee shall review this policy and report the same to the Board on an annual basis.

The Nomination Committee shall also report annually, in the Corporate Governance Report a summary of this policy, the measurable objectives for implementing this Policy, and the progress made on achieving such measurable objectives.

5. Gender Diversity

The Directors consider that gender diversity of the Board has been achieved with Ms. Wan Sin Yee, Cindy on board as independent non-executive Director. The Nomination Committee will continue to search for and identify suitably qualified candidates and make nomination recommendations to the Board as and when appropriate to ensure there will be successors to the Board from time to time to maintain gender diversity wherever necessary.

As at the date of approval of this annual report, the workforce (including members of the senior management as disclosed in the section headed “Biographies of Directors and Senior Management – Senior Management” on this annual report) are in the 4:1 ratio of women to men. For details of our hiring practices, please refer to our ESG Report. In order to pursue gender diversity, similar considerations are taken into account when selecting and hiring people across the Group’s operations.

Board Evaluation

- *Objectives*

The Board has adopted a board evaluation programme with the following objectives:

- (i) reviewing current Board and committee practices with the view to improving efficiency and effectiveness;
- (ii) providing a periodic opportunity for the Board to review the company’s corporate governance framework;
- (iii) testing Directors’ knowledge of the business and its strategic situation;
- (iv) assessing the balance of skills, knowledge and experience on the Board and its committees;
- (v) identifying weaknesses that can be remedied by training and development; and
- (vi) improving the Board composition.

The Board believes that board evaluation is an on-going process and shall continuously assess its performance on a regular basis.

- *Process*

We have engaged a third-party consultant to work with the Corporate Governance Committee in the board evaluation process to ensure independence and effectiveness. The Board evaluates its performance by completing a set of questionnaires focused on leadership and responsibilities, board composition, process, supply of and access to information, financial reporting and internal controls, complemented with interviews conducted with each Director separately to understand more accurately their feedback. A board evaluation report is then released and presented to the Corporate Governance Committee and the Board. Afterwards the management devises an action plan to implement the recommendations given.

Appointments, re-election and removal

The Company has maintained a formal, considered and transparent procedure for appointment of new directors. There are in place plans for orderly succession for appointments, selection and nomination of new Directors to the Board. The appointments of Directors are first reviewed by the Nomination Committee; the recommendations of the Nomination Committee are then proposed to the Board for approval.

All Directors (including non-executive Directors (if any) and independent non-executive Directors) are appointed for a specific term and are subject to retirement by rotation at least once every three years.

All executive Directors have in-depth industry knowledge and established track records, whose interests are aligned with that of the Company. Every Director has given sufficient time and attention to the Company's affairs. The independent non-executive Directors have brought a wide spectrum of their extensive knowledge and experience in their respective business undertakings to the Board for the fullest performance of its functions.

Where the Board proposes a resolution to elect an independent non-executive Director at general meeting, the circular to shareholders of the Company includes information on the process for identifying the individual and why the Board believes the individual should be elected and the reasons why it considers the individual is independent; and perspectives, skills and experience that the individual can bring to the Board and how the individual contributes to the diversity of the Board.

In cases where an independent non-executive Director has served more than nine years, his further appointment is subject to independence assessment by the Nomination Committee followed by the Board's determination and separate resolution to be approved by the shareholders of the Company. The papers to shareholders accompanying that resolution state why the Board believes that the director is still independent and should be re-elected.

Nomination Committee

The principal role and function of the Nomination Committee, which are set out in its terms of reference, include reviewing the structure, size and composition of the Board, identifying individuals suitably qualified to become Board members and selecting or making recommendations to the Board on the selection of individuals nominated for directorship, assessing the independence of the independent non-executive Directors and making recommendations to the Board on the appointment or re-appointment of Directors and succession planning for Directors. The terms of reference of the Nomination Committee are posted on the Stock Exchange's website and the Company's website.

The Nomination Committee currently has four members comprising all independent non-executive Directors, namely, Wan Sin Yee, Cindy, Chan Fu Keung, William, BBS, Yue Chao-Tang, Thomas and Bolliger Peter. The chairman of the Nomination Committee is Wan Sin Yee, Cindy.

During the year, the following work has been performed by the Nomination Committee:

- reviewed the structure, size and composition of the Board;
- reviewed the board diversity policy;
- discussed succession planning;
- made recommendation as to which Directors shall retire by rotation at the forthcoming annual general meeting and, being eligible, offer themselves for re-election; and
- assessed the independence of independent non-executive Directors.

The Nomination Committee has been provided with sufficient resources to perform its duties. In particular, the Nomination Committee is empowered to obtain independent professional advice, and any expenses incurred shall be borne by the Company.

DIRECTORS' RESPONSIBILITIES, DELEGATION AND BOARD PROCEEDINGS

Responsibilities of Directors

Every Director knows his responsibilities as a Director and the conduct, business activities and development of the Group. Independent non-executive Directors understand they have the same duties of care and skill and fiduciary duties as executive Directors.

All newly appointed Directors receive an induction programme on their respective appointment, which are tailored to their background, experience and their role in the Group and are designed to enable them to better understand the operations and business of the Group. The programme includes an induction package given to newly appointed Directors, which comprises a brief introduction to the Group's business and the statutory and regulatory obligations of a director of a listed company. Independent non-executive Directors are invited to site visits of major operating units of the Group and briefed by the Company's executive Directors and senior management on the Group's business and governance practices.

Subsequently Directors receive monthly updates comprising the Group's financial information and business update. In addition, they also receive market intelligence materials (called Monthly Industry Tracker), for them to better appraise the industry in which the Group operates.

The Company has adopted the Model Code for Securities Transactions by Directors of Listed Issuers (the "Model Code") as set out in Appendix C3 to the Listing Rules as its code for dealing in securities of the Company by the Directors for the relevant employees of the Group.

The persons occupying the following positions are regarded as the relevant employees of the Company who shall be subject to the restrictions on dealings in the Company's shares under the Model Code. This list is reviewed by the Corporate Governance Committee on annual basis:

Chief Executive Officer
Chief Operating Officer
Chief Financial Officer
Company Secretary
Head of Investor Relations
Senior managers in various business divisions

All Directors are required to provide the Company with their training records. At the same time the Company is responsible for arranging and funding continuous professional development programmes for the Directors.

During the year, Directors participated in training sessions for update on changes to the business, legal and regulatory environments in which the Group operates, as follows:

Name of Directors	Kinds of Training
Executive Directors	
Chen Li-Ming, Lawrence (Chairman)	A, B, C
Chi Lo-Jen (Chief Executive Officer)	A, B, C
Gillman Charles Christopher	A, B, C
Chiang Yi-Min, Harvey	A, B, C
Independent Non-executive Directors	
Bolliger Peter	A, B, C
Chan Fu Keung, William, <i>BBS</i>	A, B, C
Yue Chao-Tang, Thomas	A, B, C
Shi Nan Sun ^(Note 1)	A, B, C
Wan Sin Yee, Cindy	A, B, C
A: Legal/regulatory	
B: Business	
C: Financial	

Note:

1. Retired on 16 January 2025

The Directors are required to confirm to the Company at the time of appointment, and subsequently on semi-annual basis any change, the number and nature of offices held in public companies or organisations and other significant commitments. These measures ensure that the Directors can devote sufficient time and make contributions to the Group that are commensurate with their roles and board responsibilities. The Board also ensures that changes to its composition can be managed without undue disruption.

The Independent non-executive Directors contribute the benefit of their skills, expertise and varied background and qualifications through regular attendance and active participation in the Board and Board committee meetings on which they serve. They make positive contribution to the Group's business strategy and policies through exercising independent judgment on issues discussed and giving constructive and informed comments at such meetings. They also scrutinise the Company's performance by reviewing the business and financial performance updates at such meetings and follow up with any outstanding issues afterwards on regular basis.

Directors are entitled to be indemnified out of the assets of the Company against all losses or liabilities incurred by them in the execution of the duties of their office. A Directors and Officers Liability Insurance Policy is in place to cover the liability of the Company's Directors and officers.

Chairman and Chief Executive

There is a clear division of responsibilities between the Chairman and the Chief Executive Officer. Such division of responsibilities has been formalised and set out in writing. The respective responsibilities borne by the Chairman and the Chief Executive Officer are:

Chairman's responsibilities:

- Determines broad strategic direction
- Provides leadership of the Board
- Facilitates effective contribution from non-executive Directors
- Supports and advises, and manages the CEO's performance in terms of realisation of Group's objectives determined by the Board
- Ensures good corporate governance practices and procedures are established
- Maintains an effective communication between the Board, management of the Company and shareholders generally

Chief Executive Officer's responsibilities:

- Provides leadership for the management
- Oversees the realisation by the Group of the objectives determined by the Board
- Provides information to the Board as is necessary to enable the Board to monitor the performance of management
- Leads the management of the Group's relationship with its stakeholders
- Puts in place programmes for management development and succession
- Establishes and maintains proper internal controls and internal audit systems
- Discharges such duties and authorities as may be delegated in writing to him/her by the Board

Management functions

The respective responsibilities of the Board and the management of the Company have been formalised and set out in writing. The scope of matters that are retained for the Board's decision are:

- Determination of future development directions
- Determination of overall strategies and policies
- Approval of annual business plan and budget
- Approval of dividend distribution proposals
- Approval of significant investments, merger/acquisition projects, major financing arrangements, connected transactions and material contracts
- Approval of any matters, if considered appropriate, following recommendations by various Board committees
- Approval of other matters that are of a material or substantial nature

The management of the day-to-day operations of the Group is delegated by the Board to the management. To ensure efficient day-to-day operations of the Group and handle such matters as delegated by the Board from time to time, an executive committee of the Board has been established with specific written terms of reference which deal clearly with the committee's authority and duties.

Board Committees

The Board has four corporate governance-related Board committees, namely the Audit Committee, Corporate Governance Committee, Remuneration Committee and Nomination Committee. These committees are formed with specific terms of reference which deal clearly with their authority and duties. The terms of reference of these Board committees require them to report back to the board on their decisions or recommendations.

Board process

Attendance records

The Directors' meetings attendance records for the year 2024 are set out below:

	Board of Directors Meetings	Audit Committee Meetings	Corporate Governance Committee Meetings	Nomination Committee Meeting	Remuneration Committee Meetings	Annual General Meeting
Board of Directors Meetings						
Number of Meetings	6	3	3	2	3	1
<u>Executive Directors</u>						
Chen Li-Ming, Lawrence (Chairman of the Board)	6/6					1/1
Chi Lo-Jen (Chief Executive Officer)	6/6					0/1
Gillman Charles Christopher	6/6					1/1
Chiang Yi-Min, Harvey	6/6					1/1
<u>Independent Non-executive Directors</u>						
Bolliger Peter	6/6		3/3	2/2		1/1
Chan Fu Keung, William	5/6	3/3	3/3	2/2	3/3	1/1
Yue Chao-Tang, Thomas	6/6	3/3	3/3	2/2	3/3	1/1
Shi Nan Sun ^(Note 1)	5/6			2/2		1/1
Wan Sin Yee, Sindy	6/6	3/3		2/2	3/3	1/1

Note:

1. Retired on 16 January 2025

Attendance of each Director is stated by reference to the number of board meetings, board committee meetings and annual general meeting held during his/her tenure. No meeting was attended by the alternate of any Director.

Apart from the formal Board meetings, the Chairman maintains open dialogue and interacts with the independent non-executive Directors, such as holding meetings with the independent non-executive Directors from time to time without the presence of other Directors, to ensure effective communication.

Relationships among the members of the Board

Chiang Yi-Min, Harvey is the cousin of the executive director of Chi Lo-Jen. Save as aforementioned, there is no other family relationship between any of the Directors, nor are there any financial, business or other material or relevant relationships among the members of the Board during the year.

Meeting process

Draft agenda of regular Board meetings are made available to all Directors in advance so that they may include any additional matters they consider appropriate in the agenda.

At least 14 days formal notice has been given to all Directors for regular Board meetings.

Regular Board meetings in 2024 have already been scheduled to ensure compliance with the CG Code and to facilitate Directors' attendance.

The Company Secretary is responsible for preparing minutes of all Board meetings and Board committee meetings; the final versions of which are available for the Directors' inspection at the Company's principal place of business.

Minutes of Board meetings and Board committee meetings have recorded in sufficient detail all matters discussed and resolved at such meetings. Draft minutes are circulated to all Directors for comment within a reasonable time after each meeting and final versions of the minutes are circulated to all Directors for records.

Directors are entitled to seek external independent legal advice at the Company's expense.

Directors are required to declare their interest, if any, in matters before Board meetings, or if such matters are dealt with by written resolutions, in such resolutions.

In case the Director(s) concerned has a material conflict of interest, the Director(s) concerned has abstained from voting on the relevant board resolution and is not counted towards the quorum.

The Chairman ensures that all Directors are properly briefed on issues arising at Board meetings and he takes an active role in encouraging Directors to make full and active participation in Board meetings. Relevant members of the senior management attend the meetings to present the Group's business/financial performance updates. The information and/or analyses required for the Board's consideration and decision making are included in Board papers that are delivered to Directors for their review in a timely manner. The Directors have separate and independent access to the Company's senior management to obtain further information as required to make informed decisions.

Company Secretary

The Company Secretary plays an important role in supporting the Board by ensuring good information flow within the Board and that Board policy and procedures are followed. The Company Secretary is responsible for advising the Board through the Chairman on governance matters and also facilitating induction and professional development of Directors. All Directors have access to the advice and services of the Company Secretary. The Company Secretary reports to the Chairman.

Kan Siu Yim, Katie, the company secretary of the Company, is an employee of the Company and she has day-to-day knowledge of the Company's affairs. During the year, she has attended no less than 15 hours of relevant professional training in accordance with the requirement under Rule 3.29 of the Listing Rules.

AUDIT, INTERNAL CONTROL AND RISK MANAGEMENT

Financial reporting

The Board endeavours to present a balanced, clear and comprehensive assessment of the Group's performance, position and prospects.

Before the commencement of a new financial year, annual business plan and budget are presented to the Board for approval. To evaluate the performance of the Group, presentation of business review and financial analysis of the Group is made to the Board by the management at relevant Board meetings to approve the financial results of the Group. The management provides all members of the Board with monthly updates giving a balanced and understandable assessment of the Group's performance, position and prospects in sufficient detail to enable the Board as a whole and each Director to discharge their duties. The monthly updates comprise internal financial information comparing to budget, industry peer comparison, as well as market intelligence.

Directors and auditor of the Company have stated their responsibilities on pages 41 and 75 respectively of this annual report. The Board is responsible for the preparation of financial statements of the Company and ensuring that they give a true and fair view of the state of affairs of the Company according to the relevant statutory requirements and accounting standards.

Risk Management and Internal Control

The Board is responsible for evaluating and determining the nature and extent of risks it is willing to take in achieving the Group's strategic objectives and ensuring that the Group establishes and maintains appropriate and effective risk management and internal control systems. These risks include material risks relating to Environmental, Social, and Governance ("ESG") matters. The Board confirms that the design of these systems is intended to manage the Group's risks within an acceptable risk profile rather than to eliminate the risk of failing to achieve business objectives. Therefore, they can only provide reasonable, but not absolute, assurance against material misstatement or loss.

The Board continuously monitors the Group's risk management and internal control systems to ensure that a review of their effectiveness is conducted at least annually, with the review results reported to shareholders in the Corporate Governance Report. The review covers all material controls, including financial, operational, and compliance controls. It includes management's ongoing monitoring of risks and internal control systems, the work of the internal audit function and other assurance providers, and the Group's ability to respond to changes in its business and external environment. The Board also oversees management's responsibilities in designing, implementing, and monitoring the risk management and internal control systems. It has received an annual confirmation from management stating the effectiveness of the Group's risk management and internal control systems.

CORPORATE GOVERNANCE REPORT

The Group has established procedures to handle significant control failings or weaknesses, including assessments of material adverse events, risk mitigation plans, and follow-up actions. Significant control failings or weaknesses, as well as any unforeseen outcomes or contingencies that have had, could have had, or may in the future have, a material impact on the Group's financial performance, are reported to senior management and the Audit Committee on a monthly basis. These findings are subsequently reported at Board meetings, enabling the Board or its Committees to evaluate the effectiveness of the Group's risk management and internal control systems. This mechanism facilitates timely resolution of material internal control deficiencies, risk management, or enhanced risk mitigation. No significant control failings or weaknesses were identified during the year.

The Board conducts an annual review to ensure the adequacy of resources, staff qualifications and experience, training programs, and budget for the Group's accounting, internal audit, financial reporting, and ESG reporting functions. The Board considers that the Group's risk management and internal control systems are effective and sufficient to meet the requirements of financial reporting and Listing Rules compliance.

The Group's risk management and internal control systems, as well as the internal audit manual, have been comprehensively reviewed and implemented according to internal operational flows and changes in the business environment, with a positive assessment from a third-party professional body. This COSO-based system comprises five elements: control environment, risk assessment, control activities, information and communication, and monitoring.

The Group's internal control procedures include strategic control, management control, compliance control, and business process control. These procedures are designed to ensure the integrity of business processes (including financial and human assets, data/information, and application systems), enhance operational efficiency and effectiveness, improve information quality for decision-making, and maintain high standards of corporate governance.

The Group has an internal audit team that reports directly to the Audit Committee, the Chairman, and the Chief Executive Officer of the Group. Ernst & Young, the Group's external auditor, reported to the Audit Committee on matters concerning the Group's internal control for the year ended 31 December 2024, in accordance with Hong Kong Standards on Auditing.

Regarding the handling and dissemination of inside information, the Board has adopted a Memorandum on Disclosure of (1) Inside Information; and (2) Information Necessary to Avoid a False Market (the "Inside Information Memorandum"), aimed at guiding the management, protection, and disclosure of inside information, as well as ensuring the disclosure of information necessary to avoid a false market.

Under the Inside Information Memorandum, the control mechanism embodies (1) control structure; and (2) control process, which are detailed as below:

Control Structure

Monitors business and corporate developments to identify and escalate potential inside information to designated officers, committees, or the Board.

Control Process

Comprises identification of control ownership, inside information assessment reporting and communication, and oversight to ensure proper segregation of duties and responsibilities.

Policies

The Group has established a whistleblowing policy and mechanism that enables employees and key stakeholders to raise concerns, in confidence and anonymously, to the Internal Audit Office or the Corporate Social Responsibility Department regarding any potential misconduct related to the Group. Reported cases are investigated confidentially and promptly.

The Group has also established an anti-corruption and anti-bribery code of conduct, outlining the culture of counter-corruption and control framework for the prevention, detection, reporting and investigation of any suspected or actual irregularities.

Audit Committee

With the support of the Audit Committee, the Board has put in place formal and transparent arrangements to consider how it will apply financial reporting, risk management and internal control principles and maintain an appropriate relationship with the Company's auditor.

The principal role and function of the Audit Committee, which are set out in its terms of reference, include the review of the relationship with the Company's external auditor, review of the financial information of the Company, oversight of the Company's financial reporting system, risk management and internal control systems, review of the Company's compliance with any applicable laws and regulations, and review arrangements employees of the Company can use, in confidence, to raise concerns about possible improprieties in financial reporting, internal control or other matters. The Audit Committee should ensure that proper arrangements are in place for fair and independent investigation of these matters and for appropriate follow-up action. The terms of reference are posted on the Stock Exchange's website and the Company's website.

The Audit Committee currently has three members comprising three independent non-executive Directors, namely Yue Chao-Tang, Thomas, Chan Fu Keung, William, BBS and Wan Sin Yee, Cindy. The Chairman of the Audit Committee is Yue Chao-Tang, Thomas.

During the year, the following work has been performed by the Audit Committee:

- reviewed financial reporting system;
- reviewed the risk management and internal control systems;
- reviewed and discussed interim and annual results; and
- monitored the Group's tax matters.

The Audit Committee meets with the external auditor annually in the absence of the Company's management, to discuss matters relating to audit fees, any issues arising from the audit and any other matters the external auditor or the Audit Committee may wish to raise.

External Auditor and Auditor's Remuneration

The remuneration paid/payable to the external auditor of the Company in respect of audit services and non-audit services provided to the Group for the year ended 31 December 2024 was US\$641,000 and US\$364,000 respectively. The non-audit services related primarily to tax consulting and ESG consulting services. The external auditor will not be engaged for non-audit services unless such services constitute permissible non-audit services which should be endorsed by the Audit Committee.

Process

The Company Secretary is responsible for preparing minutes of all Audit Committee meetings and such minutes have recorded in sufficient detail all matters discussed and resolved at such meetings. Draft minutes are circulated to all members for comment within a reasonable time after each meeting and final version of the minutes is circulated to all the Directors for records.

The Audit Committee has full access to the executive Directors, the senior management and internal audit team for any information relating to the Company's financial performance, financial reporting system, risk management and internal control systems to facilitate the process of making appropriate recommendations and proposals.

In addition, the Audit Committee may obtain advice from the external legal and other independent professional advice whenever they consider necessary.

REMUNERATION

A formal and transparent policy on directors' remuneration policy is in place, and the procedure for setting policy on executive directors' remuneration and all directors' remuneration packages are formal and transparent. Remuneration levels are well discussed at Remuneration Committee meetings. No Director has been involved in deciding his/her own remuneration.

Directors' remuneration policy

The Group endeavours to provide a fair market level of remuneration to attract, retain and motivate high quality executive Directors, senior management and employees.

Remuneration Committee

The principal role and function of the Remuneration Committee, which are set out in its terms of reference, are making recommendations to the Board on the Company's policy and structure for all Directors' and senior management remuneration, reviewing and making recommendation to the Board the management's remuneration proposals for Directors and reviewing the Group's overall human resources strategy. The terms of reference of the Remuneration Committee are posted on the Stock Exchange's website and the Company's website.

The Remuneration Committee currently has three members comprising three independent non-executive Directors, Chan Fu Keung, William, BBS, Yue Chao-Tang, Thomas and Wan Sin Yee, Cindy. The chairman of the Remuneration Committee is Chan Fu Keung, William, BBS.

During the year, the following work has been performed by the Remuneration Committee:

- reviewed the Group's human resources and remuneration strategies;
- reviewed major human resources projects;
- reviewed and determined the policy for the remuneration of executive Directors;
- made recommendations to the Board on the proposed remuneration packages of individual Directors and senior management; and
- reviewed and made recommendations to the Board on the adoption of new share option scheme and new share award scheme.

Process

The Remuneration Committee adopts the model of making recommendations to the Board on the remuneration packages of individual executive directors and senior management. The procedure for setting policy on executive Directors' remuneration is as follows:

- (i) The Company's management makes recommendations to the Remuneration Committee on the executive Directors' remuneration;
- (ii) the Remuneration Committee then reviews these recommendations (with access to professional advice if considered necessary and at the Company's expense) and proposes the final remuneration package to the Board for approval; and
- (iii) No Director or any of his or her associates is involved in deciding his or her own remuneration.

The Remuneration Committee has full access to the human resources personnel and senior management if required to obtain any information relating to the human resources structure of the Group so as to facilitate making appropriate remuneration-related recommendations and proposals. The Remuneration Committee also has access to independent professional advice at the Company's expense if considered necessary.

The remuneration of the senior management of the Company by band was set out in Note 11 to the financial statements.

During the year under review, the Remuneration Committee had reviewed the existing scheme of the Company approved and adopted pursuant to an ordinary resolution passed by the Shareholders at the annual general meeting of the Company held on 19 May 2017 involving the grant by the Company of options over Shares (the "2017 Share Option Scheme") and the share award plan approved and adopted by the Board on 16 March 2017 providing for the grant by the Company of share awards using existing Shares and/or new Shares to be issued by the Company (the "2017 Share Award Plan"). The Remuneration Committee noted that the scheme mandate limit of the 2017 Share Option Scheme had been largely utilised, and adoption of a new share option scheme would enable the Company to make further grants of share options to eligible participants as and when appropriate as additional motivation for making continuous contribution to the Group's development and bring the Company's share option scheme in line with the prevailing requirements under the Listing Rules following recent amendments to Chapter 17 of the Listing Rules. Accordingly, the Remuneration Committee had recommended the Board to seek shareholders' approval for adoption of a new share option scheme and termination of the 2017 Share Option Scheme at the annual general meeting held on 9 May 2024. The Remuneration Committee had further recommended the Board to terminate the 2017 Share Award Plan and replace it with a new share award scheme with effect from the conclusion of the annual general meeting held on 9 May 2024, given that the 2017 Share Award Plan would become obsolete on the day immediately following the date of the annual general meeting under the Stock Exchange's latest guidance and policy. Adoption of the new share award scheme would enable the Company to grant share awards to eligible participants as and when appropriate to encourage them to make continuous contribution to the Group's development. It was proposed that the new share award scheme should provide for the grant by the Company of share awards using existing shares only, in which case it would not be subject to Shareholders' approval in accordance with Chapter 17 of the Listing Rules. For further details of the new share option scheme and share award scheme adopted at the annual general meeting held on 9 May 2024, please refer to the sections headed "2024 Share Option Scheme" and "2024 Share Award Scheme" in the Director's Report in this annual report.

SHAREHOLDERS ENGAGEMENT

Investor relations

The Board endeavours to maintain an on-going dialogue with the Shareholders and in particular, use annual general meetings or other general meetings, financial reports and corporate websites to communicate with the Shareholders. In addition, the Company's spokespersons meet with research analysts and the press on a regular basis, attend major investors' conferences and participate in international non-deal roadshows in order to maintain a continuing communication with the institutional analysts, investors and financial media.

During the financial year, in order to solicit and understand the views of Shareholders and other stakeholders, over 280 investor relations activities were conducted including investor group calls, one-on-one calls and meetings, factory visits, non-deal roadshows and investor conferences in which Shareholders and other participants are allowed to communicate their views on various matters affecting the Group. Effective communication was achieved between the investment community and the Company as the Company promptly, transparently, and effectively communicated the Company's operational and financial performance during the year under review.

CORPORATE GOVERNANCE REPORT

The Company maintains a Corporate Disclosure Policy on which the framework of Shareholders' communication policy is built. In the Corporate Disclosure Policy, the following major aspects are dealt with:

- (a) to determine the authorised Company spokespersons and their responsibilities;
- (b) to give guidelines to employees;
- (c) to determine policy on communicating with media;
- (d) to determine policy on communicating with shareholders and investment community;
- (e) to determine policy on meetings with investment community;
- (f) to determine policy on commenting on analysts' earnings estimates;
- (g) to determine policy on responding to rumours/leaks/inadvertent disclosures; and
- (h) to determine policy on forward-looking statements.

The Corporate Governance Committee reviews this Corporate Disclosure Policy on an annual basis.

The Company has a dividend policy which is disclosed in the Directors' Report of this Annual Report.

Constitutional documents

During the year, there is no change in the Company's memorandum and articles of association.

Shareholders' rights

- (a) How Shareholders can convene an extraordinary general meeting

In accordance with article 58 of the Company's articles of association, any one or more members 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 shall at all times have the right, by written requisition to the Board or the Secretary of the Company, to require an extraordinary general meeting to be called by the Board for the transaction of any business specified in such requisition; and such meeting shall be held within two months after the deposit of such requisition. If within twenty-one days of such deposit the Board fails to proceed to convene such meeting, the requisitionist(s) himself (themselves) may do so in the same manner, and all reasonable expenses incurred by the requisitionist(s) as a result of the failure of the Board shall be reimbursed to the requisitionist(s) by the Company.

- (b) The procedures for sending enquiries to the Board

Shareholders may put enquiries to the Board (i) in writing to the Company's registered office in Hong Kong (Flat C, 20/F, MG Tower, 133 Hoi Bun Road, Kowloon, Hong Kong) for attention to the Company Secretary or (ii) by email at stella@stella.com.hk or (iii) by attending the Company's annual general meeting or extraordinary general meeting.

(c) The procedures for putting forward proposals at Shareholders' meetings

(i) *proposal relating to election of a person other than a Director as a Director*

In accordance with article 88 of the Company's articles of association, if a Shareholder wishes to propose a person other than a Director for election as a Director at any general meeting, a notice signed respectively by that Shareholder giving his intention to propose such person for election and stating the full name of the person proposed for election as a Director, including the person's biographical details as required by Rule 13.51(2) of the Listing Rules, and also the person to be proposed of his willingness to be elected as Director, be lodged at the Company's registered office in Hong Kong (Flat C, 20/F, MG Tower, 133 Hoi Bun Road, Kowloon, Hong Kong) attention to the Company Secretary. The minimum length of the period, during which such notices are given, shall be at least seven days and that (if the notices are submitted after the dispatch of the notice of the general meeting appointed for such election) the period for lodgment of such notices shall commence on the day after dispatch of the notice of the general meeting appointed for such election and end no later than seven days prior to the date of such general meeting.

The Company has published the above procedures relating to Shareholder's right to propose a person for election as a Director on the Company's website.

(ii) *other proposals*

If a Shareholder wishes to make other proposals at Shareholders' meeting, he may lodge a written request, duly signed, at the Company's registered office in Hong Kong (Flat C, 20/F, MG Tower, 133 Hoi Bun Road, Kowloon, Hong Kong) attention to the Company Secretary.

Annual General Meeting

In order to ensure that our shareholders are given sufficient notice of shareholders meetings and are familiar with the procedures for conducting a poll, notice of the 2024 AGM together with annual reports and financial statements are dispatched to the shareholders more than 30 days prior to the meeting. Comprehensive information is also given on each separate resolution to be proposed.

Chen Li-Ming, Lawrence, the chairman of the Board had attended the 2024 AGM and the chairman or member of the Audit Committee, the Corporate Governance Committee, the Remuneration Committee and the Nomination Committee attended the 2024 AGM to answer Shareholders' questions. In addition, members of the senior management, and Ernst & Young, the Company's external auditor, had attended the 2024 AGM to answer Shareholders' questions.

Detailed explanation regarding the procedures for demanding poll by Shareholders had been provided at the commencement of the 2024 AGM.

DIRECTORS' AND AUDITOR'S ACKNOWLEDGEMENT

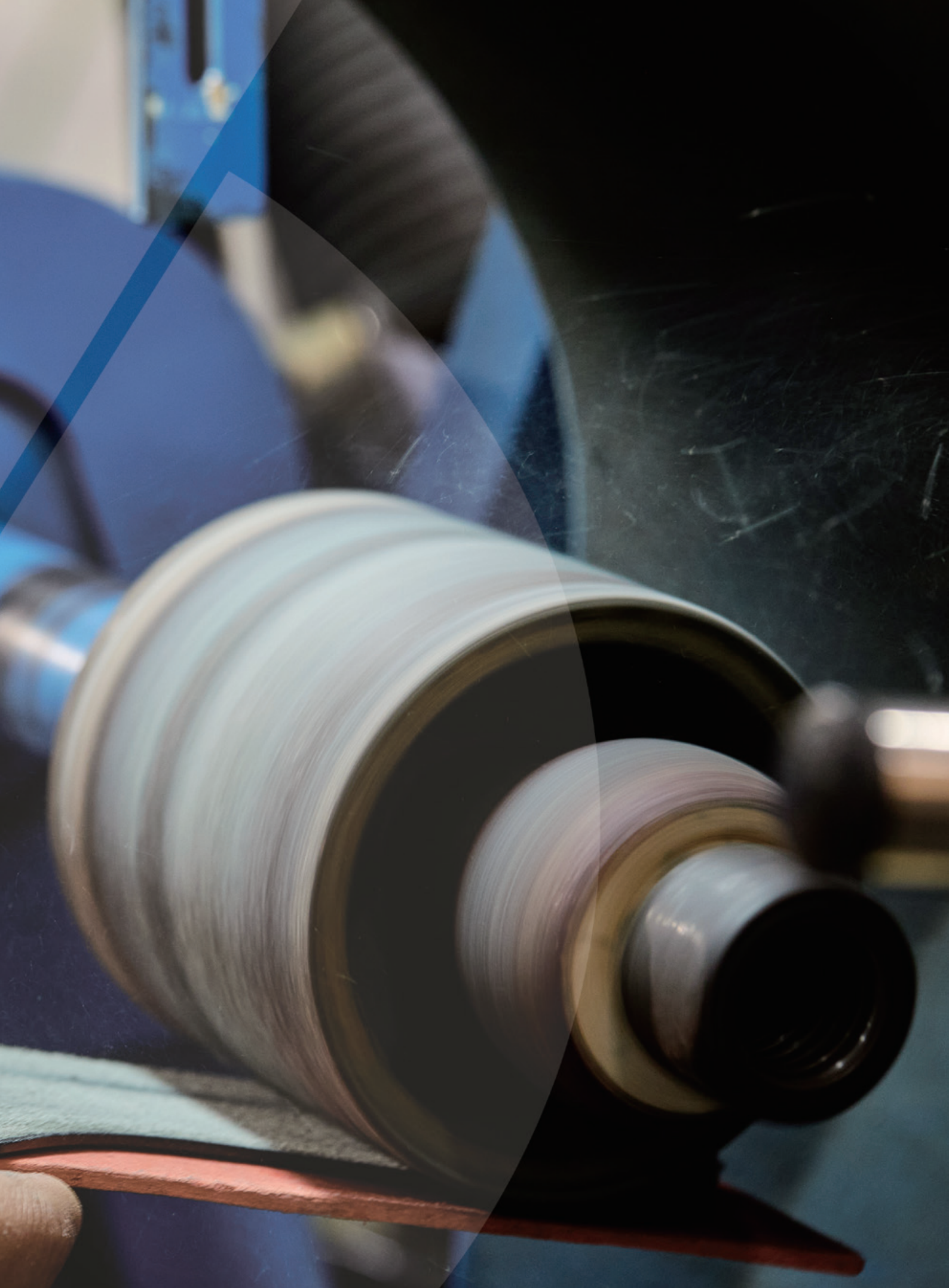
The Directors acknowledge their responsibility for preparing the accounts for the year under review.

The Board has conducted a review of the effectiveness of the risk management and internal control systems of the Group for the year under review.

The statement of the external auditor about its reporting responsibilities on the consolidated financial statements is set out in the Independent Auditor's Report on page 73.



BIOGRAPHIES OF DIRECTORS AND SENIOR MANAGEMENT



BIOGRAPHIES OF DIRECTORS AND SENIOR MANAGEMENT

EXECUTIVE DIRECTORS

CHEN Li-Ming, Lawrence, aged 64, is the Chairman of the Board, an Executive Director of the Company and a member of the Executive Committee of the Board. Mr. Chen has been with the Group since 1985. He is responsible for the Group's corporate management. He has over 40 years of experience in technology development and management in the footwear industry. He holds a Bachelor of Electrophysics degree from the National Chiao Tung University, Taiwan. He is also a director of certain subsidiaries of the Company which are engaged in design and marketing activities, manufacturing and retail business. He is a director of Cordwalner Bonaventure Inc., the single largest shareholder of the Company. He is also indirectly interested in the issued share capital of Cordwalner Bonaventure Inc.

CHI Lo-Jen, aged 53, is an Executive Director of the Company, the Chief Executive Officer of the Group, and the Chairman of the Executive Committee of the Board. Mr. Chi joined the Group in 1995 and has over 30 years of experience in the footwear industry, during which he gained extensive brand exposure across all aspects of the Group's operations, including fashion, casual and fashion-athletic businesses. As CEO, Mr. Chi oversees the Group's overall operations and is responsible for setting its business development strategies. He leads engagement with key stakeholders while fostering innovation and sustainable growth. He has played a pivotal role in expanding the Group's high-fashion customer base and establishing its fashion-athletic footwear business, now a key growth driver. Mr. Chi studied mechanical engineering at Carnegie Mellon University in the United States. He also serves as a director for several subsidiaries of the Company engaged in design, marketing, manufacturing, and branding activities. Mr. Chi is the cousin of the Executive Director, Chiang Yi-Min, Harvey.

GILLMAN Charles Christopher, aged 63, is an Executive Director of the Company and a member of the Executive Committee of the Board. Mr. Gillman joined the Group in 2018 and has over 40 years of experience in the footwear industry. He is currently responsible for the Sports Footwear Division of the Group. Prior to joining the Group, he was the president (worldwide sourcing) at Caleres, Inc. (formerly known as Brown Shoe Company), with extensive exposure in business operations in various aspects such as product development, sales and marketing and logistics, until 2017 after 35 years of service. He holds a Bachelor of Science degree in Business Administration from the Indiana University, the United States.

CHIANG Yi-Min, Harvey, aged 41, is an Executive Director of the Company and a member of the Executive Committee of the Board. Mr. Chiang joined the Group since 2007 and has over 18 years of experience in the footwear industry. He is currently responsible for business development and product creation centre of the Group's brand customers. He holds a Bachelor of Sociology degree in Manhattan College, the United States. He is the son of Mr. Chiang Jeh-Chung, Jack, one of the founders of the Group and the former Non-executive Director. He is also the cousin of the Executive Director, Chi Lo-Jen.

INDEPENDENT NON-EXECUTIVE DIRECTORS

BOLLIGER Peter, aged 80, is an Independent Non-executive Director of the Company, the Chairman of the Corporate Governance Committee and a member of the Nomination Committee of the Board. Mr. Bolliger had extensive experience in retail business with renowned department stores. From 1990 to 1994, he was the Managing Director of Harrods, London, the director of House of Fraser Plc and the Chairman of Kurt Geiger, London (which is one of the leading luxury footwear retailers in Europe). Prior to these appointments, he had served at shoes companies, such as the Managing Director of A & D Spitz (Pty) Ltd., South Africa (1982 to 1990) and the Managing Director of Bally Shoes, Scandinavian Division, Denmark. In 1994, he joined Clarks and became the chief executive in 2002 until his retirement in May 2010. From February 2015 to June 2021, he was an Independent Non-executive Director of GrandVision B.V., a company which was then listed on the Euronext N.V. In addition, he is the Non-executive Chairman of Kurt Geiger, London. Mr. Bolliger has been appointed as Independent Non-executive Director of the Company since October 2010.

CHAN Fu Keung, William, BBS, aged 76, is an Independent Non-executive Director of the Company, and the Chairman of the Remuneration Committee and a member of the Audit Committee, the Corporate Governance Committee and the Nomination Committee of the Board. Mr. Chan was a member of the Executive Directorate and the Human Resources Director of the MTR Corporation Limited (Stock Code: 66) (the "MTR Corporation"), a company listed on the Main Board of The Stock Exchange of Hong Kong Limited since 1996 and 1998 respectively until July 2012 when he retired from the MTR Corporation after 23 years of service. As Human Resources Director of the MTR Corporation, he was responsible for overseeing human resources management, succession planning, organisation development, operations and management training, administration and security management of the MTR Corporation. Prior to joining the MTR Corporation, Mr. Chan held senior management positions in the commercial, utility and public sectors in Hong Kong, including the Hong Kong Government, the Hong Kong Productivity Council, Hutchison Whampoa Limited and Hong Kong Telecommunications Limited. He is currently a Non-executive Director of the Urban Renewal Authority Board. He is also a director of CUHK Medical Centre Limited and a member of the Hospital Governing Committee of the Grantham Hospital. From December 2012 to November 2018, he was a member of the Hospital Authority Board. Since August 2015, Mr. Chan has been appointed as an Independent Non-executive Director of Analogue Holdings Ltd (Stock Code: 1977), which is a company listed on the Main Board of The Stock Exchange of Hong Kong Limited since July 2019. Mr. Chan received a Bachelor of Social Science degree from the University of Hong Kong in 1971. Mr. Chan has been appointed as an Independent Non-executive Director of the Company since September 2012.

BIOGRAPHIES OF DIRECTORS AND SENIOR MANAGEMENT

YUE Chao-Tang, Thomas, aged 71, is an Independent Non-executive Director of the Company, the Chairman of the Audit Committee and a member of the Corporate Governance Committee, the Nomination Committee and the Remuneration Committee of the Board. Mr. Yue was a partner and director of the Global Advisory Council of Ernst & Young from 1998 to 2001, and became the Deputy Chairman and Chairman of Ernst & Young from 2001 to 2004 and from 2004 to 2007 respectively. He has been in the accounting profession for over 40 years. Mr. Yue also holds various positions in the academic field. He is a visiting professor of both the Accounting Faculty of the National Chung Hsing University and the Accounting and Information Research Institute of the Asia University. From June 2008 to June 2014, Mr. Yue was an Independent Director of WPG Holdings Limited (Stock Code: 3702), the shares of which are listed on the Taiwan Stock Exchange. From June 2011 to June 2020, Mr. Yue was an Independent Director of O-Bank (Stock Code: 2897), the shares of which are listed on the Taiwan Stock Exchange. From June 2013 to May 2022, Mr. Yue was an Independent Director of Uni-President Enterprises Corp. (Stock Code: 1216), the shares of which are listed on the Taiwan Stock Exchange. From June 2014 to June 2023, Mr. Yue was an Independent Director of Johnson Health Tech. Co., Ltd. (Stock Code: 1736), the shares of which are listed on the Taiwan Stock Exchange. Mr. Yue is currently an Independent Director of Feng Hsin Steel Co., Ltd. (Stock Code: 2015), the shares of which are listed on the Taiwan Stock Exchange. Mr. Yue received a master's degree and a bachelor's degree in accounting from the National Cheng-Chi University and the National Cheng-Kung University respectively. In addition, Mr. Yue received a master's degree in business administration from China Europe International Business School. Mr. Yue has been a certified public accountant of Taiwan since 1983. Mr. Yue has been appointed as an Independent Non-executive Director of the Company since January 2013.

WAN Sin Yee, Sindy, aged 51, was a Managing Director at the investment banking division of Goldman Sachs Asia L.L.C., which she left in 2015 after spending 13 years at the firm. She worked at management consulting firm A.T. Kearney after earning a Bachelor's degree in Business Administration from The Chinese University of Hong Kong. She also holds a Master of Business Administration degree from the Wharton School and a Master of Arts degree in International Studies from the Lauder Institute from the University of Pennsylvania. Ms. Wan has been appointed as an Independent Non-executive Director of the Company since March 2023.

SENIOR MANAGEMENT

CHAO Yi-Tang, aged 40, is the Vice President of the Group. Mr. Chao joined the Group since February 2011 and has over 10 years of experience in the footwear industry. He is currently in charge of business development and product creation of the Group's Sports Division. He holds a Bachelor of science degree in Chemical Engineering from the University of California-Berkeley, the United States. He is the son of Mr. Chao Ming-Cheng, Eric, one of the founders of the Group and the former Non-executive Director.

CHEN Yu-Chiu, aged 51, is the Vice President of the Group. Mr. Chen joined the Group in May 1998 and has over 25 years of experience in the footwear industry. He is currently responsible for global production factory operations for the Group's Sports Division. He holds an Associate's degree in Electrical Engineering from Fortune Junior College of Technology and Commerce, Taiwan (now Fortune Institute of Technology (FIT)).

HUANG Lin-I, aged 51, is the Vice President of the Group. Mr. Huang joined the Group in August 1998, and has over 25 years of experience in the footwear industry. He is currently in charge of operations in the Group. He holds a Bachelor's degree in Applied Math from Chung Yuan Christian University in Taiwan.

CHENG Chun-Chuan, aged 51, is the Vice President of the Group. Mr. Cheng joined the Group in March 2000 and has over 20 years of experience in the footwear industry. He is currently in charge of production management of fashion, women's, and casual footwear of all factories in Vietnam. He holds a Bachelor's degree in commercial design from Chung Yuan Christian University in Taiwan.

CHANG Hao-Chueh, aged 52, is the Vice President of the Supply Chain Management Centre of the Group. Mr. Chang joined the Group in May 2000 and has over 20 years of experience in the footwear industry. He holds a Bachelor's degree in commercial design from Chung Yuan Christian University, Taiwan. He has rotated through various departments throughout his time with the Group, including research and development, production, factory management and procurement.

TAM Siu Ming, Andrew, aged 47, is the Chief Financial Officer of the Group. He joined the Group in April 2020. Mr. Tam has more than 20 years of experience in corporate finance advisory, investment banking and investment management. Prior to joining the Group, he was Executive Vice President at Li & Fung Limited, which was then listed on the Main Board of the Stock Exchange and privatised in May 2020, where he led the corporate finance, financial planning and analysis, treasury and investor relations functions. From 2007 to 2013, he was Assistant Portfolio Manager at Janus Capital, investing across emerging markets and various business sectors. From 2002 to 2005, he was a member of the Microsoft Corporate Strategy and Development team, where he worked on various investments, acquisitions and strategic projects. From 2000 to 2002, he was a member of the Technology mergers and acquisitions team in Credit Suisse First Boston in Palo Alto, California focusing on mergers and acquisitions advisory in the technology sector. Mr. Tam holds a Bachelor of Arts Degree, in Economics awarded by the University of California at Berkeley, the United States and a Master Degree of Business Administration awarded by Harvard Business School, Boston, United States.



DIRECTORS' REPORT



DIRECTORS' REPORT

The board (the “Board”) of directors (the “Directors”) of Stella International Holdings Limited (the “Company”) is pleased to present the annual report and the audited consolidated financial statements of the Company and its subsidiaries (collectively the “Group”) for the year ended 31 December 2024.

PRINCIPAL ACTIVITIES

The principal activity of the Company is investment holding and the principal activities of the Group are development, manufacturing and sales of footwear products. Particulars of the principal activities of the Company’s major subsidiaries are set out in note 1 to the consolidated financial statements of the Group for the year ended 31 December 2024.

BUSINESS REVIEW

For details of business review in relation to the development, performance or position of the Company’s business, please refer to the section headed “Management Discussion and Analysis” of this annual report and the 2024 Environmental, Social and Governance Report of the Company. The foregoing sections form parts of the business review as contained in this Directors’ Report.

DIVIDEND POLICY

The Company has adopted a dividend policy (“Dividend Policy”), pursuant to which the Company may declare and distribute dividends to the shareholders of the Company. Our Dividend Policy aims to provide stable and consistent dividends with steady growth when supported by our earnings whilst ensuring that sufficient financial resources can be maintained to fund our business growth. The Board targets a 70% cash return to the shareholders of the Company in the form of dividends and share buyback.

RESULTS AND DIVIDEND

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 78.

The Board recommended the payment of a final dividend of HK50 cents per ordinary share to shareholders of the Company (the “Shareholders”) for the year ended 31 December 2024. In addition to the payment of a final dividend, the Board recommended the payment of a special dividend of HK56 cents per ordinary share to the Shareholders for the year ended 31 December 2024 in recognition of the continual support of the Shareholders. The proposed final dividend and special dividend, amounting to approximately US\$53.3 million and US\$60 million respectively, will be paid to Shareholders whose names appear on the register of members of the Company on Wednesday, 21 May 2025, if the proposals are approved by the Shareholders at the forthcoming annual general meeting of the Company (the “AGM”) to be held on Thursday, 15 May 2025. It is expected that the final dividend and special dividend, if approved, will be paid on Friday, 6 June 2025.

In order to qualify for the proposed final dividend and special dividend to be approved at the AGM, all share transfers accompanied by the relevant share certificates must be lodged with the Company’s share registrar and transfer office in Hong Kong, Computershare Hong Kong Investor Services Limited at Shops 1712-1716, 17th Floor, Hopewell Centre, 183 Queen’s Road East, Wanchai, Hong Kong, for registration not later than 4:30 p.m. on Wednesday, 21 May 2025.

CLOSURE OF REGISTER OF MEMBERS

The register of members of the Company will be closed from Monday, 12 May 2025 to Thursday, 15 May 2025 (both days inclusive), during which period no transfer of shares will be effected. In order to qualify for attending and voting at the forthcoming AGM, all share transfers accompanied by the relevant share certificates must be lodged with the Company's share registrar and transfer office in Hong Kong, Computershare Hong Kong Investor Services Limited at Shops 1712-1716, 17th Floor, Hopewell Centre, 183 Queen's Road East, Wanchai, Hong Kong, for registration not later than 4:30 p.m. on Friday, 9 May 2025.

PROPERTY, PLANT AND EQUIPMENT

Details of movements in property, plant and equipment of the Group during the year ended 31 December 2024 are set out in note 14 to the consolidated financial statements.

SHARE CAPITAL

Details of movements in share capital of the Company during the year ended 31 December 2024 are set out in note 28 to the consolidated financial statements.

FIVE-YEAR FINANCIAL SUMMARY

A summary of the consolidated results of the Group for the last five financial years and its consolidated assets and liabilities as at the end of the last five financial years is set out on page 178.

BANK BORROWINGS

Details of bank borrowings for the year ended 31 December 2024 are set out in note 26 to the consolidated financial statements.

RESERVES

Details of movements in reserves of the Group and the Company during the year ended 31 December 2024 are set out in the consolidated statement of changes in equity and note 29 to the consolidated financial statements.

DISTRIBUTABLE RESERVES

The Company's reserves available for distribution to Shareholders as at 31 December 2024 were US\$452.1 million (2023: US\$449.8 million).

DIRECTORS' REPORT

DIRECTORS

As at the date of this annual report, the Directors of the Company comprises:

Executive Directors:

Chen Li-Ming, Lawrence

Chi Lo-Jen

Gillman Charles Christopher

Chiang Yi-Min, Harvey

Independent Non-executive Directors:

Bolliger Peter

Chan Fu Keung, William, *BBS*

Yue Chao-Tang, Thomas

Wan Sin Yee, Cindy

Subsequent to the balance sheet date, Ms. Shi Nan Sun retired as an independent non-executive director and a member of the Nomination Committee of the Board with effect from 16 January 2025.

In accordance with article 87(1) of the Company's articles of association, Mr. Gillman Christopher Charles, Mr. Chiang Yi-Min, Harvey and Mr. Bolliger Peter will retire by rotation at the AGM.

DIRECTORS' SERVICE CONTRACTS

No Director proposed for re-election at the forthcoming AGM of the Company has a service contract which is not determinable by the Group within one year without payment of compensation (other than statutory compensation).

PERMITTED INDEMNITY PROVISION

The service agreements entered into by the Company with each of the executive Directors, which are currently in force and were in force during the year ended 31 December 2024, contain indemnity provisions which are permitted indemnity provisions under the Companies Ordinance (Chapter 622 of the Laws of Hong Kong) subject to the limitations specified in sections 468 and 469 thereof, for the benefit of the executive Directors. Pursuant to such provisions, the Company shall indemnify any executive Director against any liability, loss suffered and expenses incurred by the executive Director in connection with any legal proceedings in which he is involved by reason of being a Director, and in which the judgment is given in his favour or in which he is acquitted. The Company has also taken out and maintained appropriate insurance cover to indemnify the Directors for liabilities that may arise out of corporate activities. The insurance coverage is reviewed on an annual basis. During the year ended 31 December 2024, no claims were made against the Directors.

CONTRACTS OF SIGNIFICANCE AND RELATED PARTY TRANSACTIONS

None of the Directors had, at any time during or at the end of the year under review, whether directly or indirectly, a material interest in any contract of significance in relation to the Group's business to which the Company or any of its subsidiary was a party.

No contract of significance had been entered into between the Company or any of its subsidiaries, and the controlling shareholder (as defined in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("Listing Rules")) of the Company or any of its subsidiaries.

The Company confirms that none of the related party transactions disclosed in note 34 to the consolidated financial statements constitutes a connected transaction or continuing connected transaction of the Company as defined in Chapter 14A of the Listing Rules that were not fully exempt from the shareholders' approval, annual review and all disclosure requirements under Chapter 14A of the Listing Rules.

MANAGEMENT CONTRACTS

No contracts concerning the management and administration of the whole or any substantial part of the business of the Group (other than contracts of service with any Director or any person engaged in full time employment of the Group) were entered into or existed during the year.

DIRECTORS' RIGHTS TO ACQUIRE SHARES OR DEBENTURES

Save as disclosed under the heading "Directors' and Chief Executive's Interests and Short Positions in Shares and Underlying Shares", "The 2007 Scheme" and "The 2017 Scheme" below, at no time during the year under review was the Company or any of its subsidiaries a party to any arrangement to enable the Directors to acquire benefits by means of the acquisition of shares in, or debentures of, the Company or any other body corporate.

INDEPENDENT NON-EXECUTIVE DIRECTORS

The Company has received an annual confirmation of independence based on the factors set forth in Rule 3.13 of the Listing Rules from each of the independent non-executive Directors. The Company considers all of the independent non-executive Directors of the Company independent taking into account the assessment guidelines set out in Rule 3.13 of the Listing Rules.

DISCLOSURE OF INTERESTS

Directors’ and Chief Executive’s Interests and Short Positions in Shares and Underlying Shares

As at 31 December 2024, the interests and short positions of the Directors and the chief executive of the Company in the shares, underlying shares and debentures of the Company or its associated corporations (within the meaning of Part XV of the Securities and Futures Ordinance (the “SFO”)) as recorded in the register required to be kept by the Company under section 352 of the SFO or as otherwise notified to the Company and the Stock Exchange pursuant to the Model Code for Securities Transactions by Directors of Listed Issuers (“Model Code”) contained in Appendix C3 to the Listing Rules were as follows:

Aggregate long positions in shares and underlying shares of the Company:

Director	Capacity/Nature of Interest	Number of Shares			Number of Underlying Shares	Total	Approximate Percentage of Shareholding (Note 1)
		Personal Interest	Spouse Interest	Corporate Interest			
Chan Fu Keung	Beneficial owner	100,000	–	–	–	100,000	0.01%
Chen Li-Ming, Lawrence	Beneficial owner and interest of controlled corporation	777,000	–	27,992,227 (Note 2)	–	28,769,227	3.49%
Chi Lo-Jen	Beneficial owner	2,283,500	–	–	4,949,500 (Note 3)	7,233,000	0.88%
Chiang Yi-Min, Harvey	Interest of spouse and beneficial owner	400,000	2,753,149	–	3,879,500 (Note 4)	7,032,649	0.85%
Gillman Christopher Charles	Beneficial owner	–	–	–	2,029,500 (Note 5)	2,029,500	0.25%

Notes:

1. The percentage represents the number of shares involved divided by the number of the Company’s issued shares as at 31 December 2024 (i.e. 824,611,500 ordinary shares).
2. These interests were held by Blue Diamond Investment Corp, the entire issued share capital of which was held by Chen Li-Ming, Lawrence. Chen Li-Ming, Lawrence was deemed to be interested in the shares of the Company in which that company was interested by virtue of the SFO.
3. These interests are share options (as described under the sections headed “The 2017 Scheme” below, out of which 3,449,500 share options were vested but not yet exercised).
4. These interests are share options (as described under the sections headed “The 2017 Scheme” below, out of which 2,679,500 share options were vested but not yet exercised).
5. These interests are share options (as described under the sections headed “The 2017 Scheme” below, out of which 1,579,500 share options were vested but not yet exercised).

Save as disclosed above, as at 31 December 2024, none of the Directors or chief executive of the Company had an interest or short position in the shares, underlying shares or debentures of the Company or its associated corporation as recorded in the register required to be kept by the Company under section 352 of the SFO or as otherwise notified to the Company and the Stock Exchange pursuant to the Model Code.

Substantial Shareholders' Interests and Short Positions in Shares and Underlying Shares

As at 31 December 2024, the interests and short positions of the then shareholders of the Company (other than a Director or chief executive of the Company) in the shares and underlying shares of the Company as recorded in the register required to be kept under section 336 of the SFO were as follows:–

Long position in the shares of the Company:

Name	Capacity/Nature of Interest	Number of Shares	Approximate percentage of Shareholding (Note 1)
Cordwalner Bonaventure Inc	Beneficial owner	173,508,593	21.04%
Prime First Investments Limited (Note 2)	Interest of Controlled Corporation	50,747,418	6.15%
Merci Capital Limited (Note 2)	Beneficial owner	50,747,418	6.15%
Chiang Jeh-Chung, Jack (Note 2 & 3)	Beneficial owner and interest of controlled corporation	51,078,918	6.19%

Notes:

1. The percentage represents the number of shares involved divided by the number of the Company's issued shares as at 31 December 2024 (i.e. 824,611,500 ordinary shares).
2. As at 31 December 2024, the entire issued share capital of Merci Capital Limited (the "Merci Capital Share Capital") was held by Prime First Investments Limited ("PFIL"), which was in turn wholly-owned by Mr. Chiang Jeh-Chung, Jack. On 8 January 2025, the Merci Capital Share Capital was transferred from PFIL to Chiang Family (PTC) Limited (as a trustee) where Mr. Chiang Jeh-Chung, Jack is the founder of the trust. Accordingly, since then PFIL ceased to have a notifiable interest in the Company's shares.
3. Chiang Jeh-Chung, Jack was directly interested in 331,500 issued shares of the Company which were held by him personally.

Save as disclosed above, as at 31 December 2024, to the best of the knowledge, information and belief of the Directors, no person (other than a Director or chief executive of the Company whose interests are set out in the section headed "Directors' and Chief Executive's Interests and Short Positions in Shares and Underlying Shares" above), had an interest or short position in the shares or underlying shares of the Company as recorded in the register required to be kept by the Company under section 336 of the SFO.

REMUNERATION POLICY

The Group cultivates a caring culture among the employees and believes that human resources are significant assets to the Group's development and expansion. The Group seeks to build the management team internally through effective training and development programs. The Group adopts a remuneration system based on employees' individual performance, skill and knowledge, together with reference to the Group's operating results and comparable market benchmarks.

The emoluments of the Directors are first reviewed by the remuneration committee of the Board and then approved by the Board, having regard to the Director's skill, knowledge, involvement in the Company's affairs and the performance of each Director, together with reference to the profitability of the Group, remuneration benchmarks in the industry, and prevailing market conditions.

THE 2017 SCHEME

A share option scheme (the "2017 Scheme") was approved by an ordinary resolution of the shareholders of the Company on 19 May 2017 for a period of 10 years from the adoption date. The 2017 Scheme was terminated upon adoption of a new share option scheme (the details as described under "The 2024 Scheme" below) with effect from 9 May 2024 pursuant to a resolution passed at the annual general meeting on the same date. As provided in the 2017 Scheme, upon its termination, no further share options may be offered under the 2017 Scheme, but in all other respects the provisions of the 2017 Scheme shall remain in force to the extent necessary to give effect to the exercise of any share options granted prior thereto (to the extent not already exercised) or otherwise as may be required in accordance with the provisions of the 2017 Scheme. The share options outstanding shall continue to be governed by and valid and exercisable in accordance with the provisions of the 2017 Scheme.

Purpose

The purpose of the 2017 Scheme was to enable the Group to grant options to selected participants as incentives or rewards for their contribution to the Group. The Directors considered the 2017 Scheme, with its broadened basis of participation, would enable the Group to reward the employees, the Directors and other selected participants for their contributions to the Group. Given that the Directors were entitled to determine any performance targets to be achieved as well as the minimum period that an option must be held before an option could be exercised on a case by case basis, and that the exercise price of an option could not in any event fall below the price stipulated in the Listing Rules or such higher price as might be fixed by the Directors, it was expected that grantees of an option would make an effort to contribute to the development of the Group so as to bring about an increased market price of the shares in order to capitalise on the benefits of the options granted.

Participants

The Directors (which expression shall, for the purpose of this paragraph, include a duly authorised committee thereof) might, at its absolute discretion, invite any person belonging to any of the following classes of participants, to take up options to subscribe for shares: (a) any employee (whether full-time or part-time including any executive director but excluding any non-executive director) of the Company, any of its subsidiaries or any entity ("Invested Entity") in which the Group held an equity interest ("Eligible Employee"); (b) any non-executive directors (including independent non-executive directors) of the Company, any of its subsidiaries or any Invested Entity; (c) any supplier of goods or services to any member of the Group or any Invested Entity; (d) any customer of any member of the Group or any Invested Entity; (e) any person or entity that provided design, research, development or other technological support to any member of the Group or any Invested Entity; (f) any shareholder of any member of the Group or any Invested Entity or any holder of any securities issued by any member of the Group or any Invested Entity; (g) any advisor (professional or otherwise) or consultant to any area of business or business development of any member of the Group or any Invested Entity; and (h) any other group or classes of participants who had contributed or might contribute by way of joint venture, business alliance or other business arrangement to the development and growth of the Group, and, for the purposes of the 2017 Scheme, the options might be granted to any company wholly-owned by one or more persons belonging to any of the above classes of participants. The eligibility of any of the above class of participants to the grant of any option shall be determined by the Directors from time to time on the basis of the Directors' opinion as to his contribution to the development and growth of the Group. Pursuant to the transitional arrangements prescribed by the Stock Exchange, with effect from 1 January 2023, among the classes of participants mentioned above, the Company might continue to grant share options under the 2017 Scheme only to those participants who fall within the definition of "eligible participants" under Chapter 17 of the Listing Rules, i.e. (a) Directors and employees of the Company or any of its subsidiaries (including persons who were granted share options under the 2017 Scheme as an inducement to enter into employment contracts with these companies); (b) directors and employees of the associated companies of the Company; and (c) persons who provided services to the Group on a continuing or recurring basis in its ordinary and usual course of business which were in the interests of the long term growth of the Group.

Maximum number of shares

The total number of shares which might be issued upon exercise of all options to be granted under the 2017 Scheme and any other share option scheme of the Group must not in aggregate exceed 79,437,950 shares, representing 10% of the shares in issue as at the effective date of the 2017 Scheme ("General Scheme Limit").

The Company might issue a circular to its shareholders and seek approval of its shareholders in general meeting to refresh the General Scheme Limit provided that the total number of shares which might be issued upon exercise of all options to be granted under the 2017 Scheme and any other share option scheme of the Group must not exceed 10% of the shares in issue as at the date of approval of the refreshed limit.

The Company might also seek separate shareholders' approval in general meeting to grant options beyond the General Scheme Limit or, if applicable, the refreshed limit referred to above to participants specifically identified by the Company before such approval was sought.

The maximum number of shares which might fall to be issued upon exercise of the options to be granted under the 2017 Scheme and the options granted under any other share option scheme of the Group (including both exercised and outstanding options) to be granted by the Company or any other member of the Group in any given financial year of the Company shall not exceed 2.5% of the shares in issue as at the beginning of such financial year.

Maximum entitlement of each participant

The total number of shares issued and which might fall to be issued upon exercise of the options granted under the 2017 Scheme and any other share option scheme of the Group (including both exercised or outstanding options) to each participant in any 12-month period shall not exceed 1% of the shares in issue for the time being ("Individual Limit"). Any further grant of options in excess of the Individual Limit in any 12-month period up to and including the date of such further grant shall be subject to separate shareholders' approval in general meeting of the Company with such participant and his close associates (or his associates if the participant was a connected person of the Company) abstaining from voting.

Grant of options to connected persons

Any grant of options under the 2017 Scheme to a director, chief executive or substantial shareholder of the Company or any of their respective associates must be approved by independent non-executive Directors of the Company (excluding any independent non-executive Director who or whose associate was the proposed grantee of the options). Where any grant of options to a substantial shareholder or an independent non-executive director of the Company or any of their respective associates would result in the shares issued and to be issued upon exercise of all options already granted and to be granted (including options exercised, cancelled and outstanding) to such person in the 12-month period up to and including the date of such grant: (i) representing in aggregate over 0.1% of the shares in issue; and (ii) having an aggregate value, based on the closing price of the shares at the date of each grant, in excess of HK\$5 million; such further grant of options must be approved by the shareholders in general meeting. The Company must send a circular to the shareholders. The proposed grantee, his associates and all core connected persons of the Company must abstain from voting in favour at such general meeting, except that any such person might vote against the relevant resolution at the general meeting provided that his intention to do so had been stated in the circular. Any vote taken at the meeting to approve the grant of such options must be taken on a poll. Any change in the terms of options granted to a substantial shareholder or an independent non-executive director of the Company or any of their respective associates must be approved by the shareholders in general meeting.

Time of acceptance and exercise of option

An option might be accepted by a participant within 21 days from the date of the offer of grant of the option.

An option might be exercised in accordance with the terms of the 2017 Scheme at any time during a period to be determined and notified by the Directors to each grantee, which period might commence on a day after the date upon which the offer for the grant of options was accepted or the date on which the share options granted become vested upon fulfillment of the specified vesting conditions (if any) but shall end in any event not later than 10 years from the date of grant of the option subject to the provisions for early termination thereof. Unless otherwise determined by the Directors and stated in the offer of the grant of options to a grantee, there was no minimum period required under the 2017 Option Scheme for the holding of an option before it could be exercised.

Subscription price for shares and consideration for the option

The subscription price for shares under the 2017 Scheme would be a price determined by the Directors, but shall not be less than the highest of (i) the closing price of shares as stated in the Stock Exchange's daily quotations sheet on the date of the offer of grant, which must be a business day; (ii) the average closing price of shares as stated in the Stock Exchange's daily quotations sheet for the five trading days immediately preceding the date of the offer of grant; and (iii) the nominal value of the shares. A nominal consideration of HK\$1 was payable on acceptance of the grant of an option and shall be received by the Company within such time as might be specified in the offer of grant of the option, which shall not be later than 21 days from the offer date.

Period

The 2017 Scheme shall remain in force for a period of 10 years commencing on 19 May 2017 and expire on 18 May 2027. As explained above, the 2017 Scheme was terminated during the year under review upon adoption of a new share option scheme (the details as described under "The 2024 Scheme" below) with effect from 9 May 2024 pursuant to a resolution passed at the annual general meeting on the same date.

Under the 2017 Scheme, the following share options were granted:

Date of grant	Number of share options granted	
15 April 2020	2,700,000	the "April 2020 Share Options"
26 November 2020	17,163,000	the "November 2020 Share Options"
19 March 2021	19,695,000	the "March 2021 Share Options"
3 January 2022	19,740,000	the "January 2022 Share Options"
17 March 2023	19,760,000	the "March 2023 Share Options"

During the year under review, no share options were granted, a total of 29,411,500 share options were exercised and a total of 220,000 share options had lapsed under the 2017 Scheme. As at 31 December 2024, 38,551,500 share options were outstanding (being the number of share options granted less the number of share options that had been exercised or cancelled (if any) or that had lapsed).

As at the beginning of the year ender review (i.e. 1 January 2024), the number of options that remained available for grant under the scheme mandate (being the number of options that might be granted under the scheme mandate (i.e. 79,437,950) less the number of options that had been granted (i.e. 79,058,000) other than those options that had lapsed in accordance with the terms of the scheme (i.e. 8,753,500)) of the 2017 Scheme was 9,133,450. As the end of the year under review (i.e. 31 December 2024), as the 2017 Scheme had already been terminated, the number of options that remained available for grant under the scheme mandate of the 2017 Scheme was nil.

Details of the share options under the 2017 Scheme during the year were as follows:

April 2020 Share Options (date of grant: 15 April 2020) (Note 1)

Category of participants	Outstanding as at 1 January 2024	Vesting date	Exercise period	Exercise price	Exercised during the year	Cancelled during the year	Lapsed during the year	Outstanding as at 31 December 2024
Employee	900,000	2022 Vesting Date (Note 2)	2022 Vesting Date (Note 2) to 5 July 2027	HK\$8.71	(564,500)	–	–	335,500
	900,000	2023 Vesting Date (Note 3)	2023 Vesting Date (Note 3) to 5 July 2027	HK\$8.71	–	–	–	900,000
	<u>1,800,000</u>				<u>(564,500)</u>		<u>–</u>	<u>1,235,500</u>

Notes:

1. The closing price of the Shares on 14 April 2020, the trading day immediately before the date on which the April 2020 Share Options were granted, was HK\$8.60 per Share. The April 2020 Share Options were granted after the market closed on 15 April 2020 on which the closing price was HK\$8.71 per Share.
2. 2022 Vesting Date refers to the business day immediately following the date of results announcement of the Company for the financial year ended 31 December 2021, i.e. 18 March 2022.
3. 2023 Vesting Date refers to the business day immediately following the date of results announcement of the Company for the financial year ended 31 December 2022, i.e. 17 March 2023.
4. The average closing price of the Shares immediately before the dates on which the relevant April 2020 Share Options were exercised as set out in the table above, was HK\$14.19 per Share.

November 2020 Share Options (date of grant: 26 November 2020) (Note 5)

Category of participants	Outstanding as at 1 January 2024	Vesting date	Exercise period	Exercise price	Exercised during the year	Cancelled during the year	Lapsed during the year	Outstanding as at 31 December 2024
Directors								
Chi Lo-Jen	316,500	26 November 2021	26 November 2021 to 25 November 2030	HK\$9.15	–	–	–	316,500
	316,500	26 November 2022	26 November 2022 to 25 November 2030	HK\$9.15	–	–	–	316,500
	316,500	26 November 2023	26 November 2023 to 25 November 2030	HK\$9.15	–	–	–	316,500
Chiang Yi-Min, Harvey	226,500	26 November 2021	26 November 2021 to 25 November 2030	HK\$9.15	–	–	–	226,500
	226,500	26 November 2022	26 November 2022 to 25 November 2030	HK\$9.15	–	–	–	226,500
	226,500	26 November 2023	26 November 2023 to 25 November 2030	HK\$9.15	–	–	–	226,500
Gillman Christopher Charles	226,500	26 November 2021	26 November 2021 to 25 November 2030	HK\$9.15	–	–	–	226,500
	226,500	26 November 2022	26 November 2022 to 25 November 2030	HK\$9.15	–	–	–	226,500
	226,500	26 November 2023	26 November 2023 to 25 November 2030	HK\$9.15	–	–	–	226,500
	<u>2,308,500</u>				<u>–</u>	<u>–</u>	<u>–</u>	<u>2,308,500</u>
Employees								
	3,391,000	26 November 2021	26 November 2021 to 25 November 2030	HK\$9.15	(2,664,000)	–	–	727,000
	3,391,000	26 November 2022	26 November 2022 to 25 November 2030	HK\$9.15	(2,450,500)	–	–	940,500
	3,527,500	26 November 2023	26 November 2023 to 25 November 2030	HK\$9.15	(2,472,000)	–	–	1,055,500
	<u>10,309,500</u>				<u>(7,586,500)</u>	<u>–</u>	<u>–</u>	<u>2,723,000</u>
	<u>12,618,000</u>				<u>(7,586,500)</u>			<u>5,031,500</u>

Notes:

- The closing price of the Shares on 25 November 2020, the trading day immediately before the date on which the November 2020 Share Options were granted, was HK\$9.21 per Share. The November 2020 Share Options were granted after the market closed on 26 November 2020 on which the closing price was HK\$9.15 per Share.
- The weighted average closing price of the Shares immediately before the dates on which the relevant November 2020 Share Options were exercised as set out in the table above, was HK\$13.12 per Share.

March 2021 Share Options (date of grant: 19 March 2021) (Note 7)

Category of participants	Outstanding as at 1 January 2024	Vesting date	Exercise period	Exercise price	Exercised during the year	Cancelled during the year	Lapsed during the year	Outstanding as at 31 December 2024
Directors								
Chi Lo-Jen	500,000	19 March 2022	19 March 2022 to 18 March 2031	HK\$9.46	–	–	–	500,000
	500,000	19 March 2023	19 March 2023 to 18 March 2031	HK\$9.46	–	–	–	500,000
	500,000	19 March 2024	19 March 2024 to 18 March 2031	HK\$9.46	–	–	–	500,000
Chiang Yi-Min, Harvey	400,000	19 March 2022	19 March 2022 to 18 March 2031	HK\$9.46	–	–	–	400,000
	400,000	19 March 2023	19 March 2023 to 18 March 2031	HK\$9.46	–	–	–	400,000
	400,000	19 March 2024	19 March 2024 to 18 March 2031	HK\$9.46	–	–	–	400,000
Gillman Christopher Charles	150,000	19 March 2022	19 March 2022 to 18 March 2031	HK\$9.46	–	–	–	150,000
	150,000	19 March 2023	19 March 2023 to 18 March 2031	HK\$9.46	–	–	–	150,000
	150,000	19 March 2024	19 March 2024 to 18 March 2031	HK\$9.46	–	–	–	150,000
	<u>3,150,000</u>				–	–	–	3,150,000
Employees								
	4,440,000	19 March 2022	19 March 2022 to 18 March 2031	HK\$9.46	(3,445,000)	–	–	995,000
	4,440,000	19 March 2023	19 March 2023 to 18 March 2031	HK\$9.46	(3,212,000)	–	–	1,228,000
	4,560,000	19 March 2024	19 March 2024 to 18 March 2031	HK\$9.46	(2,820,500)	–	–	1,739,500
	<u>13,440,000</u>				(9,477,500)	–	–	3,962,500
	<u>16,590,000</u>				(9,477,500)	–	–	7,112,500

Notes:

- The closing price of the Shares on 18 March 2021, the trading day immediately before the date on which the March 2021 Share Options were granted, was HK\$9.54 per Share. The March 2021 Share Options were granted after the market closed on 19 March 2021 on which the closing price was HK\$9.46 per Share.
- The weighted average closing price of the Shares immediately before the dates on which the relevant March 2021 Share Options were exercised as set out in the table above, was HK\$13.92 per Share.

January 2022 Share Options (date of grant: 3 January 2022) (Note 9)

Category of participants	Outstanding as at 1 January 2024	Vesting date	Exercise period	Exercise price	Exercised during the year	Cancelled during the year	Lapsed during the year	Outstanding as at 31 December 2024
Directors								
Chi Lo-Jen	500,000	3 January 2023	3 January 2023 to 2 January 2032	HK\$9.10	–	–	–	500,000
	500,000	3 January 2024	3 January 2024 to 2 January 2032	HK\$9.10	–	–	–	500,000
	500,000	3 January 2025	3 January 2025 to 2 January 2032	HK\$9.10	–	–	–	500,000
Chiang Yi-Min, Harvey	400,000	3 January 2023	3 January 2023 to 2 January 2032	HK\$9.10	–	–	–	400,000
	400,000	3 January 2024	3 January 2024 to 2 January 2032	HK\$9.10	–	–	–	400,000
	400,000	3 January 2025	3 January 2025 to 2 January 2032	HK\$9.10	–	–	–	400,000
Gillman Christopher Charles	150,000	3 January 2023	3 January 2023 to 2 January 2032	HK\$9.10	–	–	–	150,000
	150,000	3 January 2024	3 January 2024 to 2 January 2032	HK\$9.10	–	–	–	150,000
	150,000	3 January 2025	3 January 2025 to 2 January 2032	HK\$9.10	–	–	–	150,000
	<u>3,150,000</u>				–	–	–	3,150,000
Employees								
	4,600,000	3 January 2023	3 January 2023 to 2 January 2032	HK\$9.10	(3,098,000)	–	–	1,502,000
	4,860,000	3 January 2024	3 January 2024 to 2 January 2032	HK\$9.10	(2,885,000)	–	–	1,975,000
	4,860,000	3 January 2025	3 January 2025 to 2 January 2032	HK\$9.10	–	–	(40,000)	4,820,000
	<u>14,320,000</u>				(5,983,000)		(40,000)	8,297,000
Consultant providing consultancy services to the Group (Note 10)								
	15,000	3 January 2023	3 January 2023 to 2 January 2032	HK\$9.10	(15,000)	–	–	–
	15,000	3 January 2024	3 January 2024 to 2 January 2032	HK\$9.10	(15,000)	–	–	–
	15,000	3 January 2025	3 January 2025 to 2 January 2032	HK\$9.10	–	–	–	15,000
	<u>45,000</u>				(30,000)	–	–	15,000
	<u>17,515,000</u>				(6,013,000)		(40,000)	11,462,000

Notes:

9. The closing price of the Shares on 31 December 2021, the trading day immediately before the date on which the January 2022 Share Options were granted, was HK\$9.43 per Share. The January 2022 Share Options were granted after the market closed on 3 January 2022 on which the closing price was HK\$9.10 per Share.
10. This represents a consultant of the Group, who is a third party independent of the Company and its connected persons (as defined in the Listing Rules) engaged to provide logistics support consultancy services to the Group. These share options were granted to the consultant in consideration of the contribution the consultant had made to the Group's business operations. The grant of the share options to the consultant constitutes rewards for the services rendered and will furnish the consultant with a personal stake in the Company, which the Directors believe will serve to achieve retention purpose and incentivize the consultant to contribute further to the development and growth of the Group for the benefit of the Shareholders.
11. The weighted average closing price of the Shares immediately before the dates on which the relevant January 2022 Share Options were exercised as set out in the table above, was HK\$13.27 per Share.

March 2023 Share Options (date of grant: 17 March 2023) (Note 12)

Category of participants	Outstanding as at 1 January 2024	Vesting date	Exercise period	Exercise price	Exercised during the year	Cancelled during the year	Lapsed during the year	Outstanding as at 31 December 2024
Directors								
Chi Lo-Jen	500,000	17 March 2024	17 March 2024 to 16 March 2033	HK\$7.65	(500,000)	–	–	–
	500,000	17 March 2025	17 March 2025 to 16 March 2033	HK\$7.65	–	–	–	500,000
	500,000	17 March 2026	17 March 2026 to 16 March 2033	HK\$7.65	–	–	–	500,000
Chiang Yi-Min, Harvey	400,000	17 March 2024	17 March 2024 to 16 March 2033	HK\$7.65	(400,000)	–	–	–
	400,000	17 March 2025	17 March 2025 to 16 March 2033	HK\$7.65	–	–	–	400,000
	400,000	17 March 2026	17 March 2026 to 16 March 2033	HK\$7.65	–	–	–	400,000
Gillman Christopher Charles	150,000	17 March 2024	17 March 2024 to 16 March 2033	HK\$7.65	–	–	–	150,000
	150,000	17 March 2025	17 March 2025 to 16 March 2033	HK\$7.65	–	–	–	150,000
	150,000	17 March 2026	17 March 2026 to 16 March 2033	HK\$7.65	–	–	–	150,000
	<u>3,150,000</u>				<u>(900,000)</u>	<u>–</u>	<u>–</u>	<u>2,250,000</u>
Employees								
	5,390,000	17 March 2024	17 March 2024 to 16 March 2033	HK\$7.65	(4,870,000)	–	(20,000)	500,000
	5,390,000	17 March 2025	17 March 2025 to 16 March 2033	HK\$7.65	–	–	(75,000)	5,315,000
	5,730,000	17 March 2026	17 March 2026 to 16 March 2033	HK\$7.65	–	–	(85,000)	5,645,000
	<u>16,510,000</u>				<u>(4,870,000)</u>		<u>(180,000)</u>	<u>11,460,000</u>
	<u>19,660,000</u>				<u>(5,770,000)</u>		<u>(180,000)</u>	<u>13,710,000</u>

Notes:

12. The closing price of the Shares on 16 March 2023, the trading day immediately before the date on which the March 2023 Share Options were granted, was HK\$7.46 per Share. The March 2023 Share Options were granted after the market closed on 17 March 2023 on which the closing price was HK\$7.65 per Share.
13. The weighted average closing price of the Shares immediately before the dates on which the relevant March 2023 Share Options were exercised as set out in the table above, was HK\$13.58 per Share.

All share options

Category of participants	Outstanding as at 1 January 2024	Granted during the year	Exercised during the year	Cancelled during the year	Lapsed during the year	Outstanding as at 31 December 2024
Directors						
Chi Lo-Jen	5,449,500	–	(500,000)	–	–	4,949,500
Chiang Yi-Min, Harvey	4,279,500	–	(400,000)	–	–	3,879,500
Gillman Christopher Charles	2,029,500	–	–	–	–	2,029,500
Employees	56,379,500	–	(28,481,500)	–	(220,000)	27,678,000
Consultants providing consultancy services to the Group	45,000	–	(30,000)	–	–	15,000
	68,183,000	–	(29,411,500)	–	(220,000)	38,551,500

Given that the 2017 Scheme had been terminated during the year end review, no further grant of share options might be made under the 2017 Scheme as at the date of this annual report. Hence, as at the date of this annual report, the total number of shares available for issue under the 2017 Scheme is 34,327,500 shares, being the total number of share options that remained outstanding, representing approximately 4.14% of the number of issued shares.

THE 2024 SCHEME

During the year under review, a new share option scheme (the “2024 Scheme”) was approved by an ordinary resolution of the shareholders of the Company on 9 May 2024 for a period of 10 years from the adoption date. The 2024 Scheme shall be valid and effective for the period commencing on the adoption date, i.e. 9 May 2024, and ending on 8 May 2034, unless terminated on a prior date pursuant to a resolution passed at a general meeting of the Company. The terms of the 2024 Scheme are in accordance with the provisions of Chapter 17 of the Listing Rules, where appropriate.

Purpose

The purposes of the 2024 Scheme are (i) to enable the Company to grant options to the eligible participants as incentives or rewards for their contribution to the growth and development of the Group; (ii) to attract and retain personnel to promote the sustainable development of the Group; and (iii) to align the interest of the grantees with those of the Shareholders to promote the long-term financial and business performance of the Group.

Participants

Pursuant to the terms of the 2024 Share Option Scheme, the eligible participants whom the Board may invite to take up options under the 2024 Scheme include employee participants only, i.e. employees (whether full time or part time, and including directors other than the independent non-executive Directors) of the Company or any of its subsidiaries (including persons who are granted options under the 2024 Scheme as an inducement to enter into employment contracts with these companies).

Option Period

The period within which an Option may be exercised by the grantee is to be determined and notified by the Board to the grantee, provided that the period shall not be more than 10 years from the offer date of the Option. In the absence of such determination by the Board, the option period shall commence on the offer date and expire on the earlier of (i) the date on which such Option is cancelled or lapses under the provisions of the 2024 Scheme; and (ii) 10 years from the offer date of the Option.

Vesting period

A grantee may exercise the options granted to him and subscribe for the Shares only, among others, on or after the vesting date. The vesting period in respect of an Option, which shall commence on the date on which the grantee accepts the offer of the Option and end on the vesting date, shall not be shorter than 12 months from the date of acceptance of the offer.

Performance targets

The Remuneration Committee (where the grantee is a Director or a Senior Manager) or the Board (where the grantee is an employee participant in any other capacity) may establish performance target(s) the attainment of which shall be a precondition for any exercise of the options granted to the grantee concerned. The Remuneration Committee (or, as the case may be, the Board) shall have the authority, after the grant of any Option which is performance-linked, to make fair and reasonable adjustments to the prescribed performance target(s) during an option period if there is any change in circumstances.

Clawback mechanism

The Board may further provide in the notice of offer that any Option prior to it being exercised may be subject to clawback or a longer vesting period if certain clawback events shall occur during the option period.

Maximum number of Shares

The maximum number of Shares which may be allotted and issued in respect of all options to be granted under the 2024 Scheme and all options and awards to be granted under other share schemes shall not exceed ten (10) per cent. of the number of Shares in issue as at the date of approval of the 2024 Scheme i.e. 81,027,500 Shares (the "Scheme Mandate Limit").

The Company may seek approval of the Shareholders at a general meeting for refreshing the Scheme Mandate Limit under this Scheme, provided that (i) the total number of Shares which may be allotted and issued in respect of all options to be granted under the 2024 Scheme and all options and awards to be granted under any other share scheme(s) under the scheme mandate as refreshed must not exceed 10 per cent. of the Shares in issue as at the date of approval of the refreshed scheme mandate.

Maximum entitlement of each participant

Any offer of options to an eligible participant under the 2024 Scheme would result in the Shares issued and to be issued in respect of all options granted to the eligible participant under the 2024 Scheme and all options and awards granted to the eligible participant under any other share scheme(s) (excluding all options that have lapsed in accordance with the terms of the 2024 Scheme and all options and awards that have lapsed in accordance with the terms of any other share scheme(s)) in the 12-month period up to and including the offer date representing in aggregate over 1 per cent. of the total number of Shares in issue (the “1% Individual Limit”), such an offer must be separately approved by the Shareholders at a general meeting with the eligible participant and his close associates (or his associates if the eligible participant is a connected person of the Company) abstaining from voting.

Where any offer of options to an eligible participant who is a substantial shareholder of the Company or any of their respective associates under the 2024 Scheme would result in the Shares issued and to be issued in respect of all Options granted under this Scheme and all options and awards granted under any other share scheme(s) (excluding all options that have lapsed in accordance with the terms of this Scheme and all options and Awards that have lapsed in accordance with the terms of any other share scheme(s)) to such a person in the 12-month period up to and including the offer date representing in aggregate over 0.1 per cent. of the total number of Shares in issue, such an offer must be approved by the Shareholders at a general meeting. The eligible participant, his associates and all core connected persons of the Company must abstain from voting in favour of the relevant resolution(s) at the general meeting; alternatively, they may vote against the relevant resolution(s) at the general meeting provided that their intention to do so has been stated in the relevant circular to Shareholders.

Subscription price for Shares

The price per Share at which a grantee may subscribe for the Share on the exercise of an option shall be determined at the discretion of the Board, provided that it must be at least the highest of (i) the closing price of the Shares as stated in the Stock Exchange’s daily quotations sheet on the offer date, which must be a business day; (ii) the average closing price of the Shares as stated in the Stock Exchange’s daily quotations sheets for the five business days immediately preceding the offer date; and (iii) the nominal value of a Share.

Consideration for grant

A consideration of HK\$1 shall be remitted to the Company for any grant of options and shall be received by the Company within such time as may be specified in the offer which shall not be later than 21 days from the offer date.

Since the 2024 Scheme was adopted during the year under review, as at the beginning of the year under review (i.e. 1 January 2024), no share option was available for grant under the 2024 Scheme. Since the adoption date of the 2024 Scheme and up to 31 December 2024, no option had been granted under the 2024 Scheme. Hence, as at the end of the year under review (i.e. 31 December 2024), no option was outstanding under the 2024 Scheme and the number of options that remained available for grant under the Scheme Mandate Limit was 81,027,500. As at the date of this annual report, the number of shares available for issue under the 2024 Scheme is 81,027,500, representing approximately 9.8% of the number of issued shares.

SHARE AWARD SCHEME

THE 2017 SHARE AWARD PLAN

On 16 March 2017, the Company adopted a share award plan (the “2017 share Award Plan”) for the grant of share awards using existing shares and/or new shares to be issued by the Company. Pursuant to a resolution passed by the Board, with effect from the conclusion of the annual general meeting held on 9 May 2024 (the “Adoption Date”), the 2017 Share Award Plan was terminated and replaced by a new share award scheme (the “2024 share Award Scheme”).

The purposes of the 2017 Share Award Plan were to recognise and reward the contribution of eligible participants to the growth and development of the Group, give incentives to eligible participants in order to retain them for the continual operation and development of the Group, and attract suitable personnel for further development of the Group through awards of shares. Under the 2017 Share Award Plan, eligible participants to whom awards of shares might be granted included, among others, any (a) employee (including executive Director) of, (b) non-executive director (including independent non-executive director) of, (c) supplier of goods or services to, (d) customer of, (e) person or entity providing design, research, development or other technological support to, (f) shareholder of or holder of any security issued by, and (g) adviser or consultant in respect of any area of business or business development of any member of the Group or any entity in which any member of the Group holds any equity interest, and any other group or class of participants who had contributed or might contribute by way of joint venture, business alliance or other business arrangement to the development and growth of the Group. For the purposes of the 2017 Share Award Plan, awards of shares might be granted to any company wholly owned by one or more of the above participants. Pursuant to the transitional arrangements prescribed by the Stock Exchange, with effect from 1 January 2023, among the classes of participants specified above, the Company might only grant share awards under the 2017 Share Award Plan to those participants who fall within the definition of “eligible participant” under Chapter 17 of the Listing Rules, including primarily directors and employees of the Company or any of its subsidiaries (including persons who were granted share awards under the 2017 Share Award Plan as an inducement to enter into employment contracts with these companies).

A trustee (the “Trustee”) shall from time to time be appointed by the Company for the implementation of the 2017 Share Award Plan pursuant to and in accordance with the terms of the trust deed to be entered into between the Company as settler and the Trustee as trustee. In order to satisfy any award of shares to be granted under the 2017 Share Award Plan from time to time, the Trustee shall maintain a pool of shares (the “shares Pool”) which shall comprise the following: (a) such shares as might be purchased by the Trustee on the Stock Exchange or off the market by utilising the funds allocated by the Board out of the Company’s resources; (b) such shares as might be subscribed for by the Trustee by utilising the funds allocated by the Board out of the Company’s resources; (c) such shares as might be (i) transferred to the Trustee from any person (other than the Group) by way of gift, or (ii) purchased by the Trustee on the Stock Exchange or off the market by utilising the funds received by the Trustee from any person (other than the Group) by way of gift; and (d) such shares which remain unvested and revert to the Trustee due to the lapse of any award of shares under the 2017 Share Award Plan.

After receiving contribution from the Group and other distributions and proceeds as referred to in the rules of the 2017 Share Award Plan, the Trustee might apply the same towards purchase of the maximum number of board lots of shares at the prevailing market price (subject to such maximum price as might from time to time be prescribed by the Board). In the event that the Trustee effects any purchase by off-market transactions, such a purchase shall not be made with any connected person of the Company, nor shall the purchase price for such a purchase be higher than the lower of the following: (i) the closing market price on the date of such a purchase; and (ii) the average closing market price for the five preceding trading days on which the shares were traded on the Stock Exchange.

Where any award of shares was proposed to be satisfied by an allotment and issue of new shares to the Trustee, such allotment and issue should only be made upon the Company having obtained a separate shareholders’ approval at general meeting to authorise the Directors to allot and issue such new shares to the Trustee in accordance with the 2017 Share Award Plan and the Listing Rules, and the Listing Committee of the Stock Exchange having granted the listing of and permission to deal in the shares which might be allotted and issued by the Company to the Trustee pursuant to the 2017 Share Award Plan. Since the adoption date of the 2017 Share Award Plan and up to its termination date, no such separate approval had been sought from the shareholders for the allotment and issue of new shares to the Trustee. Accordingly, throughout the life of the 2017 Share Award Plan, no new share was available for issue under the 2017 Share Award Plan, and no award to be satisfied by allotment and issue of new shares to the Trustee was available for grant under the 2017 Share Award Plan.

In any given financial year of the Company, the maximum number of shares to be subscribed for and/or purchased by the Trustee by utilising the funds to be allocated by the Board out of the Company's resources for the purpose of the 2017 Share Award Plan shall not exceed 2.5% of the total number of issued shares as at the beginning of such a financial year. Accordingly, as at the beginning of the year under review (i.e. 1 January 2024), the number of shares available to be awarded under the 2017 Share Award Plan was 19,880,000 shares, based on the number of shares in issue as at 1 January 2024. The Board shall not instruct the Trustee to subscribe for and/or purchase any shares for the purpose of the 2017 Share Award Plan when such a purchase and/or subscription would result in the above threshold being exceeded. No maximum entitlement of each participant was prescribed in the 2017 Share Award Plan. As the 2017 Share Award Plan was terminated during the year under review, no share was available for award as at the end of the year under review.

The Board would make award of shares only to the extent that there were unallocated shares available in the shares Pool. The Board shall notify the Trustee in writing upon the making of an award under the 2017 Share Award Plan by giving the Trustee an award notice. Upon receipt of an award notice, the Trustee shall set aside such a number of shares awarded from the shares Pool and hold the same on trust pending the vesting of the same in the eligible participants to whom shares had been awarded in accordance with the 2017 Share Award Plan (the "Selected Participant"). The Board might specify in the award notice, among others, (i) the earliest date on which the legal and beneficial ownership of the awarded shares might be vested in the relevant Selected Participant and the corresponding vesting period, and (ii) the condition(s) or performance target(s), if any, to be attained by the relevant Selected Participant before the awarded shares might be transferred to and vested in that Selected Participant. No specific requirement was prescribed in the 2017 Share Award Plan in relation to the vesting date or duration of the vesting period of awarded shares, which might therefore be determined by the Board at its discretion. The Trustee shall transfer to and vest in the relevant Selected Participant the legal and beneficial ownership of the awarded shares after the earliest vesting date as specified in the award notice or, where applicable, the date on which the condition(s) and performance target(s) (if any) as specified in the award notice had been attained by the Selected Participant, whichever was the later.

The Board shall notify the Selected Participant in writing after an award had been provisionally made to that Selected Participant, and the award shall be deemed to be irrevocably accepted by that Selected Participant unless that Selected Participant shall within five business days after receipt of the notice notify the Company in writing that he would decline to accept the award. No specific amount payable by the relevant Selected Participant on acceptance of an award granted under the 2017 Share Award Plan, or period within which such amount (if any) must be paid or calls might be made or loans for such purposes must be repaid, was specified in the 2017 Share Award Plan. No specific vesting period was prescribed in the 2017 Share Award Plan in relation to an award granted under the 2017 Share Award Plan.

The 2017 Share Award Plan became effective on 16 March 2017 and, unless otherwise terminated or amended, shall remain in force for 10 years from that date and expire on 15 March 2027. As mentioned above, pursuant to a resolution passed by the Board, with effect from the conclusion of the annual general meeting held on 9 May 2024, the 2017 Share Award Plan was terminated and replaced by the 2024 Share Award Scheme.

Since the adoption date of the 2017 Share Award Plan and up to its termination date, no award of shares had been granted under the 2017 Share Award Plan, and no trustee had been appointed for the purposes of the administration and implementation of the 2017 Share Award Plan.

THE 2024 SHARE AWARD SCHEME

The 2024 Share Award Scheme provides for the grant by the Company of share awards using existing Shares only and no new shares are available for issue under it. The 2024 Share Award Scheme is not subject to Shareholders' approval in accordance with Chapter 17 of the Listing Rules.

The specific objectives of the 2024 Share Award Scheme are: (i) to enable the Company to grant options to the eligible participants as incentives or rewards for their contribution to the growth and development of the Group; (ii) to attract and retain personnel to promote the sustainable development of the Group; and (iii) to align the interest of the selected participants with those of the shareholders to promote the long-term financial and business performance of the Group. Eligible participants under the 2024 Share Award Scheme include employees (whether full time or part time, and including Directors other than the independent non-executive Directors) of the Company or any of its subsidiaries.

No maximum entitlement of each participant is prescribed in the 2024 Share Award Plan. In determining the number of shares to be awarded to any selected participant, the Board shall take into consideration matters including, but without limitation to, the following: (a) the present contribution and expected contribution of the relevant selected participant to the profits of the Group; (b) the general financial condition of the Group; (c) the Group's overall business objectives and future development plan; and (d) any other matter which the Board considers relevant. After the Board has decided to make an award of shares to any eligible participant, the Company shall issue to the eligible participant a written instrument setting out the number of awarded shares and the conditions (if any) upon which such awarded shares were granted. Upon due execution of the grant instrument by both the Company and the relevant eligible participant, the awarded shares are considered as having been granted to and accepted by the eligible participant. Unless otherwise specified in the grant instrument, no consideration is payable upon acceptance of the award of shares.

The Board is entitled to impose any condition, as it deems appropriate at its absolute discretion with respect to the vesting of the awarded shares to the selected participant. The vesting period in respect of any awarded shares granted to any selected participant shall not be shorter than 12 months. The awarded shares will only be transferred to the selected participant upon fulfilment of all vesting conditions prescribed by the Board and expiration of the vesting period. Upon vesting of the awarded shares, the Company shall issue to the selected participant another written instrument to confirm the vesting of the awards.

The 2024 Share Award Scheme shall be valid and effective for a term of ten years commencing on the adoption date, i.e. 9 May 2024, and ending on 8 May 2034, unless terminated on a prior date pursuant to a resolution passed by the Board.

The Board shall appoint a trustee to administer the 2024 Share Award Scheme and maintain a pool of shares for the purpose of satisfying the awards made under the scheme, among others. The Board may from time to time instruct the trustee in writing to purchase shares on the Stock Exchange, which shall comprise the share pool. On each such occasion, the Board shall specify in writing the maximum amount of funds to be used and the range of prices at which such shares are to be purchased. Such a range of purchase prices shall be determined by the Board taking into consideration factors such as the prevailing closing price of the Shares (being the average closing price of the Shares on the Stock Exchange for the five preceding business days on which the Shares are traded on the Stock Exchange), the purpose of the awards to be made with the shares to be purchased, and the characteristics and profile of the relevant selected participants for participation in the scheme. The trustee may not incur more than the maximum amount of funds or purchase any shares at a price falling outside the range of prices so specified unless with the prior written consent of the Board.

As at the date of this annual report, no trustee has been appointed for the purposes of the administration and implementation of the 2024 Share Award Scheme. The Company will appoint independent third party(ies) as trustee(s) to administer the 2024 Share Award Scheme as and when appropriate, and any such trustee holding unvested shares under the 2024 Shares Award Scheme, whether directly or indirectly, shall abstain from voting on matters that require Shareholders' approval under the Listing Rules, unless otherwise required by law to vote in accordance with the beneficial owner's direction and such a direction is given.

Since the Adoption Date and up to the date of this annual report, no share awards had been granted under the 2024 Share Award Scheme.

ENTRUSTED SHARES HELD BY A TRUSTEE

Pursuant to the terms of a long term incentive scheme approved by the Shareholders in 2007 which had expired in 2017 (the "2007 Scheme"), the Company has entered into an engagement agreement (the "Engagement Agreement") and a deed of settlement (the "Deed") dated 2 June 2008 and 27 August 2008 respectively with a trustee (the "Trustee") for the administration by the Trustee of the awards of Restricted Unit Awards under the 2007 Scheme. The Engagement Agreement and the Deed were subsequently terminated with effect from 15 July 2013. As at 31 December 2024, the Trustee maintained a pool of 1,778,000 shares (the "Entrusted Shares") (31 December 2023: 1,778,000 shares) on trust for the Company and it will, at the direction of the Company, (i) transfer, assign or otherwise deal with the Entrusted Shares (other than to the Company); and (ii) account for all other incomes and sales proceeds to the Company.

TAX RELIEF AND EXEMPTION

The Directors are not aware of any tax relief and exemption available to the Shareholders by reason of their holding of the Company's securities.

PRE-EMPTIVE RIGHTS

There are no provisions for pre-emptive rights under the Company's articles of association or the laws of Cayman Islands, which would oblige the Company to offer new shares on a pro rata basis to existing Shareholders.

CHARITABLE CONTRIBUTIONS

During the year, the Group made charitable contributions amounted to approximately US\$77,000.

MAJOR CUSTOMERS AND SUPPLIERS

The aggregate revenue attributable to the Group's largest customer and five largest customers accounted for approximately 38.0% and 65.1% of the Group's total revenue for the year ended 31 December 2024 respectively.

The aggregate purchase attributable to the Group's five largest suppliers accounted for less than 30% of the Group's total purchases for the year ended 31 December 2024.

None of the Directors or any of their close associates or any shareholder (which, to the best knowledge of the Directors, owned more than 5% of the Company's issued share capital) had any beneficial interest in the Group's five largest customers.

SUFFICIENCY OF PUBLIC FLOAT

Based on the information that is publicly available to the Company and within the knowledge of the Directors, the Company has maintained a sufficient public float as required under the Listing Rules as at the latest practicable date of determining such information prior to the issue of this annual report.

PURCHASE, SALE OR REDEMPTION OF THE COMPANY'S LISTED SECURITIES

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

AUDITOR

A resolution will be proposed at the forthcoming annual general meeting of the Company to re-appoint Ernst & Young as auditor of the Company for the year ending 31 December 2025.

The financial statements of the Company for the year ended 31 December 2024 were audited by Ernst & Young.

On behalf of the Board

Chen Li-Ming, Lawrence
Chairman

20 March 2025



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To the shareholders of Stella International Holdings Limited
(Incorporated in the Cayman Islands with limited liability)

OPINION

We have audited the consolidated financial statements of Stella International Holdings Limited (the “Company”) and its subsidiaries (the “Group”) set out on pages 78 to 177, 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, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy 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 (“HKSAs”) 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 judgement, 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. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the *Auditor's responsibilities for the audit of the consolidated financial statements* section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the consolidated financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying consolidated financial statements.

Key audit matter

How our audit addressed the key audit matter

Provision for expected credit losses on trade and other receivables

As at 31 December 2024, the carrying amount of the Group's trade and other receivables was US\$254.0 million, representing approximately 17.8% of the total assets. As at 31 December 2024, the expected credit losses ("ECLs") on trade and other receivables amounted to US\$43.7 million.

The measurement of ECLs required the application of significant management judgement and involved complexity, which included the identification of exposures with a significant deterioration in credit quality, and assumptions used in the ECL models (for exposures assessed individually or collectively), such as expected future cash flows and forward-looking macroeconomic factors. Due to the significance of trade and other receivables and the corresponding uncertainties inherent in such estimates, we considered this a key audit matter.

The significant accounting judgements and estimates and the disclosures of the ECL provision on trade and other receivables are included in notes 3, 21 and 22 to the financial statements.

Net realisable value of inventories

As at 31 December 2024, the carrying amount of the Group's inventories was US\$203.3 million, representing approximately 14.3% of the total assets. As at 31 December 2024, the provision for inventories amounted to US\$6.3 million.

The measurement of inventory provision required significant management judgement in assessing whether the net realisable values of the inventories were lower than their carrying amounts at the year end. There were also judgements required in determining inventory obsolescence provisions as these were based on forecasted inventory usage and sales. Due to the significance of inventories and the corresponding uncertainties inherent in such estimates, we considered this a key audit matter.

The significant accounting judgements and estimates and the disclosures of inventories are included in notes 3 and 20 to the financial statements.

Our audit procedures included the assessment of the effectiveness of key controls over the application of the impairment methodology, inputs and assumptions used by the Group in calculating the ECLs.

We assessed the Group's ECL models, including the model inputs, model design and model performance. We assessed management's classification of internal credit rating and tested the model inputs against the historical customer payment records, the ageing of trade and other receivables, subsequent settlements after the year end, and other information relating to the creditworthiness of customers. We reviewed the forward-looking adjustments, including the economic variables and assumptions used. We also assessed and tested the sensitivity of the credit loss provisions to changes in modelling assumptions.

We also assessed the adequacy of disclosures in the consolidated financial statements relating to the Group's exposure to credit risk.

Our audit procedures included attending inventory counts to observe the physical condition of inventories, on a sampling basis as at the year end date.

We assessed the obsolescence provision policy and compared the provision with historical data and actual inventory usage. We also assessed the net realisable value by comparing the unit prices of subsequent sales with the unit costs on a sampling basis.

OTHER INFORMATION INCLUDED IN THE ANNUAL REPORT

The directors of the Company are responsible for the other information. The other information comprises the information included in the Annual Report, other than 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 THE DIRECTORS 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 of the Company 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 of the Company either intend to liquidate the Group or to cease operations or have no realistic alternative but to do so.

The directors of the Company are assisted by the Audit Committee in discharging their responsibilities for overseeing the Group's financial reporting process.

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. Our report is made solely to you, as a body, 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 HKSAs 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.

INDEPENDENT AUDITOR'S REPORT

As part of an audit in accordance with HKSAAs, we exercise professional judgement and maintain professional scepticism 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.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Audit Committee 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 the Audit Committee 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, actions taken to eliminate threats or safeguards applied.

INDEPENDENT AUDITOR'S REPORT

From the matters communicated with the Audit Committee, 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 this independent auditor's report is Lam Wai Ming, Ada.

Ernst & Young
Certified Public Accountants
Hong Kong

20 March 2025

CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

Year ended 31 December 2024

	Notes	2024 US\$'000	2023 US\$'000
Revenue	5	1,545,114	1,492,651
Cost of sales		(1,161,157)	(1,125,923)
Gross profit		383,957	366,728
Other income	6	7,878	7,026
Other gains and losses, net	6	10,647	510
Selling and distribution expenses		(40,389)	(44,044)
Administrative expenses		(164,084)	(152,022)
Impairment losses on financial assets, net	8	(16,013)	(23,797)
Share of profit of a joint venture		2,538	4,952
Operating profit before changes in fair value of financial instruments		184,534	159,353
Net fair value loss on financial assets at fair value through profit or loss	8	(1,106)	(7,308)
Operating profit after changes in fair value of financial instruments		183,428	152,045
Interest income	6	16,129	10,234
Interest expense	7	(735)	(943)
Profit before tax	8	198,822	161,336
Income tax expense	9	(28,688)	(21,081)
Profit for the year		170,134	140,255
OTHER COMPREHENSIVE LOSS			
Other comprehensive loss that may be reclassified to profit or loss in subsequent periods:			
Exchange differences on translation of foreign operations		(23,443)	(5,579)
OTHER COMPREHENSIVE LOSS FOR THE YEAR, NET OF TAX		(23,443)	(5,579)
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		146,691	134,676

CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

Year ended 31 December 2024

	<i>Note</i>	2024 US\$'000	2023 US\$'000
Profit attributable to:			
Owners of the parent		171,049	141,072
Non-controlling interests		(915)	(817)
		<u>170,134</u>	<u>140,255</u>
Total comprehensive income attributable to:			
Owners of the parent		147,627	135,505
Non-controlling interests		(936)	(829)
		<u>146,691</u>	<u>134,676</u>
 EARNINGS PER SHARE ATTRIBUTABLE TO ORDINARY EQUITY HOLDERS OF THE PARENT	 13		
– Basic (in HK dollar)		1.6490	1.3937
(equivalent to US dollar)		<u>0.2113</u>	<u>0.1780</u>
– Diluted (in HK dollar)		1.6146	1.3919
(equivalent to US dollar)		<u>0.2069</u>	<u>0.1778</u>

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

31 December 2024

	Notes	2024 US\$'000	2023 US\$'000
NON-CURRENT ASSETS			
Property, plant and equipment	14	387,161	378,853
Investment properties	15	1,661	2,435
Right-of-use assets	16(a)	73,037	80,081
Investment in a joint venture	17	49,939	47,401
Investments in associates	18	–	–
Financial assets at fair value through profit or loss	19	2,363	3,469
Pledged deposits	23	5,795	5,637
Deposits for acquisition of property, plant and equipment and leasehold land		10,169	14,298
Total non-current assets		530,125	532,174
CURRENT ASSETS			
Inventories	20	203,347	197,122
Trade receivables	21	234,552	277,820
Prepayments, deposits and other receivables	22	31,790	58,109
Financial assets at fair value through profit or loss	19	5	5
Cash and cash equivalents	23	423,547	294,471
Total current assets		893,241	827,527
CURRENT LIABILITIES			
Trade payables	24	95,104	82,756
Other payables and accruals	25	127,633	138,186
Interest-bearing bank borrowings	26	1,319	1,324
Lease liabilities	16(b)	2,377	2,870
Tax payable		52,713	40,100
Total current liabilities		279,146	265,236
NET CURRENT ASSETS		614,095	562,291
TOTAL ASSETS LESS CURRENT LIABILITIES		1,144,220	1,094,465

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

31 December 2024

	Notes	2024 US\$'000	2023 US\$'000
NON-CURRENT LIABILITIES			
Interest-bearing bank borrowings	26	4,552	5,786
Lease liabilities	16(b)	3,750	5,264
Deferred tax liabilities	27	18,379	15,951
Total non-current liabilities		26,681	27,001
Net assets		1,117,539	1,067,464
EQUITY			
Equity attributable to owners of the parent			
Share capital	28	10,546	10,171
Share premium and reserves	29	1,091,670	1,041,034
Non-controlling interests		1,102,216	1,051,205
Total equity		15,323	16,259
		1,117,539	1,067,464

Chen Li-Ming, Lawrence
Director

Chi Lo-Jen
Director

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

Year ended 31 December 2024

Attributable to owners of the parent												
Notes	Share capital US\$'000	Share premium US\$'000	Merger reserve US\$'000 (Note 29(a))	Capital reserve US\$'000 (Note 29(b))	Exchange reserve US\$'000	Shares held for share award scheme US\$'000	Capital redemption reserve US\$'000 (Note 29(c))	Share option reserve US\$'000	Retained profits US\$'000	Sub-total US\$'000	Non-controlling interests US\$'000	Total equity US\$'000
At 1 January 2024	10,171	157,984	38,841	1,146	(21,031)	(2,722)	190	12,736	853,890	1,051,205	16,259	1,067,464
Profit for the year	-	-	-	-	-	-	-	-	171,049	171,049	(915)	170,134
Other comprehensive loss for the year:												
Exchange differences on translation of foreign operations	-	-	-	-	(23,422)	-	-	-	-	(23,422)	(21)	(23,443)
Total comprehensive income for the year	-	-	-	-	(23,422)	-	-	-	171,049	147,627	(936)	146,691
Equity-settled share option arrangements	30	-	-	-	-	-	-	1,477	-	1,477	-	1,477
Issue of shares upon exercise of share options	28(a)	375	39,629	-	-	-	-	(6,515)	-	33,489	-	33,489
Final 2023 dividend	12	-	-	-	-	-	-	-	(63,415)	(63,415)	-	(63,415)
Interim 2024 dividend	12	-	-	-	-	-	-	-	(68,167)	(68,167)	-	(68,167)
At 31 December 2024	10,546	197,613*	38,841*	1,146*	(44,453)*	(2,722)*	190*	7,698*	893,357*	1,102,216	15,323	1,117,539

Attributable to owners of the parent												
Notes	Share capital US\$'000	Share premium US\$'000	Merger reserve US\$'000 (Note 29(a))	Capital reserve US\$'000 (Note 29(b))	Exchange reserve US\$'000	Shares held for share award scheme US\$'000	Capital redemption reserve US\$'000 (Note 29(c))	Share option reserve US\$'000	Retained profits US\$'000	Sub-total US\$'000	Non-controlling interests US\$'000	Total equity US\$'000
At 1 January 2023	10,155	156,252	38,841	1,146	(15,464)	(2,722)	190	11,930	798,533	998,861	17,088	1,015,949
Profit for the year	-	-	-	-	-	-	-	-	141,072	141,072	(817)	140,255
Other comprehensive loss for the year:												
Exchange differences on translation of foreign operations	-	-	-	-	(5,567)	-	-	-	-	(5,567)	(12)	(5,579)
Total comprehensive income for the year	-	-	-	-	(5,567)	-	-	-	141,072	135,505	(829)	134,676
Equity-settled share option arrangements	30	-	-	-	-	-	-	3,474	-	3,474	-	3,474
Transfer of share option reserve upon the forfeiture or expiry of share options	30	-	-	-	-	-	-	(2,359)	2,359	-	-	-
Issue of shares upon exercise of share options	28(a)	16	1,732	-	-	-	-	(309)	-	1,439	-	1,439
Final 2022 dividend	12	-	-	-	-	-	-	-	(45,590)	(45,590)	-	(45,590)
Interim 2023 dividend	12	-	-	-	-	-	-	-	(42,484)	(42,484)	-	(42,484)
At 31 December 2023	10,171	157,984*	38,841*	1,146*	(21,031)*	(2,722)*	190*	12,736*	853,890*	1,051,205	16,259	1,067,464

* These reserve accounts comprise the consolidated share premium and reserves of US\$1,091,670,000 (2023: US\$1,041,034,000) in the consolidated statement of financial position.

CONSOLIDATED STATEMENT OF CASH FLOWS

Year ended 31 December 2024

	Notes	2024 US\$'000	2023 US\$'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Profit before tax		198,822	161,336
Adjustments for:			
Finance costs	7	735	943
Share of profit of a joint venture		(2,538)	(4,952)
Interest income	6	(16,129)	(10,234)
(Gain)/loss on disposal of items of property, plant and equipment	6	(10,006)	3,284
Gain on disposal of leasehold land	6	(4,184)	–
Gain on early termination of leases	6	–	(326)
Fair value loss on financial assets at fair value through profit or loss, net	8	1,106	7,308
Depreciation of property, plant and equipment	8	47,944	47,337
Depreciation of investment properties	8	721	766
Depreciation of right-of-use assets	8	6,628	8,113
Impairment of trade receivables, net	8	16,013	23,797
Write-down of inventories, net	8	753	5,525
Gain on liquidation of an associate	8	–	(8)
Provision for equity-settled share option expense	30	1,477	3,474
		241,342	246,363
Increase in inventories		(6,799)	(13,774)
Decrease/(increase) in trade receivables		27,984	(37,742)
Decrease/(increase) in prepayments, deposits and other receivables		8,908	(3,074)
Increase in trade payables		13,667	15,975
(Decrease)/increase in other payables and accruals		(7,287)	32,475
		277,815	240,223
Cash generated from operations		277,815	240,223
Interest paid		(317)	(532)
Taxes paid		(13,431)	(10,538)
		264,067	229,153
Net cash flows from operating activities		264,067	229,153

CONSOLIDATED STATEMENT OF CASH FLOWS

Year ended 31 December 2024

	Notes	2024 US\$'000	2023 US\$'000
CASH FLOWS FROM INVESTING ACTIVITIES			
Interest received		16,129	10,234
Purchases of items of property, plant and equipment		(66,559)	(55,699)
Additions to right-of-use assets		–	(11,600)
Deposits paid for acquisition of property, plant and equipment and leasehold land		(421)	(339)
Proceeds from disposal of property, plant and equipment		14,357	452
Proceeds from disposal of leasehold land		5,298	–
Proceeds from liquidation of an associate		–	532
Placement of pledged deposits		(158)	(153)
Net cash flows used in investing activities		(31,354)	(56,573)
CASH FLOWS FROM FINANCING ACTIVITIES			
New bank loans		111,418	61,316
Repayment of bank loans		(112,528)	(61,432)
Principal portion of lease payments		(3,021)	(3,626)
Dividends paid		(131,582)	(88,074)
Interest paid		(418)	(411)
Proceeds from issue of shares upon exercise of share options	28	33,489	1,439
Net cash flows used in financing activities		(102,642)	(90,788)
NET INCREASE IN CASH AND CASH EQUIVALENTS		130,071	81,792
Cash and cash equivalents at beginning of year		294,471	213,303
Effect of foreign exchange rate changes, net		(995)	(624)
CASH AND CASH EQUIVALENTS AT END OF YEAR		423,547	294,471
ANALYSIS OF BALANCES OF CASH AND CASH EQUIVALENTS			
Cash and bank balances other than time deposits	23	85,313	51,891
Non-pledged time deposits with original maturity of less than three months when acquired	23	338,234	242,580
Cash and cash equivalents as stated in the consolidated statement of financial position		423,547	294,471

1. CORPORATE AND GROUP INFORMATION

Stella International Holdings Limited (the “Company”) is incorporated in the Cayman Islands as an exempted company with limited liability under the Companies Law (2010 Revision) of the Cayman Islands and its shares are listed on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The principal place of business of the Company is located at Flat C, 20/F, MG Tower, 133 Hoi Bun Road, Kowloon, Hong Kong.

During the year, the Company and the subsidiaries (collectively referred to as the “Group”) were involved in the following principal activities:

- development, manufacture and sale of footwear and handbags
- investment holding

Information about subsidiaries

Particulars of the Company's principal subsidiaries are as follows:

Name	Place of incorporation/ registration and business	Issued ordinary/ registered share capital	Percentage of equity attributable to the Company		Principal activities
			Direct	Indirect	
JW FDN Limited	British Virgin Islands (“BVI”)	US\$100	–	60	Investment holding
P.T. Young Tree Industries	Indonesia	IDR106,842,000,000	–	100	Manufacture of footwear
P.T. Tyfountex Indonesia	Indonesia	US\$20,800,000	–	56.4	Manufacture of footwear
Stella Europe Trading Limited	Hong Kong	EUR100,000	–	100	Sourcing and distribution of footwear
Stella Fashion Group Limited	BVI	US\$4	–	100	Investment holding
Stella Fashion Italia S.R.L.	Italy	EUR10,000	–	100	Sale and distribution of footwear
Stella Fashion SAS	France	EUR1,000,000	–	100	Footwear retailing
Stella Footwear Inc.	BVI	US\$3,947	–	100	Investment holding

NOTES TO FINANCIAL STATEMENTS

31 December 2024

1. CORPORATE AND GROUP INFORMATION *(continued)*

Information about subsidiaries *(continued)*

Particulars of the Company's principal subsidiaries are as follows: *(continued)*

Name	Place of incorporation/ registration and business	Issued ordinary/ registered share capital	Percentage of equity attributable to the Company		Principal activities
			Direct	Indirect	
Stella International Limited	Vanuatu	US\$1	100	–	Investment holding
Stella International Marketing Company Limited	Malaysia	US\$10,000	100	–	Marketing activities
Stella International Trading (Macao Commercial Offshore) Limited	Macao	MOP200,000	–	100	Sale of footwear
Stella Leather Goods (Ho Chi Minh) Co., Ltd.	Vietnam	US\$1,000,000	–	83.5	Manufacture of handbags
Stella Luna Sol Limited	Hong Kong	HK\$1	–	100	Holding of intellectual property rights
Stella Romano Trading Limited	Taiwan	NTD1,000,000	–	100	Sale of footwear
Stella Services Limited	Hong Kong	HK\$300,000	100	–	Provision of secretary and accounting services
TY Foundation Limited	Liberia	Nil	–	60	Investment holding
Vietnam Golden Victory Company Limited	Vietnam	US\$25,000,000	–	100	Manufacture of footwear
洞口興雄鞋業有限公司 ("Dongkou Selena Upper Company Limited")*	The PRC/ Mainland China	US\$10,000,000	–	100	Manufacture of footwear
東莞興昂鞋業有限公司 ("Dongguan Stella Footwear Company Limited")*	The PRC/ Mainland China	HK\$191,810,000	–	100	Manufacture of footwear

1. CORPORATE AND GROUP INFORMATION *(continued)*

Information about subsidiaries *(continued)*

Particulars of the Company's principal subsidiaries are as follows: *(continued)*

Name	Place of incorporation/ registration and business	Issued ordinary/ registered share capital	Percentage of equity attributable to the Company		Principal activities
			Direct	Indirect	
東莞新創鞋業科技有限公司 ("Dongguan Stella Footwear Product Creation Company Limited")*	The PRC/ Mainland China	RMB12,000,000	–	100	Manufacture of footwear
廣西興鵬鞋業有限公司 ("Guangxi Shenandoah Footwear Company Limited")*	The PRC/ Mainland China	US\$10,000,000	–	100	Manufacture of footwear
廣西興萊鞋業有限公司 ("Guangxi Simona Footwear Company Limited")*	The PRC/ Mainland China	US\$10,000,000	–	100	Manufacture of footwear
龍川興萊鞋業有限公司 ("Long Chuan Simona Footwear Company Limited")*	The PRC/ Mainland China	HK\$220,000,000	–	100	Manufacture of footwear
隆回興昂鞋業有限公司 ("Longhui Stella Footwear Company Limited")*	The PRC/ Mainland China	US\$25,000,000	–	100	Manufacture of footwear
邵陽連泰鞋業有限公司 ("Shaoyang Liantai Footwear Company Limited")*	The PRC/ Mainland China	RMB207,600,000	–	100	Manufacture of footwear
邵陽縣興昂鞋業有限公司 ("Shaoyang Yuan Stella Footwear Co., Ltd.")*	The PRC/ Mainland China	RMB37,250,000	–	100	Manufacture of footwear

NOTES TO FINANCIAL STATEMENTS

31 December 2024

1. CORPORATE AND GROUP INFORMATION *(continued)*

Information about subsidiaries *(continued)*

Particulars of the Company's principal subsidiaries are as follows: *(continued)*

Name	Place of incorporation/ registration and business	Issued ordinary/ registered share capital	Percentage of equity attributable to the Company		Principal activities
			Direct	Indirect	
雙峰興昂鞋業有限公司 ("Shuangfeng Stella Footwear Company Limited")*	The PRC/ Mainland China	HK\$135,280,000	–	100	Manufacture of footwear
興記時尚 (中國) 有限公司 ("Stella Fashion (China) Limited")*	The PRC/ Mainland China	RMB100,000,000	–	100	Footwear retailing
威縣遠達制鞋有限公司 ("Wei County Yuanta Footwear Company Limited")*	The PRC/ Mainland China	US\$10,000,000	–	100	Manufacture of footwear
新寧興雄鞋業有限公司 ("Xinning Selena Footwear Company Limited")*	The PRC/ Mainland China	US\$2,000,000	–	100	Manufacture of footwear

* Registered as a wholly-foreign-owned enterprise under PRC law.

The above table lists the subsidiaries of the Company which, in the opinion of the directors, principally affected the results for the year or formed a substantial portion of the net assets of the Group. To give details of other subsidiaries would, in the opinion of the directors, result in particulars of excessive length.

2. ACCOUNTING POLICIES

2.1 BASIS OF PREPARATION

These financial statements have been prepared in accordance with Hong Kong Financial Reporting Standards (“HKFRSs”) (which include all Hong Kong Financial Reporting Standards, Hong Kong Accounting Standards (“HKASs”) and Interpretations) issued by the Hong Kong Institute of Certified Public Accountants (“HKICPA”) and the disclosure requirements of the Hong Kong Companies Ordinance. They have been prepared under the historical cost convention, except for financial assets at fair value through profit or loss which have been measured at fair value. These financial statements are presented in United States dollars (“US\$”) and all values are rounded to the nearest thousand except when otherwise indicated.

Basis of consolidation

The consolidated financial statements include the financial statements of the Group for the year ended 31 December 2024. A subsidiary is an entity (including a structured entity), directly or indirectly, controlled by the Company. Control is achieved when the Group is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee (i.e., existing rights that give the Group the current ability to direct the relevant activities of the investee).

Generally, there is a presumption that a majority of voting rights results in control. When the Company has less than a majority of the voting or similar rights of an investee, the Group considers all relevant facts and circumstances in assessing whether it has power over an investee, including:

- (a) the contractual arrangement with the other vote holders of the investee;
- (b) rights arising from other contractual arrangements; and
- (c) the Group's voting rights and potential voting rights.

The financial statements of the subsidiaries are prepared for the same reporting period as the Company, using consistent accounting policies. The results of subsidiaries are consolidated from the date on which the Group obtains control, and continue to be consolidated until the date that such control ceases.

Profit or loss and each component of other comprehensive income are attributed to the owners of the parent of the Group and to the non-controlling interests, even if this results in the non-controlling interests having a deficit balance. 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.

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 described above. A change in the ownership interest of a subsidiary, without a loss of control, is accounted for as an equity transaction.

If the Group loses control over a subsidiary, it derecognises the related assets (including goodwill), liabilities, any non-controlling interest and the exchange reserve; and recognises the fair value of any investment retained and any resulting surplus or deficit in profit or loss. The Group's share of components previously recognised in other comprehensive income is reclassified to profit or loss or retained profits, as appropriate, on the same basis as would be required if the Group had directly disposed of the related assets or liabilities.

2. ACCOUNTING POLICIES *(continued)*

2.2 CHANGES IN ACCOUNTING POLICIES AND DISCLOSURES

The Group has adopted the following revised HKFRSs for the first time for the current year's financial statements.

Amendments to HKFRS 16	<i>Lease Liability in a Sale and Leaseback</i>
Amendments to HKAS 1	<i>Classification of Liabilities as Current or Non-current</i> <i>(the "2020 Amendments")</i>
Amendments to HKAS 1	<i>Non-current Liabilities with Covenants</i> <i>(the "2022 Amendments")</i>
Amendments to HKAS 7 and HKFRS 7	<i>Supplier Finance Arrangements</i>

The nature and the impact of the revised HKFRSs are described below:

- (a) Amendments to HKFRS 16 specify the requirements that a seller-lessee uses in measuring the lease liability arising in a sale and leaseback transaction to ensure the seller-lessee does not recognise any amount of the gain or loss that relates to the right of use it retains. Since the Group has no sale and leaseback transactions with variable lease payments that do not depend on an index or a rate occurring from the date of initial application of HKFRS 16, the amendments did not have any impact on the financial position or performance of the Group.
- (b) The 2020 Amendments clarify the requirements for classifying liabilities as current or non-current, including what is meant by a right to defer settlement and that a right to defer must exist at the end of the reporting period. Classification of a liability is unaffected by the likelihood that the entity will exercise its right to defer settlement. The amendments also clarify that a liability can be settled in its own equity instruments, and that only if a conversion option in a convertible liability is itself accounted for as an equity instrument would the terms of a liability not impact its classification. The 2022 Amendments further clarify that, among covenants of a liability arising from a loan arrangement, only those with which an entity must comply on or before the reporting date affect the classification of that liability as current or non-current. Additional disclosures are required for non-current liabilities that are subject to the entity complying with future covenants within 12 months after the reporting period.

The Group has reassessed the terms and conditions of its liabilities as at 1 January 2023 and 2024 and concluded that the classification of its liabilities as current or non-current remained unchanged upon initial application of the amendments. Accordingly, the amendments did not have any impact on the financial position or performance of the Group.

- (c) Amendments to HKAS 7 and HKFRS 7 clarify the characteristics of supplier finance arrangements and require additional disclosure of such arrangements. The disclosure requirements in the amendments are intended to assist users of financial statements in understanding the effects of supplier finance arrangements on an entity's liabilities, cash flows and exposure to liquidity risk. As the Group does not have supplier finance arrangements, the amendments did not have any impact on the Group's financial statements.

2. ACCOUNTING POLICIES *(continued)*

2.3 ISSUED BUT NOT YET EFFECTIVE HONG KONG FINANCIAL REPORTING STANDARDS

The Group has not applied the following new and revised HKFRSs, that have been issued but are not yet effective, in these financial statements. The Group intends to apply these new and revised HKFRSs, if applicable, when they become effective.

HKFRS 18	<i>Presentation and Disclosure in Financial Statements</i> ³
HKFRS 19	<i>Subsidiaries without Public Accountability: Disclosures</i> ³
Amendments to HKFRS 9 and HKFRS 7	<i>Amendments to the Classification and Measurement of Financial Instruments</i> ²
Amendments to HKFRS 9 and HKFRS 7	<i>Contracts Referencing Nature-dependent Electricity</i> ²
Amendments to HKFRS 10 and HKAS 28	<i>Sale or Contribution of Assets between an Investor and its Associate or Joint Venture</i> ⁴
Amendments to HKAS 21	<i>Lack of Exchangeability</i> ¹
<i>Annual Improvements to HKFRS Accounting Standards – Volume 11</i>	Amendments to HKFRS 1, HKFRS 7, HKFRS 9, HKFRS 10 and HKAS 72 ²

¹ Effective for annual periods beginning on or after 1 January 2025

² Effective for annual periods beginning on or after 1 January 2026

³ Effective for annual/reporting periods beginning on or after 1 January 2027

⁴ No mandatory effective date yet determined but available for adoption

Further information about those HKFRSs that are expected to be applicable to the Group is described below:

HKFRS 18 replaces HKAS 1 *Presentation of Financial Statements*. While a number of sections have been brought forward from HKAS 1 with limited changes, HKFRS 18 introduces new requirements for presentation within the statement of profit or loss and other comprehensive income, including specified totals and subtotals. Entities are required to classify all income and expenses within the statement of profit or loss and other comprehensive income into one of the five categories: operating, investing, financing, income taxes and discontinued operations and to present two new defined subtotals. It also requires disclosures about management-defined performance measures in a single note and introduces enhanced requirements on the grouping (aggregation and disaggregation) and the location of information in both the primary financial statements and the notes. Some requirements previously included in HKAS 1 are moved to HKAS 8 *Accounting Policies, Changes in Accounting Estimates and Errors*, which is renamed as HKAS 8 *Basis of Preparation of Financial Statements*. As a consequence of the issuance of HKFRS 18, limited, but widely applicable, amendments are made to HKAS 7 *Statement of Cash Flows*, HKAS 33 *Earnings per Share* and HKAS 34 *Interim Financial Reporting*. In addition, there are minor consequential amendments to other HKFRSs. HKFRS 18 and the consequential amendments to other HKFRSs are effective for annual periods beginning on or after 1 January 2027 with earlier application permitted. Retrospective application is required. The Group is currently analysing the new requirements and assessing the impact of HKFRS 18 on the presentation and disclosure of the Group's financial statements.

2. ACCOUNTING POLICIES *(continued)*

2.3 ISSUED BUT NOT YET EFFECTIVE HONG KONG FINANCIAL REPORTING STANDARDS *(continued)*

Further information about those HKFRSs that are expected to be applicable to the Group is described below:
(continued)

HKFRS 19 allows eligible entities to elect to apply reduced disclosure requirements while still applying the recognition, measurement and presentation requirements in other HKFRSs. To be eligible, at the end of the reporting period, an entity must be a subsidiary as defined in HKFRS 10 *Consolidated Financial Statements*, cannot have public accountability and must have a parent (ultimate or intermediate) that prepares consolidated financial statements available for public use which comply with HKFRSs. Earlier application is permitted. As the Company is a listed company, it is not eligible to elect to apply HKFRS 19. Some of the Company's subsidiaries are considering the application of HKFRS 19 in their specified financial statements.

Amendments to HKFRS 9 and HKFRS 7 clarify the date on which a financial asset or financial liability is derecognised and introduce an accounting policy option to derecognise a financial liability that is settled through an electronic payment system before the settlement date if specified criteria are met. The amendments clarify how to assess the contractual cash flow characteristics of financial assets with environmental, social and governance and other similar contingent features. Moreover, the amendments clarify the requirements for classifying financial assets with non-recourse features and contractually linked instruments. The amendments also include additional disclosures for investments in equity instruments designated at fair value through other comprehensive income and financial instruments with contingent features. The amendments shall be applied retrospectively with an adjustment to opening retained profits (or other component of equity) at the initial application date. Prior periods are not required to be restated and can only be restated without the use of hindsight. Earlier application of either all the amendments at the same time or only the amendments related to the classification of financial assets is permitted. The amendments are not expected to have any significant impact on the Group's financial statements.

Amendments to HKFRS 10 and HKAS 28 address an inconsistency between the requirements in HKFRS 10 and in HKAS 28 in dealing with the sale or contribution of assets between an investor and its associate or joint venture. The amendments require a full recognition of a gain or loss resulting from a downstream transaction when the sale or contribution of assets constitutes a business. For a transaction involving assets that do not constitute a business, a gain or loss resulting from the transaction is recognised in the investor's profit or loss only to the extent of the unrelated investor's interest in that associate or joint venture. The amendments are to be applied prospectively. The previous mandatory effective date of amendments to HKFRS 10 and HKAS 28 was removed by the HKICPA. However, the amendments are available for adoption now.

Amendments to HKAS 21 specify how an entity shall assess whether a currency is exchangeable into another currency and how it shall estimate a spot exchange rate at a measurement date when exchangeability is lacking. The amendments require disclosures of information that enable users of financial statements to understand the impact of a currency not being exchangeable. Earlier application is permitted. When applying the amendments, an entity cannot restate comparative information. Any cumulative effect of initially applying the amendments shall be recognised as an adjustment to the opening balance of retained profits or to the cumulative amount of translation differences accumulated in a separate component of equity, where appropriate, at the date of initial application. The amendments are not expected to have any significant impact on the Group's financial statements.

2. ACCOUNTING POLICIES *(continued)*

2.3 ISSUED BUT NOT YET EFFECTIVE HONG KONG FINANCIAL REPORTING STANDARDS *(continued)*

Further information about those HKFRSs that are expected to be applicable to the Group is described below:
(continued)

Annual Improvements to HKFRS Accounting Standards – Volume 11 set out amendments to HKFRS 1, HKFRS 7 (and the accompanying *Guidance on implementing HKFRS 7*), HKFRS 9, HKFRS 10 and HKAS 7. Details of the amendments that are expected to be applicable to the Group are as follows:

- **HKFRS 7 *Financial Instruments: Disclosures*:** The amendments have updated certain wording in paragraph B38 of HKFRS 7 and paragraphs IG1, IG14 and IG20B of the *Guidance on implementing HKFRS 7* for the purpose of simplification or achieving consistency with other paragraphs in the standard and/or with the concepts and terminology used in other standards. In addition, the amendments clarify that the *Guidance on implementing HKFRS 7* does not necessarily illustrate all the requirements in the referenced paragraphs of HKFRS 7 nor does it create additional requirements. Earlier application is permitted. The amendments are not expected to have any significant impact on the Group's financial statements.
- **HKFRS 9 *Financial Instruments*:** The amendments clarify that when a lessee has determined that a lease liability has been extinguished in accordance with HKFRS 9, the lessee is required to apply paragraph 3.3.3 of HKFRS 9 and recognise any resulting gain or loss in profit or loss. In addition, the amendments have updated certain wording in paragraph 5.1.3 of HKFRS 9 and Appendix A of HKFRS 9 to remove potential confusion. Earlier application is permitted. The amendments are not expected to have any significant impact on the Group's financial statements.
- **HKFRS 10 *Consolidated Financial Statements*:** The amendments clarify that the relationship described in paragraph B74 of HKFRS 10 is just one example of various relationships that might exist between the investor and other parties acting as de facto agents of the investor, which removes the inconsistency with the requirement in paragraph B73 of HKFRS 10. Earlier application is permitted. The amendments are not expected to have any significant impact on the Group's financial statements.
- **HKAS 7 *Statement of Cash Flows*:** The amendments replace the term “cost method” with “at cost” in paragraph 37 of HKAS 7 following the prior deletion of the definition of “cost method”. Earlier application is permitted. The amendments are not expected to have any impact on the Group's financial statements.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES

Investments in associates and a joint venture

An associate is an entity in which the Group has a long-term interest of generally not less than 20% of the equity voting rights and over which it has significant influence. Significant influence is the power to participate in the financial and operating policy decisions of the investee, but is not control or joint control over those policies.

A joint venture is a type of joint arrangement whereby the parties that have joint control of the arrangement have rights to the net assets of the joint venture. Joint control is the contractually agreed sharing of control of an arrangement, which exists only when decisions about the relevant activities require the unanimous consent of the parties sharing control.

The Group's investments in associates and a joint venture are stated in the consolidated statement of financial position at the Group's share of net assets under the equity method of accounting, less any impairment losses. Adjustments are made to bring into line any dissimilar accounting policies that may exist. The Group's share of the post-acquisition results and other comprehensive income of associates and a joint venture is included in profit or loss and other comprehensive income, respectively. In addition, when there has been a change recognised directly in the equity of the associates or joint venture, the Group recognises its share of any changes, when applicable, in the consolidated statement of changes in equity. Unrealised gains and losses resulting from transactions between the Group and its associates or joint venture are eliminated to the extent of the Group's investments in the associates or joint venture, except where unrealised losses provide evidence of an impairment of the assets transferred. Goodwill arising from the acquisition of associates or a joint venture is included as part of the Group's investments in associates or a joint venture.

Upon loss of significant influence over the associate or joint control over the joint venture, the Group measures and recognises any retained investment at its fair value. Any difference between the carrying amount of the associate or joint venture upon loss of significant influence or joint control and the fair value of the retained investment and proceeds from disposal is recognised in profit or loss.

Business combinations

Business combinations are accounted for using the acquisition method. The consideration transferred is measured at the acquisition date fair value which is the sum of the acquisition date fair values of assets transferred by the Group, liabilities assumed by the Group to the former owners of the acquiree and the equity interests issued by the Group in exchange for control of the acquiree. For each business combination, the Group elects whether to measure the non-controlling interests in the acquiree at fair value or at the proportionate share of the acquiree's identifiable net assets. All other components of non-controlling interests are measured at fair value. Acquisition-related costs are expensed as incurred.

The Group determines that it has acquired a business when the acquired set of activities and assets includes an input and a substantive process that together significantly contribute to the ability to create outputs.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Business combinations *(continued)*

When the Group acquires a business, it assesses the financial assets and liabilities assumed for appropriate classification and designation in accordance with the contractual terms, economic circumstances and pertinent conditions as at the acquisition date. This includes the separation of embedded derivatives in host contracts of the acquiree.

Any contingent consideration to be transferred by the acquirer is recognised at fair value at the acquisition date. Contingent consideration classified as an asset or liability is measured at fair value with changes in fair value recognised in profit or loss. Contingent consideration that is classified as equity is not remeasured and subsequent settlement is accounted for within equity.

Fair value measurement

The Group measures its financial assets at fair value through profit or loss at the end of each reporting period. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability, or in the absence of a principal market, in the most advantageous market for the asset or liability. The principal or the most advantageous market must be accessible by the Group. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Group uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1 – based on quoted prices (unadjusted) in active markets for identical assets or liabilities
- Level 2 – based on valuation techniques for which the lowest level input that is significant to the fair value measurement is observable, either directly or indirectly
- Level 3 – based on valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Group determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Impairment of non-financial assets

Where an indication of impairment exists, or when annual impairment testing for an asset is required (other than inventories, deferred tax assets and financial assets), the asset's recoverable amount is estimated. An asset's recoverable amount is the higher of the asset's or cash-generating unit's value in use and its fair value less costs of disposal, and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets, in which case the recoverable amount is determined for the cash-generating unit to which the asset belongs.

In testing a cash-generating unit for impairment, a portion of the carrying amount of a corporate asset (e.g., a headquarters building) is allocated to an individual cash-generating unit if it can be allocated on a reasonable and consistent basis or, otherwise, to the smallest group of cash-generating units.

An impairment loss is recognised only if the carrying amount of an asset exceeds its recoverable amount. 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. An impairment loss is charged to profit or loss in the period in which it arises in those expense categories consistent with the function of the impaired asset.

An assessment is made at the end of each reporting period as to whether there is an indication that previously recognised impairment losses may no longer exist or may have decreased. If such an indication exists, the recoverable amount is estimated. A previously recognised impairment loss of an asset other than goodwill is reversed only if there has been a change in the estimates used to determine the recoverable amount of that asset, but not to an amount higher than the carrying amount that would have been determined (net of any depreciation/amortisation) had no impairment loss been recognised for the asset in prior years. A reversal of such an impairment loss is credited to profit or loss in the period in which it arises.

Related parties

A party is considered to be related to the Group if:

- (a) the party is a person or a close member of that person's family and that person
 - (i) has control or joint control over the Group;
 - (ii) has significant influence over the Group; or
 - (iii) is a member of the key management personnel of the Group or of a parent of the Group;

or

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Related parties *(continued)*

- (b) the party is an entity where any of the following conditions applies:
- (i) the entity and the Group are members of the same group;
 - (ii) one entity is an associate or joint venture of the other entity (or of a parent, subsidiary or fellow subsidiary of the other entity);
 - (iii) the entity and the Group are joint ventures of the same third party;
 - (iv) one entity is a joint venture of a third entity and the other entity is an associate of the third entity;
 - (v) the entity is a post-employment benefit plan for the benefit of employees of either the Group or an entity related to the Group;
 - (vi) the entity is controlled or jointly controlled by a person identified in (a);
 - (vii) a person identified in (a)(i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity); and
 - (viii) the entity, or any member of a group of which it is a part, provides key management personnel services to the Group or to the parent of the Group.

Property, plant and equipment and depreciation

Property, plant and equipment, other than construction in progress, are stated at cost less accumulated depreciation and any impairment losses. The cost of an item of property, plant and equipment comprises its purchase price and any directly attributable costs of bringing the asset to its working condition and location for its intended use.

Expenditure incurred after items of property, plant and equipment have been put into operation, such as repairs and maintenance, is normally charged to profit or loss in the period in which it is incurred. In situations where the recognition criteria are satisfied, the expenditure for a major inspection is capitalised in the carrying amount of the asset as a replacement. Where significant parts of property, plant and equipment are required to be replaced at intervals, the Group recognises such parts as individual assets with specific useful lives and depreciates them accordingly.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Property, plant and equipment and depreciation *(continued)*

Depreciation is calculated on the straight-line basis to write off the cost of each item of property, plant and equipment to its residual value over its estimated useful life. The principal annual rates used for this purpose are as follows:

Freehold land	Not depreciated
Buildings	Over the shorter of the lease terms of the relevant leasehold land and 5%
Plant and machinery	10% to 20%
Furniture, fixtures and equipment	20%
Motor vehicles	20%

Where parts of an item of property, plant and equipment have different useful lives, the cost of that item is allocated on a reasonable basis among the parts and each part is depreciated separately. Residual values, useful lives and the depreciation method are reviewed, and adjusted if appropriate, at least at each financial year end.

An item of property, plant and equipment including any significant part initially recognised is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss on disposal or retirement recognised in profit or loss in the year the asset is derecognised is the difference between the net sales proceeds and the carrying amount of the relevant asset.

Construction in progress is stated at cost less any impairment losses, and is not depreciated. It is reclassified to the appropriate category of property, plant and equipment when completed and ready for use.

Investment properties

Investment properties are interests in land and buildings (including right-of-use assets) held to earn rental income and/or for capital appreciation. Such properties are measured initially at cost, including transaction costs.

Subsequent to initial recognition, investment properties are stated at cost less accumulated depreciation and any impairment losses.

Depreciation is calculated on the straight-line basis at 5% per annum to write off the cost of investment properties to its residual value over their estimated useful lives. Residual values, useful lives and the depreciation method are reviewed, and adjusted if appropriate, at least at each financial year end.

Any gains or losses on the retirement or disposal of an investment property are recognised in profit or loss in the year of the retirement or disposal.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Leases

The Group assesses at contract inception whether a contract is, or contains, 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.

Group as a lessee

The Group applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Group recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

(a) Right-of-use assets

Right-of-use assets are recognised at the commencement date of the lease (that is the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and any impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease terms and the estimated useful lives of the assets as follows:

Leasehold land	Over the shorter of the lease terms or useful life of 20 to 50 years
Offices and factories	3 to 10 years

(b) Lease liabilities

Lease liabilities are recognised at the commencement date of the lease at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments).

In calculating the present value of lease payments, the Group uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in lease payments (e.g., a change to future lease payments resulting from a change in an index or rate) or a change in assessment of an option to purchase the underlying asset.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Leases *(continued)*

Group as a lessee (continued)

(c) Short-term leases and leases of low-value assets

The Group applies the short-term lease recognition exemption to its short-term leases of offices (that is those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the recognition exemption for leases of low-value assets to leases of factories and offices that are considered to be of low value. Lease payments on short-term leases and leases of low-value assets are recognised as an expense on a straight-line basis over the lease term.

Group as a lessor

When the Group acts as a lessor, it classifies at lease inception (or when there is a lease modification) each of its leases as an operating lease.

Leases in which the Group does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income is accounted for on a straight-line basis over the lease term and is included in other income in profit or loss due to its non-operating nature. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income.

Investments and other financial assets

Initial recognition and measurement

Financial assets are classified, at initial recognition, as subsequently measured at amortised cost and fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Group's business model for managing them. With the exception of trade receivables that do not contain a significant financing component or for which the Group has applied the practical expedient of not adjusting the effect of a significant financing component, the Group initially measures a financial asset at its fair value plus in the case of a financial asset not at fair value through profit or loss, transaction costs. Trade receivables that do not contain a significant financing component or for which the Group has applied the practical expedient are measured at the transaction price determined under HKFRS 15 *Revenue from Contracts with Customers* in accordance with the policies set out for "Revenue recognition" below.

In order for a financial asset to be classified and measured at amortised cost or fair value through other comprehensive income, it needs to give rise to cash flows that are solely payments of principal and interest ("SPPI") on the principal amount outstanding. Financial assets with cash flows that are not SPPI are classified and measured at fair value through profit or loss, irrespective of the business model.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Investments and other financial assets *(continued)*

Initial recognition and measurement (continued)

The Group's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both. Financial assets classified and measured at amortised cost are held within a business model with the objective to hold financial assets in order to collect contractual cash flows, while financial assets classified and measured at fair value through other comprehensive income are held within a business model with the objective of both holding to collect contractual cash flows and selling. Financial assets which are not held within the aforementioned business models are classified and measured at fair value through profit or loss.

Purchases or sales of financial assets that require delivery of assets within the period generally established by regulation or convention in the marketplace are recognised on the trade date, that is, the date that the Group commits to purchase or sell the asset.

Subsequent measurement

The subsequent measurement of financial assets depends on their classification as follows:

Financial assets at amortised cost (debt instruments)

Financial assets at amortised cost are subsequently measured using the effective interest rate ("EIR") method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss are carried in the consolidated statement of financial position at fair value with net changes in fair value recognised in profit or loss.

This category includes derivative instruments and equity investments which the Group had not irrevocably elected to classify at fair value through other comprehensive income. Dividends on the equity investments are also recognised as other income in profit or loss when the right of payment has been established.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Derecognition of financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is primarily derecognised (i.e., removed from the Group's consolidated statement of financial position) when:

- the rights to receive cash flows from the asset have expired; or
- the Group has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a "pass-through" arrangement; and either (a) the Group has transferred substantially all the risks and rewards of the asset, or (b) the Group has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Group has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risk and rewards of ownership of the asset. When it has neither transferred nor retained substantially all the risks and rewards of the asset nor transferred control of the asset, the Group continues to recognise the transferred asset to the extent of the Group's continuing involvement. In that case, the Group also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the Group has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Group could be required to repay.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Impairment of financial assets

The Group recognises an allowance for expected credit losses (“ECLs”) for all debt instruments not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

General approach

ECLs are recognised in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12 months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL).

At each reporting date, the Group assesses whether the credit risk on a financial instrument has increased significantly since initial recognition. When making the assessment, 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 and considers reasonable and supportable information that is available without undue cost or effort, including historical and forward-looking information. The Group considers that there has been a significant increase in credit risk when contractual payments are more than 30 days past due.

The Group considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Group may also consider a financial asset to be in default when internal or external information indicates that the Group is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Group.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Impairment of financial assets *(continued)*

General approach (continued)

Financial assets at amortised cost are subject to impairment under the general approach and they are classified within the following stages for measurement of ECLs except for trade receivables which apply the simplified approach as detailed below.

- Stage 1 – Financial instruments for which credit risk has not increased significantly since initial recognition and for which the loss allowance is measured at an amount equal to 12-month ECLs
- Stage 2 – Financial instruments for which credit risk has increased significantly since initial recognition but that are not credit-impaired financial assets and for which the loss allowance is measured at an amount equal to lifetime ECLs
- Stage 3 – Financial assets that are credit-impaired at the reporting date (but that are not purchased or originated credit-impaired) and for which the loss allowance is measured at an amount equal to lifetime ECLs

Write-off

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.

Simplified approach

For trade receivables that do not contain a significant financing component or when the Group applies the practical expedient of not adjusting the effect of a significant financing component, the Group applies the simplified approach in calculating ECLs. Under the simplified approach, the Group does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Group has established a provision matrix that is based on probability of default, adjusted for forward-looking factors specific to the debtors and the economic environment.

Financial liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, as loans and borrowings and payables, as appropriate.

All financial liabilities are recognised initially at fair value and, in the case of loans and borrowings and payables, net of directly attributable transaction costs.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Financial liabilities *(continued)*

Subsequent measurement

The subsequent measurement of financial liabilities depends on their classification as follows:

Financial liabilities at amortised cost (trade and other payables, and borrowings)

After initial recognition, trade and other payables, and interest-bearing borrowings are subsequently measured at amortised cost, using the effective interest rate method unless the effect of discounting would be immaterial, in which case they are stated at cost. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the effective interest rate amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the effective interest rate. The effective interest rate amortisation is included in finance costs in profit or loss.

Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged or cancelled, or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and a recognition of a new liability, and the difference between the respective carrying amounts is recognised in profit or loss.

Offsetting of financial instruments

Financial assets and financial liabilities are offset and the net amount is reported in the consolidated statement of financial position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, or to realise the assets and settle the liabilities simultaneously.

Inventories

Inventories are stated at the lower of cost and net realisable value. Cost is determined on weighted average basis and, in the case of work in progress and finished goods, comprises direct materials, direct labour and an appropriate proportion of overheads. Net realisable value is based on estimated selling prices less any estimated costs to be incurred to completion and disposal.

Cash and cash equivalents

Cash and cash equivalents in the statement of financial position comprise cash on hand and at banks, and short-term highly liquid deposits with a maturity of generally within three months that are readily convertible into known amounts of cash, subject to an insignificant risk of changes in value and held for the purpose of meeting short-term cash commitments.

For the purpose of the consolidated statement of cash flows, cash and cash equivalents comprise cash on hand and at banks, and short-term deposits as defined above, less bank overdrafts which are repayable on demand and form an integral part of the Group's cash management.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Provisions

A provision is recognised when a present obligation (legal or constructive) has arisen as a result of a past event and it is probable that a future outflow of resources will be required to settle the obligation, provided that a reliable estimate can be made of the amount of the obligation.

When the effect of discounting is material, the amount recognised for a provision is the present value at the end of the reporting period of the future expenditures expected to be required to settle the obligation. The increase in the discounted present value amount arising from the passage of time is included in finance costs in profit or loss.

Income tax

Income tax comprises current and deferred tax. Income tax relating to items recognised outside profit or loss is recognised outside profit or loss, either in other comprehensive income or directly in equity.

Current tax assets and liabilities are measured at the amount expected to be recovered from or paid to the taxation authorities, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period, taking into consideration interpretations and practices prevailing in the countries in which the Group operates.

Deferred tax is provided, using the liability method, on all temporary differences at the end of the reporting period between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes, except that deferred tax is not recognised for the Pillar Two income taxes.

Deferred tax liabilities are recognised for all taxable temporary differences, except:

- when the deferred tax liability arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss and does not give rise to equal taxable and deductible temporary differences; and
- in respect of taxable temporary differences associated with investments in subsidiaries, associates and a joint venture, when the timing of the reversal of the temporary differences can be controlled and it is probable that the temporary differences will not reverse in the foreseeable future.

Deferred tax assets are recognised for all deductible temporary differences, and the carryforward of unused tax credits and any unused tax losses. Deferred tax assets are recognised to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, and the carryforward of unused tax credits and unused tax losses can be utilised, except:

- when the deferred tax asset relating to the deductible temporary differences arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss and does not give rise to equal taxable and deductible temporary differences; and

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Income tax *(continued)*

- in respect of deductible temporary differences associated with investments in subsidiaries, associates and a joint venture, deferred tax assets are only recognised to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilised.

The carrying amount of deferred tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are reassessed at the end of each reporting period and are recognised to the extent that it has become probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be recovered.

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

Deferred tax assets and deferred tax liabilities are offset if and only if the Group has a legally enforceable right to set off current tax assets and current tax liabilities and the deferred tax assets and deferred tax liabilities relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities which intend either to settle current tax liabilities and assets on a net basis, or to realise the assets and settle the liabilities simultaneously, in each future period in which significant amounts of deferred tax liabilities or assets are expected to be settled or recovered.

Government grants

Government grants are recognised at their fair value where there is reasonable assurance that the grant will be received and all attaching conditions will be complied with. When the grant relates to an expense item, it is recognised as income on a systematic basis over the periods that the costs, for which it is intended to compensate, are expensed.

Revenue recognition

Revenue from contracts with customers

Revenue from contracts with customers is recognised when control of goods or services is transferred to the customers at an amount that reflects the consideration to which the Group expects to be entitled in exchange for those goods or services.

When the contract contains a financing component which provides the customer with a significant benefit of financing the transfer of goods or services to the customer for more than one year, revenue is measured at the present value of the amount receivable, discounted using the discount rate that would be reflected in a separate financing transaction between the Group and the customer at contract inception.

When the contract contains a financing component which provides the Group with a significant financial benefit for more than one year, revenue recognised under the contract includes the interest expense accreted on the contract liability under the effective interest method. For a contract where the period between the payment by the customer and the transfer of the promised goods or services is one year or less, the transaction price is not adjusted for the effects of a significant financing component, using the practical expedient in HKFRS 15.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Revenue recognition *(continued)*

Sale of goods

Revenue from the sale of goods is recognised at the point in time when control of the asset is transferred to the customer, generally on delivery of the goods.

Other income

Interest income is recognised on an accrual basis using the effective interest method by applying the rate that exactly discounts the estimated future cash receipts over the expected life of the financial instruments or a shorter period, when appropriate, to the net carrying amount of the financial asset.

Rental income is recognised on a time proportion basis over the lease terms.

Share-based payments

The Company operates a share option scheme. Employees (including directors) of the Group receive remuneration in the form of share-based payments, whereby employees render services in exchange for equity instruments ("equity-settled transactions"). The cost of equity-settled transactions with employees is measured by reference to the fair value at the date at which they are granted. The fair value is determined by an external valuer using a binomial model, further details of which are given in note 30 to the financial statements.

The cost of equity-settled transactions is recognised in employee benefit expense, together with a corresponding increase in equity, over the period in which the performance and/or service conditions are fulfilled. The cumulative expense recognised for equity-settled transactions at the end of each reporting period until the vesting date reflects the extent to which the vesting period has expired and the Group's best estimate of the number of equity instruments that will ultimately vest. The charge or credit to profit or loss for a period represents the movement in the cumulative expense recognised as at the beginning and end of that period.

Service and non-market performance conditions are not taken into account when determining the grant date fair value of awards, but the likelihood of the conditions being met is assessed as part of the Group's best estimate of the number of equity instruments that will ultimately vest. Market performance conditions are reflected within the grant date fair value. Any other conditions attached to an award, but without an associated service requirement, are considered to be non-vesting conditions. Non-vesting conditions are reflected in the fair value of an award and lead to an immediate expensing of an award unless there are also service and/or performance conditions.

For awards that do not ultimately vest because non-market performance and/or service conditions have not been met, no expense is recognised. Where awards include a market or non-vesting condition, the transactions are treated as vesting irrespective of whether the market or non-vesting condition is satisfied, provided that all other performance and/or service conditions are satisfied.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Share-based payments *(continued)*

Where the terms of an equity-settled award are modified, as a minimum an expense is recognised as if the terms had not been modified, if the original terms of the award are met. In addition, an expense is recognised for any modification that increases the total fair value of the share-based payments, or is otherwise beneficial to the employee as measured at the date of modification. Where an equity-settled award is cancelled, it is treated as if it had vested on the date of cancellation, and any expense not yet recognised for the award is recognised immediately.

The dilutive effect of outstanding options is reflected as additional share dilution in the computation of earnings per share.

Other employee benefits

Pension schemes

The Group operates a defined contribution Mandatory Provident Fund retirement benefit scheme (the “MPF Scheme”) under the Mandatory Provident Fund Schemes Ordinance for all of its employees in Hong Kong. Contributions are made based on a percentage of the employees' basic salaries and are charged to profit or loss as they become payable in accordance with the rules of the MPF Scheme. The assets of the MPF Scheme are held separately from those of the Group in an independently administered fund. The Group's employer contributions vest fully with the employees when contributed into the MPF Scheme.

The employees of the Group's subsidiaries which operate in Mainland China are required to participate in a central pension scheme operated by the local municipal government. These subsidiaries are required to contribute a certain percentage of their payroll costs to the central pension scheme. The contributions are charged to profit or loss as they become payable in accordance with the rules of the central pension scheme.

Payments to state-managed retirement benefit schemes in jurisdictions other than Mainland China and Hong Kong are charged as expenses when employees have rendered service entitling them to the contributions.

Borrowing costs

Borrowing costs are expensed in the period in which they are incurred. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds.

Dividends

Final dividends are recognised as a liability when they are approved by the shareholders in a general meeting. Proposed final dividends are disclosed in the notes to the financial statements. Interim dividends are simultaneously proposed and declared, because the Company's memorandum and articles of association grant the directors the authority to declare interim dividends. Consequently, interim dividends are recognised immediately as a liability when they are proposed and declared.

2. ACCOUNTING POLICIES *(continued)*

2.4 MATERIAL ACCOUNTING POLICIES *(continued)*

Foreign currencies

These financial statements are presented in United States dollar, which is the Company's functional currency. Each entity in the Group determines its own functional currency and items included in the financial statements of each entity are measured using that functional currency. Foreign currency transactions recorded by the entities in the Group are initially recorded using their respective functional currency rates prevailing at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated at the functional currency rates of exchange ruling at the end of the reporting period. Differences arising on settlement or translation of monetary items are recognised in profit or loss.

Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates at the dates of the initial transactions. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was measured. The gain or loss arising on translation of a non-monetary item measured at fair value is treated in line with the recognition of the gain or loss on change in fair value of the item (i.e., translation difference on the item whose fair value gain or loss is recognised in other comprehensive income or profit or loss is also recognised in other comprehensive income or profit or loss, respectively).

The functional currencies of certain overseas subsidiaries, joint venture and associates are currencies other than the United States dollar. As at the end of the reporting period, the assets and liabilities of these entities are translated into United States dollar at the exchange rates prevailing at the end of the reporting period and their profit or loss is translated into United States dollar at the exchange rates that approximate to those prevailing at the dates of the transactions.

The resulting exchange differences are recognised in other comprehensive income and accumulated in the exchange reserve, except to the extent that the differences are attributable to non-controlling interests. On disposal of a foreign operation, the cumulative amount in the reserve relating to that particular foreign operation is recognised in profit or loss.

For the purpose of the consolidated statement of cash flows, the cash flows of overseas subsidiaries are translated into United States dollar at the exchange rates ruling at the dates of the cash flows. Frequently recurring cash flows of overseas subsidiaries which arise throughout the year are translated into United States dollar at the weighted average exchange rates for the year.

3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND ESTIMATES

The preparation of the Group's financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and their accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that could require a material adjustment to the carrying amounts of the assets or liabilities affected in the future.

3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND ESTIMATES *(continued)*

Estimation uncertainty

The key assumptions concerning the future and other key sources of estimation uncertainty at the end of the reporting period, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below.

Provision for expected credit losses on trade and other receivables

The measurement of expected credit losses under HKFRS 9 on trade and other receivables requires judgement, in particular, the estimation of the amount and timing of future cash flows when determining impairment losses, and the assessment of a significant increase in credit risk for other receivables. These estimates are affected by a number of factors, changes in which can result in different allowance amounts. As at 31 December 2024, the carrying amount of the Group's trade and other receivables was US\$254,004,000 (2023: US\$323,188,000) and the ECLs of trade and other receivables amounted to US\$43,688,000 (2023: US\$49,751,000).

The Group's ECL calculations are outputs of complex models with a number of underlying assumptions regarding the choice of variable inputs and their interdependencies. The significant estimates involved in the determination of the inputs applied in the ECL models include: the Group's internal credit grading, which assigns probabilities of default to the individual grades; the segmentation of trade receivables based on risk characteristics of the customers and by geographical location when their ECLs are assessed on a collective basis; development of ECL models, including the various formulas and the choice of inputs over determination of loss given default of the credit exposures; determination of associations between macroeconomic scenarios and, economic inputs, such as nonfarm payroll, purchasing manager index and volatility index, and the effect on probabilities of default, exposures at default and losses given default; and selection of forward-looking macroeconomic scenarios and their probability weightings.

It has been the Group's policy to regularly review its models in the context of actual loss experience and adjust when necessary.

Write-down of inventories to net realisable value

Management reviews the condition of inventories of the Group and writes down the carrying amounts of obsolete and slow-moving inventories items which are identified as no longer suitable for sale or use to their respective net realisable values. The Group estimates the net realisable value for such inventories based primarily on the latest invoice prices and current market conditions at the end of the reporting period.

The identification of obsolete and slow-moving inventory items requires the use of judgements and estimates. Where the expectation is different from the original estimate, such difference will impact on the carrying values of inventories and the write-down of inventories recognised in the periods in which such estimates have been made. The carrying amount of inventories at 31 December 2024 was US\$203,347,000 (2023: US\$197,122,000).

4. OPERATING SEGMENT INFORMATION

For management purposes, the Group is organised into business units based on their products and services and has two reportable operating segments as follows:

- the manufacturing segment engages in the sale and manufacturing of footwear and handbag
- the retailing and wholesaling segment engages in the sale of products of self-developed brands

Management monitors the results of the Group's operating segments separately for the purpose of making decisions about resource allocation and performance assessment. Segment performance is evaluated based on reportable segment profit/loss, which is a measure of adjusted profit/(loss) before tax. The adjusted profit/(loss) before tax is measured consistently with the Group's profit before tax except that interest income, interest expense, fair value losses from the Group's financial instruments, share of profit of a joint venture as well as unallocated corporate income, expenses, gains and losses are excluded from such measurement.

Segment assets exclude financial assets at fair value through profit or loss, pledged deposits and other unallocated corporate assets as these assets are managed on a group basis.

Segment liabilities exclude unallocated interest-bearing bank borrowings and other unallocated head office and corporate liabilities as these liabilities are managed on a group basis.

Intersegment sales and transfers are transacted with reference to the selling prices used for sales made to third parties at the then prevailing market prices.

4. OPERATING SEGMENT INFORMATION *(continued)*

Year ended 31 December 2024

	Manufacturing US\$'000	Retailing and wholesaling US\$'000	Total US\$'000
Segment revenue (note 5)			
Sales to external customers	1,542,519	2,595	1,545,114
Intersegment sales	2,391	–	2,391
Total segment revenue	1,544,910	2,595	1,547,505
<i>Reconciliation:</i>			
Elimination of intersegment sales			(2,391)
Revenue			1,545,114
Segment results	200,144	(9,522)	190,622
<i>Reconciliation:</i>			
Corporate and other unallocated income and gains			24
Corporate and other unallocated expenses and losses			(8,650)
Share of profit of a joint venture			2,538
Operating profit before changes in fair value of financial instruments			184,534
Net fair value loss on financial instruments at fair value through profit or loss			(1,106)
Operating profit after changes in fair value of financial instruments			183,428
Interest income			16,129
Interest expense			(735)
Profit before tax			198,822
Segment assets	1,374,058	32,659	1,406,717
<i>Reconciliation:</i>			
Corporate and other unallocated assets			16,649
Total assets			1,423,366
Segment liabilities	295,376	2,600	297,976
<i>Reconciliation:</i>			
Corporate and other unallocated liabilities			7,851
Total liabilities			305,827
Other segment information			
Share of profit of a joint venture	2,538	–	2,538
Impairment of trade receivables, net	7,439	8,574	16,013
Gain on disposal of items of property, plant and equipment	10,006	–	10,006
Gain on disposal of leasehold land	4,184	–	4,184
Depreciation of property, plant and equipment	47,884	60	47,944
Depreciation of right-of-use assets	6,607	21	6,628
Write-down of inventories, net	662	91	753
Income tax expense	28,584	104	28,688
Investment in a joint venture	49,939	–	49,939
Capital expenditure*	66,980	–	66,980

* Capital expenditure consists of additions to property, plant and equipment and deposits for acquisition of property, plant and equipment and leasehold land.

NOTES TO FINANCIAL STATEMENTS

31 December 2024

4. OPERATING SEGMENT INFORMATION *(continued)*

Year ended 31 December 2023

	Manufacturing US\$'000	Retailing and wholesaling US\$'000	Total US\$'000
Segment revenue (note 5)			
Sales to external customers	1,488,042	4,609	1,492,651
Intersegment sales	3,007	–	3,007
Total segment revenue	1,491,049	4,609	1,495,658
<i>Reconciliation:</i>			
Elimination of intersegment sales			(3,007)
Revenue			1,492,651
Segment results	175,635	(11,659)	163,976
<i>Reconciliation:</i>			
Corporate and other unallocated income and gains			29
Corporate and other unallocated expenses and losses			(9,604)
Share of profit of a joint venture			4,952
Operating profit before changes in fair value of financial instruments			159,353
Net fair value loss on financial instruments at fair value through profit or loss			(7,308)
Operating profit after changes in fair value of financial instruments			152,045
Interest income			10,234
Interest expense			(943)
Profit before tax			161,336
Segment assets	1,315,496	25,576	1,341,072
<i>Reconciliation:</i>			
Corporate and other unallocated assets			18,629
Total assets			1,359,701
Segment liabilities	281,529	1,536	283,065
<i>Reconciliation:</i>			
Corporate and other unallocated liabilities			9,172
Total liabilities			292,237
Other segment information			
Share of profit of a joint venture	4,952	–	4,952
Impairment of trade receivables, net	16,029	7,768	23,797
Loss on disposal of items of property, plant and equipment	3,094	190	3,284
Depreciation of property, plant and equipment	47,244	93	47,337
Depreciation of right-of-use assets	7,989	124	8,113
Write-down/(write-back) of inventories, net	6,441	(916)	5,525
Gain on early termination of leases	326	–	326
Income tax expense	21,070	11	21,081
Investment in a joint venture	47,401	–	47,401
Capital expenditure*	67,616	22	67,638

* Capital expenditure consists of additions to property, plant and equipment, leasehold land and deposits for acquisition of property, plant and equipment and leasehold land.

4. OPERATING SEGMENT INFORMATION *(continued)*

Geographical information

(a) Revenue from external customers

	2024 US\$'000	2023 US\$'000
North America	732,874	680,183
Europe	361,676	372,122
The PRC	260,219	257,979
Asia, other than the PRC	141,843	132,098
Other countries	48,502	50,269
Total revenue	1,545,114	1,492,651

The revenue information above is based on the locations of the customers.

(b) Non-current assets

	2024 US\$'000	2023 US\$'000
The PRC	148,101	161,481
Bangladesh	38,611	32,074
Vietnam	150,859	149,954
Indonesia	112,092	105,287
Other countries	72,304	74,272
Total non-current assets	521,967	523,068

The non-current asset information above is based on the locations of the assets and excludes financial assets.

Information about major customers

Revenue derived from sales of footwear to customers which individually accounted for 10% or more of the Group's revenue is set out below:

	2024 US\$'000	2023 US\$'000
Derived from the manufacturing segment:		
Customer A	587,737	525,066
Customer B	N/A*	150,176

* Revenue from this customer did not exceed 10% of the total revenue in the respective year.

NOTES TO FINANCIAL STATEMENTS

31 December 2024

5. REVENUE

An analysis of revenue from contracts with customers is as follows:

(i) *Disaggregated revenue information*

For the year ended 31 December 2024

Segments

	Manufacturing US\$'000	Retailing and wholesaling US\$'000	Total US\$'000
Types of goods			
Sales of footwear and handbags	1,542,519	2,595	1,545,114
Total	1,542,519	2,595	1,545,114
Geographical markets			
North America	732,874	–	732,874
Europe	361,540	136	361,676
The PRC	257,760	2,459	260,219
Asia, other than the PRC	141,843	–	141,843
Other countries	48,502	–	48,502
Total	1,542,519	2,595	1,545,114
Timing of revenue recognition			
Goods transferred at a point in time	1,542,519	2,595	1,545,114
Total	1,542,519	2,595	1,545,114

5. REVENUE *(continued)*

An analysis of revenue from contracts with customers is as follows: *(continued)*

(i) *Disaggregated revenue information (continued)*

For the year ended 31 December 2023

Segments

	Manufacturing US\$'000	Retailing and wholesaling US\$'000	Total US\$'000
Types of goods			
Sales of footwear and handbags	1,488,042	4,609	1,492,651
Total	1,488,042	4,609	1,492,651
Geographical markets			
North America	680,183	–	680,183
Europe	370,900	1,222	372,122
The PRC	254,592	3,387	257,979
Asia, other than the PRC	132,098	–	132,098
Other countries	50,269	–	50,269
Total	1,488,042	4,609	1,492,651
Timing of revenue recognition			
Goods transferred at a point in time	1,488,042	4,609	1,492,651
Total	1,488,042	4,609	1,492,651

NOTES TO FINANCIAL STATEMENTS

31 December 2024

5. REVENUE *(continued)*

An analysis of revenue from contracts with customers is as follows: *(continued)*

(ii) *Performance obligations*

Information about the Group's performance obligations is summarised below:

Sale of goods

The performance obligation is satisfied upon delivery of the goods. Standard payment terms are generally 30 days and selected payment terms for customers are up to 90 days from delivery, except for new customers, where payment in advance is normally required.

6. OTHER INCOME, OTHER GAINS AND LOSSES, NET AND INTEREST INCOME

	2024 US\$'000	2023 US\$'000
<u>Other income</u>		
Rental income	2,620	3,428
Sales of scrap	779	1,048
Government subsidies	647	219
Others	3,832	2,331
	<hr/>	<hr/>
Total other income	7,878	7,026
	<hr/>	<hr/>
<u>Other gains and losses, net</u>		
Gain on liquidation of an associate	–	8
Gain/(loss) on disposal of items of property, plant and equipment	10,006	(3,284)
Gain on disposal of leasehold land	4,184	–
Gain on early termination of leases	–	326
Foreign exchange differences, net	(3,543)	3,460
	<hr/>	<hr/>
Total other gains and losses, net	10,647	510
	<hr/>	<hr/>
<u>Interest income</u>		
Bank interest income	15,709	9,755
Interest income of overdue trade receivables	83	151
Interest income of financial assets at fair value through profit or loss	337	328
	<hr/>	<hr/>
Total interest income	16,129	10,234
	<hr/>	<hr/>

7. FINANCE COSTS

An analysis of finance costs is as follows:

	2024 US\$'000	2023 US\$'000
Interest on bank loans	418	411
Interest on lease liabilities	317	532
Total	735	943

8. PROFIT BEFORE TAX

The Group's profit before tax is arrived at after charging/(crediting):

	Notes	2024 US\$'000	2023 US\$'000
Cost of inventories sold**		1,160,404	1,120,398
Depreciation of property, plant and equipment	14	47,944	47,337
Depreciation of investment properties	15	721	766
Depreciation of right-of-use assets	16(a), 16(c)	6,628	8,113
Research and development costs		47,619	40,000
Lease payments not included in the measurement of lease liabilities	16(c)	576	1,262
Auditors' remuneration		641	629
Employee benefit expenses (excluding directors' and chief executive's remuneration (note 10)):			
Wages and salaries		366,804	352,237
Provision for equity-settled share option expense		1,243	2,788
Pension scheme contributions*		148	135
Severance pay and other related costs		8,029	7,972
Total		376,224	363,132

NOTES TO FINANCIAL STATEMENTS

31 December 2024

8. PROFIT BEFORE TAX *(continued)*

The Group's profit before tax is arrived at after charging/(crediting): *(continued)*

	Notes	2024 US\$'000	2023 US\$'000
Impairment of financial assets, net:			
Trade receivables	21	16,013	23,797
Fair value loss on financial assets at fair value through profit or loss, net		1,106	7,308
Gain on liquidation of an associate	18	–	(8)
(Gain)/loss on disposal of items of property, plant and equipment		(10,006)	3,284
Gain on disposal of leasehold land		(4,184)	–
Provision against inventories, net**		753	5,525
Gain on early termination of leases		–	(326)
Foreign exchange differences, net		3,543	(3,460)

* There are no forfeited contributions that may be used by the Group as the employer to reduce the existing level of contributions

** Included in "Cost of sales"

9. INCOME TAX

Tax on profits assessable in Mainland China has been calculated at the applicable PRC corporate income tax ("CIT") rate of 25% (2023: 25%) during the year.

Hong Kong profits tax has been provided at the rate of 16.5% (2023: 16.5%) on the estimated assessable profits arising in Hong Kong during the year, except for one subsidiary of the Group which is a qualifying entity under the two-tiered profits tax rates regime. The first HK\$2,000,000 (2023: HK\$2,000,000) of assessable profits of this subsidiary are taxed at 8.25% (2023: 8.25%) and the remaining assessable profits are taxed at 16.5% (2023: 16.5%).

Macau Complementary Tax has been provided at the rate of 12% (2023: 12%) on the assessable profits arising in Macau during the year.

As approved by the relevant tax authorities in Vietnam, certain subsidiaries of the Company are entitled to the exemption from income taxes for two to four years followed by four to nine years of a 50% tax reduction based on preferential income tax rates, commencing from the first profitable year. The applicable tax rates for the subsidiaries in Vietnam range from nil to 20% for the years ended 31 December 2023 and 2024.

9. INCOME TAX *(continued)*

Taxes on profits assessable elsewhere have been calculated at the rates of tax prevailing in the jurisdictions in which the Group operates.

	2024 US\$'000	2023 US\$'000
Current – PRC		
Charge for the year	15,923	11,395
Overprovision in prior years	(987)	(3,876)
Current – Macau		
Charge for the year	7,696	6,693
Overprovision in prior years	(1,081)	–
Current – Elsewhere		
Charge for the year	2,891	365
	24,442	14,577
Deferred tax		
– Withholding tax on undistributed profits (note 27)	4,246	6,504
	28,688	21,081

NOTES TO FINANCIAL STATEMENTS

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9. INCOME TAX *(continued)*

A reconciliation of the tax expense applicable to profit before tax at the statutory tax rate for the jurisdiction where the operations of the Group are substantially based to the tax expense at the effective tax rate is as follows:

	2024 US\$'000	2023 US\$'000
Profit before tax	198,822	161,336
Tax at the statutory tax rate at 25% (2023: 25%)	49,706	40,334
Lower tax rates for subsidiaries operating in other jurisdictions	(27,134)	(23,027)
Adjustments in respect of current tax of previous periods	(2,068)	(3,876)
Profits and losses attributable to a joint venture	(635)	(1,238)
Income not subject to tax	(3,587)	(2,859)
Expenses not deductible for tax	5,784	2,635
Tax losses not recognised	2,376	2,608
Effect of withholding tax at 10% on the distributable profits of certain subsidiaries	4,246	6,504
Income tax expense	28,688	21,081

No share of tax attributable to a joint venture is included in "Share of profit of a joint venture" in the profit or loss for the year ended 31 December 2024 (2023: US\$14,000).

The Group is liable for withholding taxes on dividends distributed by those subsidiaries established in Mainland China in respect of earnings generated from 1 January 2008. The applicable rate is 10% for the Group.

As at 31 December 2024, deferred tax liabilities of US\$18,379,000 (2023: US\$15,951,000) have been recognised for withholding taxes that would be payable on the unremitted earnings that are subject to withholding taxes of certain subsidiaries of the Group.

Pillar Two income taxes

The Group is within the scope of the Pillar Two model rules. The Group has applied the mandatory exception to recognising and disclosing information about deferred tax assets and liabilities arising from Pillar Two income taxes, and will account for the additional Pillar Two income taxes as current tax when incurred. Pillar Two legislation has been enacted or substantively enacted in certain jurisdictions in which the Group operates.

The Group has assessed the potential exposure based on the information available regarding the financial performance of the Group in the current year. As such, it may not be entirely representative of future circumstances. However, the enactment or substantial enactment of Pillar Two legislation in additional jurisdictions in which the Group operates does not have a material impact to the Group's overall exposure to Pillar Two income taxes. The Group continues to follow Pillar Two legislative developments, as more countries prepare to enact the Pillar Two model rules, to evaluate the potential future impact on its financial statements.

10. DIRECTORS' AND CHIEF EXECUTIVE'S REMUNERATION

Directors' and chief executive's remuneration for the year, disclosed pursuant to the Rules Governing the Listing of Securities on the Stock Exchange ("Listing Rules"), section 383(1)(a), (b), (c) and (f) of the Hong Kong Companies Ordinance and Part 2 of the Companies (Disclosure of Information about Benefits of Directors) Regulation, is as follows:

	2024 US\$'000	2023 US\$'000
Fees	530	495
Other emoluments:		
Salaries, allowances and benefits in kind	940	940
Performance related bonuses*	3,515	3,243
Equity-settled share option expense	234	603
Pension scheme contributions	6	6
Subtotal	4,695	4,792
Total	5,225	5,287

* Certain executive directors of the Company were entitled to bonus payments which are determined with reference to the financial performance of the Group and were first reviewed by the remuneration committee of the board of directors ("Board") and then approved by the Board for the years ended 31 December 2023 and 2024.

Certain directors were granted share options, in respect of their services to the Group, under the share option schemes of the Company, further details of which are set out in note 30 to the financial statements. The fair value of such options, which has been recognised in profit or loss over the vesting period, was determined as at the date of grant and the amount included in the financial statements for the current year is included in the above directors' remuneration disclosures.

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10. DIRECTORS' AND CHIEF EXECUTIVE'S REMUNERATION *(continued)*

(a) Independent non-executive directors

The fees paid to independent non-executive directors during the year were as follows:

	2024 US\$'000	2023 US\$'000
Mr. Bolliger Peter	63	58
Mr. Chan Fu Keung, William	79	72
Mr. Yue Chao-Tang, Thomas	79	72
Ms. Shi Nan Sun (retired on 16 January 2025)	53	49
Ms. Wan Sin Yee (appointed on 16 March 2023)	72	52
Mr. Chen Johnny (retired on 11 May 2023)	–	24
Total	346	327

There was no other emolument payable to the independent non-executive directors during the year (2023: Nil).

10. DIRECTORS' AND CHIEF EXECUTIVE'S REMUNERATION *(continued)*

(b) Executive directors and the chief executive

	Fees US\$'000	Salaries, allowances and benefits in kind US\$'000	Performance related bonuses US\$'000	Equity-settled share option expense US\$'000	Pension scheme contributions US\$'000	Total remuneration US\$'000
2024						
Executive directors:						
Mr. Chen Li-Ming, Lawrence	46	77	460	–	–	583
Mr. Chiang Yi-Min, Harvey	46	150	814	86	6	1,102
Mr. Gillman Christopher, Charles	46	300	190	32	–	568
Subtotal	138	527	1,464	118	6	2,253
Chief executive:						
Mr. Chi Lo-Jen	46	413	2,051	116	–	2,626
Total	184	940	3,515	234	6	4,879
2023						
Executive directors:						
Mr. Chen Li-Ming, Lawrence	42	77	460	–	–	579
Mr. Chiang Yi-Min, Harvey	42	150	758	216	4	1,170
Mr. Gillman Christopher, Charles	42	300	190	91	–	623
Subtotal	126	527	1,408	307	4	2,372
Chief executive:						
Mr. Chi Lo-Jen	42	413	1,835	296	2	2,588
Total	168	940	3,243	603	6	4,960

During the year, no remuneration was paid by the Group to any of these directors as an inducement to join or upon joining the Group, or as a compensation for loss of office (2023: Nil). There was no arrangement under which a director or the chief executive waived or agreed to waive any remuneration during the year (2023: Nil).

NOTES TO FINANCIAL STATEMENTS

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11. EMPLOYEES' EMOLUMENTS

The five highest paid employees during the year included two (2023: two) directors, details of whose remuneration are set out in note 10 above. Details of the remuneration for the year of the remaining three (2023: three) highest paid employees who are neither a director nor chief executive of the Company are as follows:

	2024 US\$'000	2023 US\$'000
Salaries, allowances and benefits in kind	720	765
Performance related bonuses	2,115	1,843
Pension scheme contributions	13	9
Equity-settled share option expense	268	729
Total	3,116	3,346

The number of non-director and non-chief executive highest paid employees whose remuneration fell within the following bands is as follows:

	Number of employees	
	2024	2023
HK\$6,000,001 to HK\$6,500,000	–	1
HK\$6,500,001 to HK\$7,000,000	–	1
HK\$7,000,001 to HK\$7,500,000	–	1
HK\$7,500,001 to HK\$8,000,000	1	–
HK\$8,000,001 to HK\$8,500,000	2	–
Total	3	3

11. EMPLOYEES' EMOLUMENTS *(continued)*

During the year, none (2023: none) of the senior management of the Group was a director of the Company and three (2023: three) of the senior management of the Group were top five highest paid individuals. The emoluments of eight (2023: eight) individuals of the senior management of the Group during the year, disclosed pursuant to the Listing Rules, were within the following bands:

	Number of employees	
	2024	2023
HK\$3,000,001 to HK\$3,500,000	1	–
HK\$4,000,001 to HK\$4,500,000	–	1
HK\$5,000,001 to HK\$5,500,000	1	1
HK\$6,000,001 to HK\$6,500,000	–	4
HK\$6,500,001 to HK\$7,000,000	1	1
HK\$7,000,001 to HK\$7,500,000	2	1
HK\$7,500,001 to HK\$8,000,000	1	–
HK\$8,000,001 to HK\$8,500,000	2	–
Total	8	8

12. DIVIDENDS

	2024 US\$'000	2023 US\$'000
Final declared and paid – HK61 cents (2023: HK45 cents) per ordinary share	63,415	45,590
Interim – HK65 cents (2023: HK42 cents) per ordinary share	68,167	42,484

A final dividend and a special dividend of HK50 cents per share and HK56 cents per share respectively, amounting in an aggregate amount of approximately HK\$878,222,000 (equivalent to US\$112,998,000) in respect of the year ended 31 December 2024 (2023: HK\$486,227,000 (equivalent to US\$63,415,000)) has been proposed by the directors and is subject to approval by the shareholders at the forthcoming annual general meeting.

NOTES TO FINANCIAL STATEMENTS

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13. EARNINGS PER SHARE ATTRIBUTABLE TO ORDINARY EQUITY HOLDERS OF THE PARENT

The calculation of the basic earnings per share amount is based on the profit for the year attributable to ordinary equity holders of the parent, and the weighted average number of ordinary shares, excluding a pool of shares maintained by a trustee for the share award scheme of the Company of 809,492,835 (2023: 792,386,619) outstanding during the year.

The calculation of the diluted earnings per share amounts for the years ended 31 December 2024 and 2023 is based on the profit for the year attributable to ordinary equity holders of the parent. The weighted average number of ordinary shares outstanding during the year, as used in the calculation, is the total of (i) the number of ordinary shares used in the basic earnings per share calculation, and (ii) the weighted average number of ordinary shares assumed to have been issued at no consideration on the deemed exercise or conversion of all dilutive potential ordinary shares into ordinary shares.

The calculations of basic and diluted earnings per share are based on:

	2024 US\$'000	2023 US\$'000
Profit attributable to ordinary equity holder of the parent, used in the basic and diluted earnings per share calculations	171,049	141,072
	Number of shares	
	2024	2023
<u>Shares</u>		
Weighted average number of ordinary shares outstanding during the year used in the basic earnings per share calculation	809,492,835	792,386,619
Effect of dilution – weighted average number of ordinary shares: Share options	17,286,408	1,026,612
Weighted average number of ordinary shares, used in the diluted earnings per share calculation	826,779,243	793,413,231

14. PROPERTY, PLANT AND EQUIPMENT

	Freehold land US\$'000	Buildings US\$'000	Plant and machinery US\$'000	Furniture, fixtures and equipment US\$'000	Motor vehicles US\$'000	Construction in progress US\$'000	Total US\$'000
At 1 January 2023, net of accumulated depreciation	6,893	233,008	115,715	10,137	2,171	11,174	379,098
Additions	–	7,967	19,659	2,128	382	27,973	58,109
Depreciation provided during the year	–	(21,349)	(20,886)	(4,288)	(814)	–	(47,337)
Transfers	–	19,724	92	587	168	(20,571)	–
Disposals/write-off	–	(366)	(760)	(24)	(137)	(2,449)	(3,736)
Exchange realignment	2	(3,485)	(2,864)	(146)	(26)	(762)	(7,281)
At 31 December 2023 and 1 January 2024, net of accumulated depreciation	6,895	235,499	110,956	8,394	1,744	15,365	378,853
Additions	–	7,826	31,946	3,540	1,561	26,226	71,099
Depreciation provided during the year	–	(22,703)	(20,588)	(3,967)	(686)	–	(47,944)
Transfers	–	10,529	1,174	1,189	–	(12,892)	–
Disposals/write-off	–	(3,265)	(790)	(253)	(43)	–	(4,351)
Exchange realignment	(220)	(6,084)	(3,160)	(63)	(54)	(915)	(10,496)
At 31 December 2024, net of accumulated depreciation and impairment	6,675	221,802	119,538	8,840	2,522	27,784	387,161
At 1 January 2023:							
Cost	6,893	403,211	247,619	36,215	7,092	11,174	712,204
Accumulated depreciation	–	(170,203)	(131,904)	(26,078)	(4,921)	–	(333,106)
Net carrying amount	6,893	233,008	115,715	10,137	2,171	11,174	379,098
At 31 December 2023 and 1 January 2024:							
Cost	6,895	424,331	255,151	37,474	7,155	15,365	746,371
Accumulated depreciation	–	(188,832)	(144,195)	(29,080)	(5,411)	–	(367,518)
Net carrying amount	6,895	235,499	110,956	8,394	1,744	15,365	378,853
At 31 December 2024:							
Cost	6,675	403,744	270,384	39,503	8,259	27,784	756,349
Accumulated depreciation and impairment	–	(181,942)	(150,846)	(30,663)	(5,737)	–	(369,188)
Net carrying amount	6,675	221,802	119,538	8,840	2,522	27,784	387,161

At 31 December 2024, certain of the Group's freehold land and buildings with net carrying amounts of approximately US\$3,387,000 and US\$1,520,000 (2023: US\$3,607,000 and US\$1,656,000), respectively were pledged to secure general banking facilities granted to the Group (note 26).

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15. INVESTMENT PROPERTIES

	2024 US\$'000	2023 US\$'000
At 1 January, net of accumulated depreciation	2,435	3,265
Depreciation provided during the year	(721)	(766)
Exchange realignment	(53)	(64)
At 31 December, net of accumulated depreciation	1,661	2,435
At 1 January:		
Cost	15,298	15,615
Accumulated depreciation	(12,863)	(12,350)
Net carrying amount	2,435	3,265
At 31 December:		
Cost	14,895	15,298
Accumulated depreciation	(13,234)	(12,863)
Net carrying amount	1,661	2,435

The Group's investment properties consist of 10 (2023: 10) industrial properties in the PRC and are depreciated on a straight-line basis by 5% per annum. The Group's investment properties were valued at US\$41,511,000 (2023: US\$44,888,000) on 31 December 2024 based on valuations performed by Roma Appraisals Limited, an independent professionally qualified valuer. Each year, management decides to appoint which external valuer to be responsible for the external valuations of the Group's properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. Management has discussions with the valuer on the valuation assumptions and valuation results when the valuation is performed for annual financial reporting.

The investment properties are leased to third parties under operating leases, further summary details of which are included in note 16 to the financial statements.

15. INVESTMENT PROPERTIES *(continued)*

Fair value hierarchy

The following table illustrates the fair value measurement hierarchy of the fair value disclosed above:

Fair value measurement as at 31 December 2024 using				
	Quoted prices in active markets (Level 1) US\$'000	Significant observable inputs (Level 2) US\$'000	Significant unobservable inputs (Level 3) US\$'000	Total US\$'000
Industrial properties	–	–	41,511	41,511
Fair value measurement as at 31 December 2023 using				
	Quoted prices in active markets (Level 1) US\$'000	Significant observable inputs (Level 2) US\$'000	Significant unobservable inputs (Level 3) US\$'000	Total US\$'000
Industrial properties	–	–	44,888	44,888

During the year, there were no transfers of fair value measurements between Level 1 and Level 2 and no transfers into or out of Level 3 (2023: Nil).

The Group has determined that the highest and best use of the industrial properties at the measurement date is their current use.

The fair value was determined based on the discounted cash flow method. Under the discounted cash flow method, fair value is estimated using assumptions regarding the benefits and liabilities of ownership over the asset's life including an exit or terminal value. This method involves the projection of a series of cash flows on a property interest. A market-derived discount rate is applied to the projected cash flow in order to establish the present value of the income stream associated with the assets. The exit yield is normally separately determined and differs from the discount rate.

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16. LEASES

The Group as a lessee

The Group has lease contracts for offices and factories used in its operations. Lump sum payments were made upfront to acquire the leased land from the owners with lease periods of 24 years to 50 years, and no ongoing payments will be made under the terms of these land leases. Leases of offices and factories generally have lease terms between 1 years and 10 years (2023: between 1 years and 10 years). Other equipment generally has lease terms of 12 months or less and/or is individually of low value. Generally, the Group is restricted from assigning and subleasing the leased assets outside of the Group.

(a) Right-of-use assets

The carrying amounts of the Group's right-of-use assets and the movements during the year are as follows:

	Leasehold land US\$'000	Offices and factories US\$'000	Total US\$'000
As at 1 January 2023	64,875	14,809	79,684
Additions	11,600	1,886	13,486
Depreciation provided for the year	(3,893)	(4,220)	(8,113)
Early termination	–	(4,739)	(4,739)
Exchange realignment	(237)	–	(237)
As at 31 December 2023 and 1 January 2024	72,345	7,736	80,081
Additions	–	1,014	1,014
Depreciation provided for the year	(3,635)	(2,993)	(6,628)
Disposals	(1,114)	–	(1,114)
Exchange realignment	(316)	–	(316)
As at 31 December 2024	67,280	5,757	73,037

16. LEASES (continued)

The Group as a lessee (continued)

(b) Lease liabilities

The carrying amount of lease liabilities and the movements during the year are as follows:

	2024 US\$'000	2023 US\$'000
Carrying amount at 1 January	8,134	14,939
New leases	1,014	1,886
Accretion of interest recognised during the year	317	532
Early termination	–	(5,065)
Payments	(3,338)	(4,158)
Carrying amount at 31 December	6,127	8,134
Analysed into:		
Current portion	2,377	2,870
Non-current portion	3,750	5,264
Carrying amount at 31 December	6,127	8,134

The maturity analysis of lease liabilities is as follows:

	2024 US\$'000	2023 US\$'000
Analysed into:		
Within one year or on demand	2,377	2,870
In the second year	1,454	2,198
In the third to fifth years, inclusive	2,296	3,066
Total	6,127	8,134

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16. LEASES *(continued)*

The Group as a lessee *(continued)*

(c) The amounts recognised in profit or loss in relation to leases are as follows:

	2024 US\$'000	2023 US\$'000
Interest on lease liabilities	317	532
Depreciation charge of right-of-use assets	6,628	8,113
Expense relating to short-term leases		
– cost of sales	562	1,246
Expense relating to leases of low-value assets		
– administrative expenses	14	16
Gain on early termination of leases	–	(326)
Total amount recognised in profit or loss	7,521	9,581

The Group as a lessor

The Group leases its investment properties (note 15) consisting of 10 (2023: 10) industrial properties in the PRC under operating lease arrangements. The terms of the leases generally require the tenants to pay security deposits. Rental income recognised by the Group during the year was US\$2,620,000 (2023: US\$3,428,000), details of which are included in note 6 to the financial statements.

16. LEASES (continued)

The Group as a lessor (continued)

At the end of the reporting period, the undiscounted lease payments receivable by the Group in future periods under non-cancellable operating leases with its tenants are as follows:

	2024 US\$'000	2023 US\$'000
Within 1 year	2,945	3,031
After 1 year but within 2 years	3,034	3,024
After 2 years but within 3 years	3,033	3,116
After 3 years but within 4 years	3,033	3,116
After 4 years but within 5 years	506	3,116
After 5 years	—	519
Total	12,551	15,922

17. INVESTMENT IN A JOINT VENTURE

	2024 US\$'000	2023 US\$'000
Share of net assets	49,939	47,401

The Group's trade payable balance due to the joint venture is disclosed in note 24 to the financial statements.

Particulars of the Group's joint venture are as follows:

Name	Particulars of issued shares held	Place of registration and business	Percentage of			Principal activity
			Ownership interest	Voting power	Profit sharing	
Bay Footwear Limited ("Bay Footwear")	Registered capital of 219,924 shares	Bangladesh	49	50	49	Manufacturing of footwear

The Group's shareholding in the joint venture is held through a wholly-owned subsidiary of the Company.

Bay Footwear, which is considered a material joint venture of the Group, acts as the Group's manufacturer of quality footwear products in Bangladesh and is accounted for using the equity method.

NOTES TO FINANCIAL STATEMENTS

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17. INVESTMENT IN A JOINT VENTURE *(continued)*

The following table illustrates the summarised financial information in respect of Bay Footwear adjusted for any differences in accounting policies and reconciled to the carrying amount in the financial statements:

	2024 US\$'000	2023 US\$'000
Cash and bank balances	26,963	22,745
Other current assets	144,363	144,966
Current assets	171,326	167,711
Non-current assets	19,350	16,750
Trade and other payables	(88,760)	(87,724)
Current liabilities	(88,760)	(87,724)
Net assets	101,916	96,737
Reconciliation to the Group's interest in the joint venture:		
Proportion of the Group's ownership	49%	49%
Carrying amount of the investment	49,939	47,401
Revenue	94,641	84,187
Depreciation	(2,403)	(2,274)
Interest expenses	(839)	(554)
Profit for the year	5,179	10,107
Total comprehensive income for the year	5,179	10,107

18. INVESTMENTS IN ASSOCIATES

	2024 US\$'000	2023 US\$'000
Share of net assets	—	—

The Group's trade receivable balances with the associates are disclosed in note 21 to the financial statements.

Particulars of the Group's associate are as follows:

Name	Particulars of issued shares held	Place of incorporation/ registration and business	Percentage of ownership interest attributable to the Group	Principal activity
Couture Accessories Holding Limited ("CAH")	Ordinary shares	BVI	40	Footwear wholesaling

The Group's shareholding in the associate is held through wholly-owned subsidiaries of the Company.

The Group has discontinued the recognition of its share of loss of CAH because the share of loss of the associate exceeded the Group's interest in the associate and the Group has no obligation to take up further losses. The amounts of the Group's unrecognised share of loss of this associate for the current year and cumulatively were US\$3,814,000 (2023: US\$2,768,000) and US\$12,897,000 (2023: US\$9,083,000), respectively.

In prior years, the Group had a 40% equity interest in Couture Accessories Limited ("CAL"), a company incorporated in Hong Kong and engaged in footwear wholesaling. On 18 December 2023, CAL has been wound up voluntarily pursuant to a special resolution passed by the directors. Proceeds of US\$532,000 were received by the Group with a gain on liquidation of an associate of US\$8,000 recognised for the year ended 31 December 2023, and included in "other gains and losses, net" in profit or loss.

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19. FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS

	Notes	2024 US\$'000	2023 US\$'000
Listed equity investments, at fair value	(a)	2,363	3,469
Listed debt investments, at fair value	(b)	5	5
Total		2,368	3,474
Non-current assets		2,363	3,469
Current assets		5	5
Total		2,368	3,474

Notes:

- (a) As at 31 December 2024, the Group holds 1,175,790 (2023: 1,175,790) shares of a company, which was listed on the New York Stock Exchange ("NYSE").

The investments were classified as financial assets at fair value through profit or loss and measured at fair value at initial recognition at the end of the reporting period. During the year ended 31 December 2024, a fair value loss of US\$1,106,000 (2023: US\$7,254,000) was recognised in profit or loss.

- (b) The above debt investments were classified as financial assets at fair value through profit or loss as they were held for trading. During the year ended 31 December 2024, no fair value change was recognised in profit or loss (2023: loss of US\$54,000).

20. INVENTORIES

	2024 US\$'000	2023 US\$'000
Raw materials	42,092	41,635
Work in progress	68,682	65,830
Finished goods	92,573	89,657
Total	203,347	197,122

21. TRADE RECEIVABLES

	2024 US\$'000	2023 US\$'000
Trade receivables	277,205	326,536
Impairment	(42,653)	(48,716)
Net carrying amount	234,552	277,820

The Group's trading terms with its customers are mainly on credit. The standard payment terms are generally 30 days and selected customers up to 90 days. The Group seeks to maintain strict control over its outstanding receivables. Overdue balances are reviewed regularly by senior management. In view of the aforementioned and the fact that the Group's trade receivables relate to a large number of customers, there is no significant concentration of credit risk. The Group does not hold any collateral over its trade receivable balances. Trade receivables are non-interest-bearing except for certain overdue trade receivables on selected customers at annual interest rate of 5%.

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21. TRADE RECEIVABLES *(continued)*

As at 31 December 2024, the Group's amount due from an associate, included in the Group's gross trade receivables with a gross carrying amount of HK\$40,270,000, has been fully impaired (2023: gross carrying amount of US\$39,795,000 with a provision for expected credit losses amounting to US\$31,696,000). The amounts are repayable on credit terms similar to those offered to the major customers of the Group.

An ageing analysis of the trade receivables as at the end of each reporting period, based on the invoice date and net of loss allowance, is as follows:

	2024 US\$'000	2023 US\$'000
Within 1 month	112,285	112,155
1 to 2 months	84,535	94,317
2 to 3 months	32,298	49,584
3 to 6 months	5,434	11,861
6 to 12 months	–	4,742
Over 1 year	–	5,161
Total	234,552	277,820

The movements in the loss allowance for impairment of trade receivables are as follows:

	2024 US\$'000	2023 US\$'000
At beginning of year	48,716	24,919
Impairment losses, net (note 8)	16,013	23,797
Amounts written off as uncollectible	(22,076)	–
At end of year	42,653	48,716

An impairment analysis is performed at each reporting date by assigning an internal credit rating with reference to the historical record of the Group and comparing it with comparable companies with published credit ratings to determine the probability of default. Loss given default is estimated based on market information and is adjusted to reflect the effect of credit enhancement and other information of the specific debtors. The loss rate is then adjusted to reflect the current conditions and forecasts of future economic conditions, as appropriate. Generally, trade receivables are written off if past due for more than 1 year and are not subject to enforcement activity.

21. TRADE RECEIVABLES *(continued)*

Set out below is the information about the credit risk exposure on the Group's trade receivables:

	Notes	Expected credit loss rate* %	Gross carrying amount US\$'000	Expected credit losses US\$'000
As at 31 December 2024				
<i>Class of credit rating</i>				
Class 1 to Class 3	(i) to (iii)	1.10-1.20	235,345	2,093
Class 4	(iv)	97.14	41,860	40,560
Total			277,205	42,653
As at 31 December 2023				
<i>Class of credit rating</i>				
Class 1 to Class 3	(i) to (iii)	0.33-0.44	261,396	952
Class 4	(iv)	78.03	40,656	31,721
Class 5	(v)	65.54	24,484	16,043
Total			326,536	48,716

* The range of the expected credit loss rates is due to the different geographical locations of the customers.

Notes:

- (i) Class 1 customers maintain active business with the Group and have a good repayment history. Receivables were not yet past due.
- (ii) Class 2 customers have no recent transactions with the Group but have a good repayment history. Receivables were not yet past due.
- (iii) Class 3 customers have past due receivables but the Group expects that the receivables can be recovered.
- (iv) Class 4 customers have past due receivables and the Group expects a higher risk of irrecoverability for the receivables.
- (v) Class 5 customers have past due receivables and the Group has substantial evidence of irrecoverability for the receivables.

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22. PREPAYMENTS, DEPOSITS AND OTHER RECEIVABLES

	2024 US\$'000	2023 US\$'000
Current		
Prepayments	559	536
Deposits	152	233
Other receivables	20,487	46,403
VAT recoverable	11,627	11,972
	<hr/>	<hr/>
Loss allowance	32,825 (1,035)	59,144 (1,035)
	<hr/>	<hr/>
Total	<hr/> 31,790 <hr/>	<hr/> 58,109 <hr/>

Deposits and other receivables mainly represent rental deposits and receivables from third parties. Where applicable, an impairment analysis is performed at each reporting date by considering the probability of default based on the historical record of the Group and the loss given default based on geographical locations. The loss rate is adjusted to reflect the current conditions and forecasts of future economic conditions, as appropriate.

Classes of credit rating are defined in note 21 to the financial statements, and the credit risk exposure on the Group's other receivables was as follows:

	Expected credit loss rate %	Gross carrying amount US\$'000	Expected credit losses US\$'000
<hr/>			
As at 31 December 2024			
<i>Class of credit rating</i>			
Class 1	1.50	20,096	792
Class 4	62.20	391	243
		<hr/>	<hr/>
Total		20,487	1,035
		<hr/>	<hr/>
<hr/>			
	Expected credit loss rate %	Gross carrying amount US\$'000	Expected credit losses US\$'000
<hr/>			
As at 31 December 2023			
<i>Class of credit rating</i>			
Class 1	1.40	46,002	781
Class 4	60.23	401	254
		<hr/>	<hr/>
Total		46,403	1,035
		<hr/>	<hr/>

23. CASH AND CASH EQUIVALENTS AND PLEDGED DEPOSITS

	<i>Note</i>	2024 US\$'000	2023 US\$'000
Cash and bank balances		91,108	57,528
Time deposits		338,234	242,580
Subtotal		429,342	300,108
Less: Pledged time deposits	26(b)	(5,795)	(5,637)
Cash and cash equivalents		423,547	294,471

At the end of the reporting period, the Group's cash and bank balances denominated in Renminbi ("RMB") amounted to US\$25,200,000 (2023: US\$15,204,000). The RMB is not freely convertible into other currencies, however, under Mainland China's Foreign Exchange Control Regulations and Administration of Settlement, and Sale and Payment of Foreign Exchange Regulations, the Group is permitted to exchange RMB for other currencies through banks authorised to conduct foreign exchange business.

Cash at banks earns interest at floating rates based on daily bank deposit rates. Short term time deposits are made for varying periods of between 1 day and 3 months depending on the immediate cash requirements of the Group, and earn interest at the respective short term time deposit rates. The bank balances and pledged deposits are deposited with creditworthy banks with no recent history of default.

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24. TRADE PAYABLES

An ageing analysis of the trade payables as at the end of each reporting period, based on the invoice date, is as follows:

	2024 US\$'000	2023 US\$'000
Within 1 month	75,166	70,797
1 to 2 months	8,296	7,623
Over 2 months	11,642	4,336
Total	95,104	82,756

Included in the trade payables are trade payables of US\$42,634,000 (2023: US\$40,044,000) due to a joint venture which are repayable within 90 days, which represents credit terms similar to those offered by the joint venture to its major customers.

Trade payables are non-interest-bearing and are normally settled on a credit term of 60 days.

25. OTHER PAYABLES AND ACCRUALS

	Note	2024 US\$'000	2023 US\$'000
Other payables	(a)	52,841	52,135
Accruals		74,792	86,051
Total		127,633	138,186

Note:

(a) Other payables are non-interest-bearing and have an average credit term of 3 months.

26. INTEREST-BEARING BANK BORROWINGS

	31 December 2024			31 December 2023		
	Effective interest rate (%)	Maturity	US\$'000	Effective interest rate (%)	Maturity	US\$'000
Current						
Bank loans – secured	2.85-5.25	2025	1,319	2.05-4.10	2024	1,324
Non-current						
Bank loans – secured	2.85-5.25	2026-2028	4,552	2.05-4.10	2025-2028	5,786
Total			5,871			7,110

The maturity of the above bank borrowings is as follows:

	2024 US\$'000	2023 US\$'000
Analysed into:		
Bank loans:		
Within one year or on demand	1,319	1,324
In the second year	1,110	1,117
In the third to fifth years, inclusive	3,442	4,669
Total	5,871	7,110

Notes:

- As at 31 December 2024, bank borrowings of US\$1,871,000 (2023: US\$2,110,000) are denominated in New Taiwan dollars ("NTD") and US\$4,000,000 (2023: US\$5,000,000) are denominated in US\$.
- The Group's bank borrowings are secured by mortgages over the Group's freehold land, buildings and pledged deposits, which had aggregate carrying values at the end of the reporting period of approximately US\$3,387,000, US\$1,520,000 and US\$5,795,000 (2023: US\$3,607,000, US\$1,656,000 and US\$5,637,000), respectively.
- As at 31 December 2024, the Group had available and unutilised facilities from banks of US\$330,000,000 (2023: US\$267,071,000).

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27. DEFERRED TAX LIABILITIES

	Withholding taxes US\$'000
At 1 January 2023	9,553
Deferred tax charged to profit or loss during the year (note 9)	6,504
Reversal upon payment of withholding tax	(106)
At 31 December 2023 and 1 January 2024	15,951
Deferred tax charged to profit or loss during the year (note 9)	4,246
Reversal upon payment of withholding tax	(1,818)
At 31 December 2024	18,379

The Group has tax losses arising in Hong Kong of US\$10,786,000 (2023: US\$9,204,000) that are available indefinitely for offsetting against future taxable profits of the companies in which the losses arose. The Group also has tax losses arising in Mainland China of US\$22,186,000 (2023: US\$31,271,000) that will expire in 1 to 5 years for offsetting against future taxable profits. Deferred tax assets have not been recognised in respect of these losses as they have arisen in subsidiaries that have been loss-making for some time and it is not considered probable that taxable profits will be available against which the tax losses can be utilised.

28. SHARE CAPITAL

	2024 US\$'000	2023 US\$'000
Authorised:		
5,000,000,000 ordinary shares of HK\$0.1 each	63,975	63,975
Issued and fully paid:		
824,611,500 (2023: 795,200,000) ordinary shares of HK\$0.1 each	10,546	10,171

28. SHARE CAPITAL *(continued)*

A summary of movements in the Company's share capital is as follows:

	Number of shares in issue	Share capital US\$'000
At 1 January 2023	793,978,500	10,155
Share options exercised (Note (a))	1,221,500	16
At 31 December 2023 and 1 January 2024	795,200,000	10,171
Share options exercised (Note (b))	29,411,500	375
At 31 December 2024	824,611,500	10,546

Note:

- (a) During the year ended 31 December 2023, the subscription rights attaching to 1,221,500 share options were exercised at the subscription prices of HK\$9.10 to HK\$9.46 per share (note 30), resulting in the issue of 1,221,500 shares for a total cash consideration, before expenses, of US\$1,439,000. Amounts of US\$16,000 and US\$1,732,000 were transferred from the share option reserve to share capital and share premium upon the exercise of the share options.
- (b) During the year ended 31 December 2024, the subscription rights attaching to 29,411,500 share options were exercised at the subscription prices of HK\$7.65 to HK\$9.46 per share (note 30), resulting in the issue of 29,411,500 shares for a total cash consideration, before expenses, of US\$33,489,000. Amounts of US\$375,000 and US\$39,629,000 were transferred from the share option reserve to share capital and share premium upon the exercise of the share options.

29. SHARE PREMIUM AND RESERVES

The amounts of the Group's reserves and the movements therein for the reporting period are presented in the consolidated statement of changes in equity on page 82 of the financial statements.

- (a) The merger reserve represents the difference between the nominal value of the share capital issued by the Company and the share premium and the nominal value of the share capital of (i) Stella International Limited ("Stella International"), (ii) Stella International Marketing Company Limited and (iii) Stella Luna Sol Limited pursuant to a group reorganisation to rationalise the structure of the Group in preparation for the listing of the Company in 2007.
- (b) The capital reserve represents the contribution by certain shareholders related to equity-settled share-based payments to employees of the Group during the year ended 31 December 2017.
- (c) The capital redemption reserve represents the nominal value of repurchased shares which were cancelled during the year ended 31 December 2008.

30. SHARE-BASED PAYMENT TRANSACTIONS

Long term incentive scheme

The Company's former long term incentive scheme (the "2007 Scheme") was conditionally approved by a written resolution of the shareholders passed on 15 June 2007 and was adopted by a resolution of the Board passed on 15 June 2007 for the primary purpose of providing incentives to, among other participants, directors and eligible employees, and expired on 5 July 2017. Under the 2007 Scheme, the Board might grant an award either by way of option, to subscribe shares of the Company, an award of shares or a grant of a conditional right to acquire shares, to eligible participants.

Pursuant to the terms of the 2007 Scheme, the Company appointed a trustee, Teeroy Limited (the "Trustee"), for the purpose of administering awards of Restricted Unit Awards under the 2007 Scheme. As at 31 December 2024, the Trustee maintained a pool of 1,778,000 (2023: 1,778,000) shares (the "Entrusted Shares") on trust for the Company and it will, at the direction of the Company, transfer, assign or otherwise deal with the Entrusted Shares, provided that no Entrusted Shares may be transferred to the Company unless in compliance with the applicable laws and regulations (including the Code of Share Repurchase) and that the Trustee is not required to exercise the voting rights attaching to the Entrusted Shares.

On 17 March 2017, a total of 27,970,000 share options were granted under the 2007 Scheme. Share options do not confer rights on the holders to dividends or to vote at shareholders' meetings.

The vesting of the share options on a particular vesting date is conditional upon satisfaction of certain conditions, including (1) the net profit ratio and the revenue growth ratio of the Group for the financial year immediately preceding the relevant vesting date shall meet the targets as prescribed by the Board for the relevant financial year; and (2) the relevant grantee shall obtain the grade prescribed in the performance appraisal to be conducted and completed by management before the relevant vesting date in respect of the work performance of the relevant grantee in the financial year immediately preceding that vesting date.

30. SHARE-BASED PAYMENT TRANSACTIONS *(continued)*

Long term incentive scheme *(continued)*

There are no cash settlement alternatives. The Group does not have a past practice of cash settlement for these share options. The Group accounts for the 2007 Scheme as an equity-settled plan.

Details of the share options granted and outstanding under the 2007 Scheme during the year were as follows:

	Share options	Date of grant	Exercise price HK\$	Vesting date	Exercise period	Outstanding as at 1.1.2023	Forfeited/ lapsed during the year	Outstanding as at 31.12.2023
Directors								
Mr. Chi Lo-Jen	2017-B	17.3.2017	11.48	22.3.2019	22.3.2019 to 16.3.2023	341,750	(341,750)	–
	2017-C	17.3.2017	11.48	20.3.2020	20.3.2020 to 16.3.2023	683,500	(683,500)	–
	2017-E	17.3.2017	11.48	18.3.2022	18.3.2022 to 16.3.2023	683,500	(683,500)	–
Mr. Chiang Yi-Min, Harvey	2017-B	17.3.2017	11.48	22.3.2019	22.3.2019 to 16.3.2023	27,000	(27,000)	–
	2017-C	17.3.2017	11.48	20.3.2020	20.3.2020 to 16.3.2023	54,000	(54,000)	–
	2017-E	17.3.2017	11.48	18.3.2022	18.3.2022 to 16.3.2023	54,000	(54,000)	–
						<u>1,843,750</u>	<u>(1,843,750)</u>	<u>–</u>
Employees								
	2017-B	17.3.2017	11.48	22.3.2019	22.3.2019 to 16.3.2023	1,243,250	(1,243,250)	–
	2017-C	17.3.2017	11.48	20.3.2020	20.3.2020 to 16.3.2023	2,825,750	(2,825,750)	–
	2017-E	17.3.2017	11.48	18.3.2022	18.3.2022 to 16.3.2023	2,852,500	(2,852,500)	–
						<u>6,921,500</u>	<u>(6,921,500)</u>	<u>–</u>
Consultants providing consultancy services to the Group								
	2017-B	17.3.2017	11.48	22.3.2019	22.3.2019 to 16.3.2023	20,500	(20,500)	–
	2017-C	17.3.2017	11.48	20.3.2020	20.3.2020 to 16.3.2023	91,000	(91,000)	–
	2017-E	17.3.2017	11.48	18.3.2022	18.3.2022 to 16.3.2023	91,000	(91,000)	–
						<u>202,500</u>	<u>(202,500)</u>	<u>–</u>
Total						<u>8,967,750</u>	<u>(8,967,750)</u>	<u>–</u>
Exercisable at the end of the year								<u>–</u>
Weighted average exercise price (HK\$ per share)*						<u>11.48</u>	<u>11.48</u>	<u>–</u>

* The exercise price of the share options is subject to adjustment in the case of changes in the Company's share capital.

During the year ended 31 December 2023, all share options granted under the 2007 scheme expired and lapsed.

At the end of the reporting period, subsequent to the year ended 31 December 2024 and up to the date of approval of these financial statements, the Company had no share options outstanding under the 2007 scheme.

30. SHARE-BASED PAYMENT TRANSACTIONS *(continued)*

Share award plan

On 16 March 2017, the Company adopted a new share award plan (the “Share Award Plan”), pursuant to which shares of the Company may be awarded to selected eligible participants, including, among others, any employee of, non-executive director of, supplier of goods or services to, customer of, person or entity providing design, research, development or other technological support to, shareholder of, holder of any security issued by, and adviser or consultant in respect of any area of business or business development of any member of the Group or any entity in which any member of the Group holds any equity interest, and any other groups or classes of participants who have contributed or may contribute by way of joint venture, business alliance or other business arrangement to the development and growth of the Group. The Share Award Plan became effective immediately on 16 March 2017 and, unless otherwise terminated or amended, shall remain in force for 10 years from that date.

In any given financial year of the Company, the maximum number of shares to be subscribed for and/or purchased by the trustee by utilising the funds to be allocated by the Board out of the Company's resources for the purpose of the Share Award Plan shall not exceed 2.5% of the total number of issued shares as at the beginning of such financial year. Details of the Share Award Plan are set out in the announcement of the Company dated 16 March 2017.

During the year ended 31 December 2024, and up to the date of approval of these financial statements, no shares were purchased and granted under the Share Award Plan.

Share option scheme

On 19 May 2017, the Company adopted a new share option scheme (the “2017 Scheme”), pursuant to which options may be granted to selected participants, including, among others, any employee of, non-executive director of, supplier of goods or services to, customer of, person or entity providing design, research, development or other technological support to, shareholder of, holder of any security issued by, and adviser or consultant in respect of any area of business or business development of any member of the Group or any entity in which any member of the Group holds any equity interest, and any other group or classes of participants who have contributed or may contribute by way of joint venture, business alliance or other business arrangement to the development and growth of the Group. The 2017 Scheme became effective immediately on 19 May 2017 and, unless otherwise terminated or amended, shall remain in force for 10 years from that date.

The total number of Shares which may be issued upon exercise of all options to be granted under the 2017 Scheme and any other share option scheme of the Group must not in aggregate exceed 79,437,950 shares, representing 10% of the shares in issue as at the effective date of the 2017 Scheme (“General Scheme Limit”).

30. SHARE-BASED PAYMENT TRANSACTIONS *(continued)*

Share option scheme *(continued)*

The maximum number of shares issuable under share options to each eligible participant in the 2017 Scheme within any 12-month period is limited to 1% of the shares of the Company in issue at any time. Any further grant of share options in excess of this limit is subject to shareholders' approval in a general meeting.

Share options granted to a director, chief executive or substantial shareholder of the Company, or to any of their associates, are subject to approval in advance by all the independent non-executive directors. In addition, any share options granted to a substantial shareholder or an independent non-executive director of the Company, or to any of their associates, in excess of 0.1% of the shares of the Company in issue at the date of offer, with an aggregate value (based on the price of the Company's shares at the date of offer) in excess of HK\$5 million, within any 12-month period, are subject to shareholders' approval in advance in a general meeting.

The offer of a grant of share options may be accepted within 21 days from the date of offer. The exercise period of the share options granted is determinable by the directors, and commences after the date upon which the offer for the grant of options is accepted but not later than ten years from the date of offer of the share options.

The exercise price of share options is determinable by the directors, but may not be less than the highest of (i) the Stock Exchange closing price of the Company's shares on the date of offer of the share options; and (ii) the average Stock Exchange closing price of the Company's shares for the 5 trading days immediately preceding the date of offer; and (iii) the nominal value of the shares.

There are no cash settlement alternatives. The Group does not have a past practice of cash settlement for these share options. The Group accounts for the 2017 Scheme as an equity-settled plan.

Share options do not confer rights on the holders to dividends or to vote at shareholders' meetings.

On 15 April 2020, 26 November 2020, 19 March 2021, 3 January 2022 and 17 March 2023, a total of 2,700,000 share options (the "April 2020 share options"), a total of 17,163,000 share options (the "November 2020 share options"), a total of 19,695,000 share options (the "March 2021 share options"), a total of 19,740,000 share options (the "January 2022 share options") and a total of 19,760,000 share options (the "March 2023 share options") were granted, respectively, under the 2017 Scheme.

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30. SHARE-BASED PAYMENT TRANSACTIONS *(continued)*

Share option scheme *(continued)*

Details of the share options granted and outstanding under the 2017 Scheme during the year were as follows:

April 2020 share options

	Share options	Date of grant	Exercise price HK\$	Vesting date	Exercise period	Outstanding as at 1.1.2023	Forfeited/ lapsed during the year	Outstanding as at 31.12.2023	Exercised during the year	Outstanding as at 31.12.2024
Employee	2020-B	15.4.2020	8.71	18.3.2022	18.3.2022 to 5.7.2027	900,000	–	900,000	(564,500)	335,500
	2020-C	15.4.2020	8.71	17.3.2023	17.3.2023 to 5.7.2027	900,000	–	900,000	–	900,000
Total						1,800,000	–	1,800,000	(564,500)	1,235,500
Exercisable at the end of the year								1,800,000		1,235,500
Weighted average exercise price (HK\$ per share)*						8.71	–	8.71	8.71	8.71

* The exercise price of the share options is subject to adjustment in the case of changes in the Company's share capital.

During the year ended 31 December 2024, no share option expense was recognised (2023: US\$8,000).

During the year ended 31 December 2024, 564,500 (2023: Nil) share options were exercised, resulting in the issue of 564,500 ordinary shares of the Company and an increase in share capital of US\$7,000 (before issue expenses), as further detailed in note 28 to the financial statements.

The weighted average share price at the date of exercise for share options exercised during the year ended 31 December 2024 was HK\$14.19 per share.

Subsequent to the year ended 31 December 2024 and up to the date of approval of these financial statements, no share options lapsed or were exercised.

30. SHARE-BASED PAYMENT TRANSACTIONS (continued)

Share option scheme (continued)

Details of the share options granted and outstanding under the 2017 Scheme during the year were as follows:
(continued)

November 2020 share options

	Share Options	Date of grant	Exercise price HK\$	Vesting date	Exercise period	Outstanding as at 1.1.2023	Exercised during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2023	Exercised during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2024
Directors												
Mr. Chi Lo-Jen	2020-A	26.11.2020	9.15	26.11.2021	26.11.2021 to 25.11.2030	316,500	-	-	316,500	-	-	316,500
	2020-B	26.11.2020	9.15	26.11.2022	26.11.2022 to 25.11.2030	316,500	-	-	316,500	-	-	316,500
	2020-C	26.11.2020	9.15	26.11.2023	26.11.2023 to 25.11.2030	316,500	-	-	316,500	-	-	316,500
Mr. Chiang Yi-Min, Harvey	2020-A	26.11.2020	9.15	26.11.2021	26.11.2021 to 25.11.2030	226,500	-	-	226,500	-	-	226,500
	2020-B	26.11.2020	9.15	26.11.2022	26.11.2022 to 25.11.2030	226,500	-	-	226,500	-	-	226,500
	2020-C	26.11.2020	9.15	26.11.2023	26.11.2023 to 25.11.2030	226,500	-	-	226,500	-	-	226,500
Mr. Gillman Christopher Charles	2020-A	26.11.2020	9.15	26.11.2021	26.11.2021 to 25.11.2030	226,500	-	-	226,500	-	-	226,500
	2020-B	26.11.2020	9.15	26.11.2022	26.11.2022 to 25.11.2030	226,500	-	-	226,500	-	-	226,500
	2020-C	26.11.2020	9.15	26.11.2023	26.11.2023 to 25.11.2030	226,500	-	-	226,500	-	-	226,500
						2,308,500	-	-	2,308,500	-	-	2,308,500
Employees												
	2020-A	26.11.2020	9.15	26.11.2021	26.11.2021 to 25.11.2030	3,795,500	(304,000)	(100,500)	3,391,000	(2,664,000)	-	727,000
	2020-B	26.11.2020	9.15	26.11.2022	26.11.2022 to 25.11.2030	3,795,500	(304,000)	(100,500)	3,391,000	(2,450,500)	-	940,500
	2020-C	26.11.2020	9.15	26.11.2023	26.11.2023 to 25.11.2030	3,795,500	(33,500)	(234,500)	3,527,500	(2,472,000)	-	1,055,500
						11,386,500	(641,500)	(435,500)	10,309,500	(7,586,500)	-	2,723,000
Total						13,695,000	(641,500)	(435,500)	12,618,000	(7,586,500)	-	5,031,500
Exercisable at the end of the year									12,618,000			5,031,500
Weighted average exercise price (HK\$ per share)*						9.15	9.15	9.15	9.15	9.15	-	9.15

* The exercise price of the share options is subject to adjustment in the case of changes in the Company's share capital.

30. SHARE-BASED PAYMENT TRANSACTIONS *(continued)*

Share option scheme *(continued)*

Details of the share options granted and outstanding under the 2017 Scheme during the year were as follows:
(continued)

November 2020 share options *(continued)*

During the year ended 31 December 2024, no share option expense was recognised (2023: US\$305,000).

During the year ended 31 December 2024, 7,586,500 (2023: 641,500) share options were exercised resulting in the issue of 7,586,500 ordinary shares of the Company and an increase in share capital of US\$97,000 (before issue expenses), as further detailed in note 28 to the financial statements.

The weighted average share price at the date of exercise for share options exercised during the year ended 31 December 2024 was HK\$13.45 (2023: HK\$9.92) per share.

Subsequent to the year ended 31 December 2024 and up to the date of approval of these financial statements, no share options lapsed and 861,500 share options were exercised.

30. SHARE-BASED PAYMENT TRANSACTIONS *(continued)*

Share option scheme *(continued)*

Details of the share options granted and outstanding under the 2017 Scheme during the year were as follows:
(continued)

March 2021 share options

	Share options	Date of grant	Exercise price HK\$	Vesting date	Exercise period	Outstanding as at 1.1.2023	Exercised during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2023	Exercised during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2024
Directors:												
Mr. Chi Lo-Jen	2021-A	19.3.2021	9.46	19.3.2022	19.3.2022 to 18.3.2031	500,000	-	-	500,000	-	-	500,000
	2021-B	19.3.2021	9.46	19.3.2023	19.3.2023 to 18.3.2031	500,000	-	-	500,000	-	-	500,000
	2021-C	19.3.2021	9.46	19.3.2024	19.3.2024 to 18.3.2031	500,000	-	-	500,000	-	-	500,000
Mr. Chiang Yi-Min, Harvey	2021-A	19.3.2021	9.46	19.3.2022	19.3.2022 to 18.3.2031	400,000	-	-	400,000	-	-	400,000
	2021-B	19.3.2021	9.46	19.3.2023	19.3.2023 to 18.3.2031	400,000	-	-	400,000	-	-	400,000
	2021-C	19.3.2021	9.46	19.3.2024	19.3.2024 to 18.3.2031	400,000	-	-	400,000	-	-	400,000
Mr. Gillman Christopher Charles	2021-A	19.3.2021	9.46	19.3.2022	19.3.2022 to 18.3.2031	150,000	-	-	150,000	-	-	150,000
	2021-B	19.3.2021	9.46	19.3.2023	19.3.2023 to 18.3.2031	150,000	-	-	150,000	-	-	150,000
	2021-C	19.3.2021	9.46	19.3.2024	19.3.2024 to 18.3.2031	150,000	-	-	150,000	-	-	150,000
						<u>3,150,000</u>	<u>-</u>	<u>-</u>	<u>3,150,000</u>	<u>-</u>	<u>-</u>	<u>3,150,000</u>
Employees	2021-A	19.3.2021	9.46	19.3.2022	19.3.2022 to 18.3.2031	4,620,000	(140,000)	(40,000)	4,440,000	(3,445,000)	-	995,000
	2021-B	19.3.2021	9.46	19.3.2023	19.3.2023 to 18.3.2031	4,620,000	(140,000)	(40,000)	4,440,000	(3,212,000)	-	1,228,000
	2021-C	19.3.2021	9.46	19.3.2024	19.3.2024 to 18.3.2031	4,620,000	-	(60,000)	4,560,000	(2,820,500)	-	1,739,500
						<u>13,860,000</u>	<u>(280,000)</u>	<u>(140,000)</u>	<u>13,440,000</u>	<u>(9,477,500)</u>	<u>-</u>	<u>3,962,500</u>
Total						<u>17,010,000</u>	<u>(280,000)</u>	<u>(140,000)</u>	<u>16,590,000</u>	<u>(9,477,500)</u>	<u>-</u>	<u>7,112,500</u>
Exercisable at the end of the year									<u>16,590,000</u>			<u>7,112,500</u>
Weighted average exercise price (HK\$ per share)*						<u>9.46</u>	<u>9.46</u>	<u>9.46</u>	<u>9.46</u>	<u>9.46</u>	<u>-</u>	<u>9.46</u>

* The exercise price of the share options is subject to adjustment in the case of changes in the Company's share capital.

30. SHARE-BASED PAYMENT TRANSACTIONS *(continued)*

Share option scheme *(continued)*

Details of the share options granted and outstanding under the 2017 Scheme during the year were as follows:
(continued)

March 2021 share options *(continued)*

During the year ended 31 December 2024, the Company recognised a share option expense of US\$97,000 (2023: US\$589,000).

During the year ended 31 December 2024, 9,477,500 (2023: 280,000) share options were exercised, resulting in the issue of 9,477,500 ordinary shares of the Company and an increase in share capital of US\$122,000 (before issue expenses), as further detailed in note 28 to the financial statements.

The weighted average share price at the date of exercise for share options exercised during the year ended 31 December 2024 was HK\$14.23 (2023: HK\$9.97) per share.

Subsequent to the year ended 31 December 2024 and up to the date of approval of these financial statements, no share options lapsed and 1,037,500 share options were exercised.

30. SHARE-BASED PAYMENT TRANSACTIONS *(continued)*

Share option scheme *(continued)*

Details of the share options granted and outstanding under the 2017 Scheme during the year were as follows:
(continued)

January 2022 share options

	Share options	Date of grant	Exercise price HK\$	Vesting date	Exercise period	Outstanding as at 1.1.2023	Exercised during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2023	Exercised during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2024
Directors:												
Mr. Chi Lo-Jen	2022-A	3.1.2022	9.10	3.1.2023	3.1.2023 to 2.1.2032	500,000	-	-	500,000	-	-	500,000
	2022-B	3.1.2022	9.10	3.1.2024	3.1.2024 to 2.1.2032	500,000	-	-	500,000	-	-	500,000
	2022-C	3.1.2022	9.10	3.1.2025	3.1.2025 to 2.1.2032	500,000	-	-	500,000	-	-	500,000
Mr. Chiang Yi-Min, Harvey	2022-A	3.1.2022	9.10	3.1.2023	3.1.2023 to 2.1.2032	400,000	-	-	400,000	-	-	400,000
	2022-B	3.1.2022	9.10	3.1.2024	3.1.2024 to 2.1.2032	400,000	-	-	400,000	-	-	400,000
	2022-C	3.1.2022	9.10	3.1.2025	3.1.2025 to 2.1.2032	400,000	-	-	400,000	-	-	400,000
Mr. Gillman Christopher Charles	2022-A	3.1.2022	9.10	3.1.2023	3.1.2023 to 2.1.2032	150,000	-	-	150,000	-	-	150,000
	2022-B	3.1.2022	9.10	3.1.2024	3.1.2024 to 2.1.2032	150,000	-	-	150,000	-	-	150,000
	2022-C	3.1.2022	9.10	3.1.2025	3.1.2025 to 2.1.2032	150,000	-	-	150,000	-	-	150,000
						<u>3,150,000</u>	<u>-</u>	<u>-</u>	<u>3,150,000</u>	<u>-</u>	<u>-</u>	<u>3,150,000</u>
Employees	2022-A	3.1.2022	9.10	3.1.2023	3.1.2023 to 2.1.2032	4,960,000	(300,000)	(60,000)	4,600,000	(3,098,000)	-	1,502,000
	2022-B	3.1.2022	9.10	3.1.2024	3.1.2024 to 2.1.2032	4,960,000	-	(100,000)	4,860,000	(2,885,000)	-	1,975,000
	2022-C	3.1.2022	9.10	3.1.2025	3.1.2025 to 2.1.2032	4,960,000	-	(100,000)	4,860,000	-	(40,000)	4,820,000
						<u>14,880,000</u>	<u>(300,000)</u>	<u>(260,000)</u>	<u>14,320,000</u>	<u>(5,983,000)</u>	<u>(40,000)</u>	<u>8,297,000</u>

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30. SHARE-BASED PAYMENT TRANSACTIONS *(continued)*

Share option scheme *(continued)*

Details of the share options granted and outstanding under the 2017 Scheme during the year were as follows:
(continued)

January 2022 share options *(continued)*

	Share options	Date of grant	Exercise price HK\$	Vesting date	Exercise period	Outstanding as at 1.1.2023	Exercised during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2023	Exercised during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2024
Consultant providing consultancy services to the Group	2022-A	3.1.2022	9.10	3.1.2023	3.1.2023 to 2.1.2032	15,000	-	-	15,000	(15,000)	-	-
	2022-B	3.1.2022	9.10	3.1.2024	3.1.2024 to 2.1.2032	15,000	-	-	15,000	(15,000)	-	-
	2022-C	3.1.2022	9.10	3.1.2025	3.1.2025 to 2.1.2032	15,000	-	-	15,000	-	-	15,000
						45,000	-	-	45,000	(30,000)	-	15,000
Total						18,075,000	(300,000)	(260,000)	17,515,000	(6,013,000)	(40,000)	11,462,000
Exercisable at the end of the year									17,515,000			11,462,000
Weighted average exercise price (HK\$ per share)*						9.10	9.10	9.10	9.10	9.10	9.10	9.10

* The exercise price of the share options is subject to adjustment in the case of changes in the Company's share capital.

During the year ended 31 December 2024, the Company recognised a share option expense of US\$676,000 (2023: US\$1,655,000).

During the year ended 31 December 2024, 6,013,000 (2023: 300,000) share options were exercised, resulting in the issue of 6,013,000 ordinary shares of the Company and an increase in share capital of US\$76,000 (before issue expenses), as further detailed in note 28 to the financial statements.

The weighted average share price at the date of exercise for share options exercised during the year ended 31 December 2024 was HK\$13.46 (2023: HK\$9.98) per share.

Subsequent to the year ended 31 December 2024 and up to the date of approval of these financial statements, no share options lapsed and 2,015,000 share options were exercised.

30. SHARE-BASED PAYMENT TRANSACTIONS (continued)

Share option scheme (continued)

Details of the share options granted and outstanding under the 2017 Scheme during the year were as follows:
(continued)

March 2023 share options

	Share options	Date of grant	Exercise price HK\$	Vesting date	Exercise period	Outstanding as at 1.1.2023	Granted during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2023	Exercised during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2024
Directors:												
Mr. Chi Lo-Jen	2023-A	17.3.2023	7.65	17.3.2024	17.3.2024 to 16.3.2033	-	500,000	-	500,000	(500,000)	-	-
	2023-B	17.3.2023	7.65	17.3.2025	17.3.2025 to 16.3.2033	-	500,000	-	500,000	-	-	500,000
	2023-C	17.3.2023	7.65	17.3.2026	17.3.2026 to 16.3.2033	-	500,000	-	500,000	-	-	500,000
Mr. Chiang Yi-Min, Harvey	2023-A	17.3.2023	7.65	17.3.2024	17.3.2024 to 16.3.2033	-	400,000	-	400,000	(400,000)	-	-
	2023-B	17.3.2023	7.65	17.3.2025	17.3.2025 to 16.3.2033	-	400,000	-	400,000	-	-	400,000
	2023-C	17.3.2023	7.65	17.3.2026	17.3.2026 to 16.3.2033	-	400,000	-	400,000	-	-	400,000
Mr. Gillman Christopher Charles	2023-A	17.3.2023	7.65	17.3.2024	17.3.2024 to 16.3.2033	-	150,000	-	150,000	-	-	150,000
	2023-B	17.3.2023	7.65	17.3.2025	17.3.2025 to 16.3.2033	-	150,000	-	150,000	-	-	150,000
	2023-C	17.3.2023	7.65	17.3.2026	17.3.2026 to 16.3.2033	-	150,000	-	150,000	-	-	150,000
						-	3,150,000	-	3,150,000	(900,000)	-	2,250,000
Employees	2023-A	17.3.2023	7.65	17.3.2024	17.3.2024 to 16.3.2033	-	5,420,000	(30,000)	5,390,000	(4,870,000)	(20,000)	500,000
	2023-B	17.3.2023	7.65	17.3.2025	17.3.2025 to 16.3.2033	-	5,420,000	(30,000)	5,390,000	-	(75,000)	5,315,000
	2023-C	17.3.2023	7.65	17.3.2026	17.3.2026 to 16.3.2033	-	5,770,000	(40,000)	5,730,000	-	(85,000)	5,645,000
						-	16,610,000	(100,000)	16,510,000	(4,870,000)	(180,000)	11,460,000
Total						-	19,760,000	(100,000)	19,660,000	(5,770,000)	(180,000)	13,710,000
Exercisable at the end of the year						-			19,660,000			13,710,000
Weighted average exercise price (HK\$ per share)*						-	7.65	7.65	7.65	7.65	7.65	7.65

* The exercise price of the share options is subject to adjustment in the case of changes in the Company's share capital.

30. SHARE-BASED PAYMENT TRANSACTIONS *(continued)*

Share option scheme *(continued)*

Details of the share options granted and outstanding under the 2017 Scheme during the year were as follows:
(continued)

March 2023 share options *(continued)*

The fair value of the share options for the March 2023 share options granted during the year ended 31 December 2023 was US\$1,873,000 (HK\$0.74 each). During the year ended 31 December 2024, the Company recognised a share option expense of US\$704,000 (2023: US\$917,000).

During the year ended 31 December 2024, 5,770,000 (2023: Nil) share options were exercised, resulting in the issue of 5,770,000 ordinary shares of the Company and an increase in share capital of US\$73,000 (before issue expenses), as further detailed in note 28 to the financial statements.

The weighted average share price at the date of exercise for share options exercised during the year ended 31 December 2024 was HK\$13.67 (2023: HK\$9.98) per share.

Subsequent to the year ended 31 December 2024 and up to the date of approval of these financial statements, 120,000 share options lapsed and 190,000 share options were exercised.

The fair value of equity-settled share options granted during the year ended 31 December 2023 was estimated as at the date of grant using a binomial model, taking into account the terms and conditions upon which the options were granted. The following table lists the inputs to the model used:

	March 2023 share options
Dividend yield (%)	13.10%
Expected volatility (%)	33.89%
Risk-free interest rate (%)	3.10%
Life of options (year)	10 years
Weighted average share price (HK\$ per share)	7.65

The expected volatility reflects the assumption that the historical volatility is indicative of future trends, which may also not necessarily be the actual outcome. No other feature of the options granted was incorporated into the measurement of fair value.

30. SHARE-BASED PAYMENT TRANSACTIONS *(continued)*

Share option scheme *(continued)*

The summary of outstanding share options under the 2017 Scheme was as follows:

2024

	Exercise Price HK\$	Outstanding as at 1.1.2024	Granted during the year	Exercised during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2024	Exercised during the period ^a	Forfeited/ lapsed during the period ^a	At the date of approval of these financial statements
2017 Scheme									
– April 2020 share options	8.71	1,800,000	–	(564,500)	–	1,235,500	–	–	1,235,500
– November 2020 share options	9.15	12,618,000	–	(7,586,500)	–	5,031,500	(861,500)	–	4,170,000
– March 2021 share options	9.46	16,590,000	–	(9,477,500)	–	7,112,500	(1,037,500)	–	6,075,000
– January 2022 share options	9.10	17,515,000	–	(6,013,000)	(40,000)	11,462,000	(2,015,000)	–	9,447,000
– March 2023 share options	7.65	19,660,000	–	(5,770,000)	(180,000)	13,710,000	(190,000)	(120,000)	13,400,000
		<u>68,183,000</u>	<u>–</u>	<u>(29,411,500)</u>	<u>(220,000)</u>	<u>38,551,500</u>	<u>(4,104,000)</u>	<u>(120,000)</u>	<u>34,327,500</u>

^a Period from 1 January 2025 to the date of approval of these financial statements

2023

	Exercise Price HK\$	Outstanding as at 1.1.2023	Granted during the year	Exercised during the year	Forfeited/ lapsed during the year	Outstanding as at 31.12.2023
2017 Scheme						
– April 2020 share options	8.71	1,800,000	–	–	–	1,800,000
– November 2020 share options	9.15	13,695,000	–	(641,500)	(435,500)	12,618,000
– March 2021 share options	9.46	17,010,000	–	(280,000)	(140,000)	16,590,000
– January 2022 share options	9.10	18,075,000	–	(300,000)	(260,000)	17,515,000
– March 2023 share options	7.65	–	19,760,000	–	(100,000)	19,660,000
		<u>50,580,000</u>	<u>19,760,000</u>	<u>(1,221,500)</u>	<u>(935,500)</u>	<u>68,183,000</u>

At the end of the reporting period, the Company had 38,551,500 share options outstanding under the 2017 Scheme. The exercise in full of the outstanding share options would, under the present capital structure of the Company, result in the issue of 38,551,500 additional ordinary shares of the Company and additional share capital of US\$496,000 and share premium of US\$42,416,000 (before issue expenses).

At the date of approval of these financial statements, the Company had 34,327,500 share options outstanding under the 2017 Scheme, which represented approximately 4.14% of the Company's shares in issue as at that date.

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31. NOTES TO THE CONSOLIDATED STATEMENT OF CASH FLOWS

(a) Major non-cash transactions

During the year, the Group had non-cash additions to right-of-use assets and lease liabilities of US\$1,014,000 (2023: US\$1,886,000) and US\$1,014,000 (2023: US\$1,886,000), respectively, in respect of lease arrangements for offices and factories.

(b) Changes in liabilities arising from financing activities: 2024

	Lease liabilities US\$'000	Bank loans US\$'000
At 1 January 2024	8,134	7,110
Changes from financing cash flows	(3,021)	(1,528)
New leases	1,014	–
Interest expense	317	417
Interest expense classified as operating cash flows	(317)	–
Foreign exchange movement	–	(128)
At 31 December 2024	6,127	5,871

2023

	Lease liabilities US\$'000	Bank loans US\$'000
At 1 January 2023	14,939	7,227
Changes from financing cash flows	(3,626)	(527)
New leases	1,886	–
Interest expense	532	411
Interest expense classified as operating cash flows	(532)	–
Early termination	(5,065)	–
Foreign exchange movement	–	(1)
At 31 December 2023	8,134	7,110

(c) Total cash outflow for leases

The total cash outflow for leases included in the consolidated statement of cash flows is as follows:

	2024 US\$'000	2023 US\$'000
Within operating activities	893	1,794
Within financing activities	3,021	3,626
Total	3,914	5,420

32. PLEDGE OF ASSETS

Details of the Group's assets pledged for the Group's bank borrowings are included in notes 14, 23 and 26 to the financial statements.

33. COMMITMENTS

The Group had the following contractual commitments at the end of the reporting period:

	2024 US\$'000	2023 US\$'000
Plant and equipment	11,966	6,091
Leasehold land	993	1,039
Total	12,959	7,130

34. RELATED PARTY TRANSACTIONS

(a) In addition to the transactions detailed elsewhere in these financial statements, the Group had the following transactions with related parties during the year:

	Notes	2024 US\$'000	2023 US\$'000
Associates:			
Sales of products	(i)	2,459	3,387
Joint venture:			
Purchases of products	(ii)	93,670	83,498

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34. RELATED PARTY TRANSACTIONS *(continued)*

(a) *(continued)*

Notes:

- (i) The sales to the associates were made according to the published prices and conditions offered to the major customers of the Group, except that a longer credit period of up to 6 months is normally granted. The sales to the CAH group amounting to US\$3,387,000 for the year ended 31 December 2023, also constitute continuing connected transactions as defined in Chapter 14A of the Listing Rules. Regarding the sales of footwear products amounting to US\$2,459,000 for the year ended 31 December 2024, they were exempted from all requirements applicable to continuing connected transactions under Chapter 14A of the Listing Rules.
- (ii) The purchases from the joint venture were made according to the published prices and conditions offered by the joint venture to their major customers.

(b) Outstanding balances with related parties

Details of the Group's trade balances with its joint venture and associates as at the end of the reporting period are disclosed in notes 21 and 24 to the financial statements.

(c) Compensation of key management personnel of the Group:

	2024 US\$'000	2023 US\$'000
Short term employee benefits	2,835	2,608
Post-employment benefits	13	9
Equity-settled share option expense	268	729
Total compensation paid to key management personnel	3,116	3,346

Further details of directors' and the chief executive's emoluments are included in note 10 to the financial statements.

35. FINANCIAL INSTRUMENTS BY CATEGORY

The carrying amounts of each of the categories of financial instruments as at the end of the reporting period are as follows:

2024

Financial assets

	Financial assets at fair value through profit or loss US\$'000	Financial assets at amortised cost US\$'000	Total US\$'000
Trade receivables	–	234,552	234,552
Financial assets included in prepayments, deposits and other receivables	–	19,452	19,452
Financial assets at fair value through profit or loss	2,368	–	2,368
Pledged deposits	–	5,795	5,795
Cash and cash equivalents	–	423,547	423,547
Total	2,368	683,346	685,714

Financial liabilities

	Financial liabilities at amortised cost US\$'000
Trade payables	95,104
Financial liabilities included in other payables and accruals	35,869
Lease liabilities	6,127
Interest-bearing bank borrowings	5,871
Total	142,971

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35. FINANCIAL INSTRUMENTS BY CATEGORY *(continued)*

2023

Financial assets

	Financial assets at fair value through profit or loss US\$'000	Financial assets at amortised cost US\$'000	Total US\$'000
Trade receivables	–	277,820	277,820
Financial assets included in prepayments, deposits and other receivables	–	45,368	45,368
Financial assets at fair value through profit or loss	3,474	–	3,474
Pledged deposits	–	5,637	5,637
Cash and cash equivalents	–	294,471	294,471
Total	3,474	623,296	626,770

2023

Financial liabilities

	Financial liabilities at amortised cost US\$'000
Trade payables	82,756
Financial liabilities included in other payables and accruals	44,933
Lease liabilities	8,134
Interest-bearing bank borrowings	7,110
Total	142,933

36. FAIR VALUE AND FAIR VALUE HIERARCHY OF FINANCIAL INSTRUMENTS

The carrying amounts and fair values of the Group's financial instruments, other than those with carrying amounts that reasonably approximate to fair values, are as follows:

	Carrying amounts		Fair values	
	2024 US\$'000	2023 US\$'000	2024 US\$'000	2023 US\$'000
Financial assets				
Financial assets at fair value through profit or loss	2,368	3,474	2,368	3,474
Pledged deposits	5,795	5,637	5,023	4,841
	<u>8,163</u>	<u>9,111</u>	<u>7,391</u>	<u>8,315</u>
Financial liabilities				
Interest-bearing bank borrowings (note 26)	5,871	7,110	5,658	6,877

Management has assessed that the fair values of cash and cash equivalents, trade receivables, trade payables, financial assets included in prepayments, deposits and other receivables and financial liabilities included in other payables and accruals approximate to their carrying amounts largely due to the short term maturities of these instruments.

The Group's finance department headed by the chief financial officer is responsible for determining the policies and procedures for the fair value measurement of financial instruments. The finance manager reports directly to the chief financial officer, executive directors and the Audit Committee.

At each reporting date, the finance department analyses the movements in the values of financial instruments and determines the major inputs applied in the valuation. The valuation is reviewed and approved by chief financial officer. The valuation process and results are discussed with the Audit Committee twice a year for interim and annual financial reporting.

The fair values of the financial assets and liabilities are included at the amount at which the instrument could be exchanged in a current transaction between willing parties, other than in a forced or liquidation sale. The following methods and assumptions were used to estimate the fair values:

The fair values of the non-current portion of pledged deposits and interest-bearing bank borrowings have been calculated by discounting the expected future cash flows using rates currently available for instruments with similar terms, credit risk and remaining maturities. The changes in fair value as a result of the Group's own non-performance risk for interest-bearing bank borrowings as at 31 December 2024 were assessed to be insignificant.

The fair values of the listed equity investments and listed debt investments are based on quoted market prices.

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36. FAIR VALUE AND FAIR VALUE HIERARCHY OF FINANCIAL INSTRUMENTS *(continued)*

Fair value hierarchy

The following table illustrates the fair value measurement hierarchy of the Group's financial instruments:

Assets measured at fair value:

	Fair value measurement using			
	Quoted prices in active markets (Level 1) US\$'000	Significant observable inputs (Level 2) US\$'000	Significant unobservable inputs (Level 3) US\$'000	Total US\$'000
As at 31 December 2024				
Financial assets at fair value through profit or loss	2,368	–	–	2,368
As at 31 December 2023				
Financial assets at fair value through profit or loss	3,474	–	–	3,474

The Group did not have any financial liabilities measured at fair value as at 31 December 2023 and 2024.

During the year, there were no transfers of fair value measurements between Level 1 and Level 2 and no transfers into or out of Level 3 for financial liabilities (2023: Nil).

36. FAIR VALUE AND FAIR VALUE HIERARCHY OF FINANCIAL INSTRUMENTS *(continued)*

Fair value hierarchy *(continued)*

Assets for which fair values are disclosed:

	Fair value measurement using			
	Quoted prices in active markets (Level 1) US\$'000	Significant observable inputs (Level 2) US\$'000	Significant unobservable inputs (Level 3) US\$'000	Total US\$'000
As at 31 December 2024				
Pledged deposits	–	5,023	–	5,023
As at 31 December 2023				
Pledged deposits	–	4,841	–	4,841

Liabilities for which fair values are disclosed:

	Fair value measurement using			
	Quoted prices in active markets (Level 1) US\$'000	Significant observable inputs (Level 2) US\$'000	Significant unobservable inputs (Level 3) US\$'000	Total US\$'000
As at 31 December 2024				
Interest-bearing bank borrowings	–	5,658	–	5,658
As at 31 December 2023				
Interest-bearing bank borrowings	–	6,877	–	6,877

37. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

The Group's principal financial instrument comprises cash and cash equivalents, pledged deposits and interest-bearing bank borrowings. The main purpose of this financial instrument is to raise finance for the Group's operations. The Group has various other financial assets and liabilities such as trade receivables, other receivables, trade payables and other payables which arise directly from its operations.

The main risks arising from the Group's financial instruments are interest rate risk, foreign currency risk, credit risk and liquidity risk. The Board reviews and agrees policies for managing each of these risks and they are summarised below.

Interest rate risk

The Group's exposure to the risk of changes in market interest rates relates primarily to the Group's debt obligations with a floating interest rate.

The interest rates and terms of repayment of interest-bearing bank borrowings are disclosed in note 26 to the financial statements. Other financial assets and liabilities of the Group do not have material interest rate risk. Interest-bearing bank borrowings, cash and bank balances, and short-term deposits are stated at cost and are not revalued on a periodic basis. Floating-rate interest income and expenses are credited or charged to profit or loss as incurred.

The following table demonstrates the sensitivity to a reasonably possible change in interest rates, with all other variables held constant, of the Group's profit before tax (through the impact on floating rate borrowings and cash and cash equivalents).

	Increase/(decrease) in basis points	Increase/(decrease) in profit before tax	
		2024 US\$'000	2023 US\$'000
RMB	25	63	38
HK\$	25	25	2
EUR	25	26	24
IDR	25	7	4
VND	25	6	18
NTD	25	(4)	(4)
RMB	(5)	(13)	(8)
HK\$	(5)	(5)	–
EUR	(5)	(5)	(5)
IDR	(5)	(1)	(1)
VND	(5)	(1)	(4)
NTD	(5)	1	1

37. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES *(continued)*

Foreign currency risk

The Group has transactional currency exposures. Such exposures arise from sales or purchases by operating units in currencies other than the units' functional currencies. Approximately 92% (2023: 95%) of the Group's sales were denominated in currencies other than the functional currencies of the operating units making the sale, while approximately 87% (2023: 73%) of costs were denominated in the units' functional currencies. The Group currently does not have a foreign exchange hedging policy. However, management monitors foreign exchange exposure and will consider hedging significant foreign exchange exposure should the need arise.

The following table demonstrates the sensitivity at the end of the reporting period to a reasonably possible change in the foreign currency exchange rates, with all other variables held constant, of the Group's profit before tax.

	Change in foreign currency rate %	Increase/ (decrease) in profit before tax US\$'000
2024		
If US\$ weakens against RMB	5	526
If US\$ strengthens against RMB	(5)	(526)
If US\$ weakens against EUR	5	637
If US\$ strengthens against EUR	(5)	(637)
If US\$ weakens against MOP	5	735
If US\$ strengthens against MOP	(5)	(735)
If US\$ weakens against IDR	5	94
If US\$ strengthens against IDR	(5)	(94)
If US\$ weakens against VND	5	167
If US\$ strengthens against VND	(5)	(167)
2023		
If US\$ weakens against RMB	5	646
If US\$ strengthens against RMB	(5)	(646)
If US\$ weakens against EUR	5	700
If US\$ strengthens against EUR	(5)	(700)
If US\$ weakens against MOP	5	307
If US\$ strengthens against MOP	(5)	(307)
If US\$ weakens against IDR	5	(222)
If US\$ strengthens against IDR	(5)	222
If US\$ weakens against VND	5	39
If US\$ strengthens against VND	(5)	(39)

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37. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES *(continued)*

Credit risk

The Group trades only with recognised and creditworthy third parties. It is the Group's policy that all customers who wish to trade on credit terms are subject to credit verification procedures. In addition, receivable balances are monitored on an ongoing basis and the Group's exposure to bad debts is not significant. For transactions that are not denominated in the functional currency of the relevant operating unit, the Group does not offer credit terms without the specific approval of the head of finance department.

Maximum exposure and year-end staging

The tables below show the credit quality and the maximum exposure to credit risk based on the Group's credit policy, which is mainly based on past due information unless other information is available without undue cost or effort, and year-end staging classification as at 31 December. For listed debt investments, the Group also monitors them by using external credit ratings. The amounts presented are gross carrying amounts for financial assets.

As at 31 December 2024

	12-month ECLs	Lifetime ECLs			
	Stage 1 US\$'000	Stage 2 US\$'000	Stage 3 US\$'000	Simplified approach US\$'000	Total US\$'000
Trade receivables*	–	–	–	277,205	277,205
Financial assets included in prepayments, deposits and other receivables					
– Normal**	20,096	–	391	–	20,487
Pledged deposits					
– Not yet past due	5,795	–	–	–	5,795
Cash and cash equivalents					
– Not yet past due	423,547	–	–	–	423,547
Total	449,438	–	391	277,205	727,034

37. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES *(continued)*

Maximum exposure and year-end staging *(continued)*

As at 31 December 2023

	12-month ECLs	Lifetime ECLs			
	Stage 1 US\$'000	Stage 2 US\$'000	Stage 3 US\$'000	Simplified approach US\$'000	Total US\$'000
Trade receivables*	–	–	–	326,536	326,536
Financial assets included in prepayments, deposits and other receivables					
– Normal**	46,002	–	401	–	46,403
Pledged deposits					
– Not yet past due	5,637	–	–	–	5,637
Cash and cash equivalents					
– Not yet past due	294,471	–	–	–	294,471
Total	346,110	–	401	326,536	673,047

* For trade receivables to which the Group applies the simplified approach for impairment, information based on the provision matrix is disclosed in note 21 to the financial statements.

** The credit quality of the financial assets included in prepayments, other receivables and other assets is considered to be “normal” when they are not past due and there is no information indicating that the financial assets had a significant increase in credit risk since initial recognition. Otherwise, the credit quality of the financial assets is considered to be “doubtful”.

NOTES TO FINANCIAL STATEMENTS

31 December 2024

37. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES *(continued)*

Liquidity risk

The Group's objective is to maintain a balance between continuity of funding and flexibility through the use of bank loans.

The maturity profile of the Group's financial liabilities as at the end of the reporting period, based on the contractual undiscounted payments, is as follows:

	2024		
	On demand or no later than 1 year US\$'000	1 to 5 years US\$'000	Total US\$'000
Trade payables	95,104	–	95,104
Other payables	35,869	–	35,869
Interest-bearing bank borrowings	1,436	4,732	6,168
Lease liabilities	2,870	5,265	8,135
Total	135,279	9,997	145,276

	2023		
	On demand or no later than 1 year US\$'000	1 to 5 years US\$'000	Total US\$'000
Trade payables	82,756	–	82,756
Other payables	32,366	–	32,366
Interest-bearing bank borrowings	1,563	6,161	7,724
Lease liabilities	3,167	5,556	8,723
Total	119,852	11,717	131,569

37. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES *(continued)*

Capital management

The primary objectives of the Group's capital management are to safeguard the Group's ability to continue as a going concern and to maintain healthy capital ratios in order to support its business and maximise shareholders' value.

The Group manages its capital structure and makes adjustments to it in light of changes in economic conditions and the risk characteristics of the underlying assets. To maintain or adjust the capital structure, the Group may adjust the dividend payment to shareholders, return capital to shareholders or issue new shares. The Group is not subject to any externally imposed capital requirements. No changes were made in the objectives, policies or processes for managing capital during the years ended 31 December 2024 and 2023.

The Group monitors capital using a gearing ratio, which is net debt divided by equity. Net debt is calculated as interest-bearing bank borrowings (note 26) less cash and cash equivalents (note 23). Capital represents equity attributable to owners of the parent. As at 31 December 2024 and 2023, the Group had a net cash position. The gearing ratios as at the end of the reporting periods were as follows:

	2024 US\$'000	2023 US\$'000
Net cash over debt	417,676	287,361
Equity	1,102,216	1,051,205
Gearing ratio	N/A	N/A

NOTES TO FINANCIAL STATEMENTS

31 December 2024

38. STATEMENT OF THE FINANCIAL POSITION OF THE COMPANY

Information about the statement of financial position of the Company at the end of the reporting period is as follows:

	2024 US\$'000	2023 US\$'000
NON-CURRENT ASSETS		
Investments in subsidiaries	680,527	680,530
Total non-current assets	680,527	680,530
CURRENT ASSETS		
Due from subsidiaries	735,867	619,908
Deposits and other receivables	17	5
Cash and cash equivalents	6,781	58
Total current assets	742,665	619,971
CURRENT LIABILITIES		
Other payables	795	951
Due to subsidiaries	423,024	297,798
Total current liabilities	423,819	298,749
NET CURRENT ASSETS	318,846	321,222
Net assets	999,373	1,001,752
EQUITY		
Share capital	10,546	10,171
Reserves (Note)	988,827	991,581
Total equity	999,373	1,001,752

Chen Li-Ming, Lawrence
Director

Chi Lo-Jen
Director

38. STATEMENT OF THE FINANCIAL POSITION OF THE COMPANY *(continued)*

Note:

A summary of the Company's reserves is as follows:

	Share premium US\$'000	Capital reserve US\$'000	Shares held for share award scheme US\$'000	Capital redemption reserve US\$'000	Share option reserve US\$'000	Contribution surplus US\$'000	Retained profits US\$'000	Total US\$'000
As at 1 January 2023	156,252	1,146	(2,722)	190	11,930	530,465	284,482	981,743
Total comprehensive income for the year	-	-	-	-	-	-	93,015	93,015
Equity-settled share option arrangements	-	-	-	-	3,474	-	-	3,474
Transfer of share option reserve upon the forfeiture or expiry of share options	-	-	-	-	(2,359)	-	2,359	-
Issue of shares upon exercise of share options	1,732	-	-	-	(309)	-	-	1,423
Final 2022 dividend	-	-	-	-	-	-	(45,590)	(45,590)
Interim 2023 dividend	-	-	-	-	-	-	(42,484)	(42,484)
As at 31 December 2023 and 1 January 2024	157,984	1,146	(2,722)	190	12,736	530,465	291,782	991,581
Total comprehensive income for the year	-	-	-	-	-	-	94,237	94,237
Equity-settled share option arrangements	-	-	-	-	1,477	-	-	1,477
Issue of shares upon exercise of share options	39,629	-	-	-	(6,515)	-	-	33,114
Final 2023 dividend	-	-	-	-	-	-	(63,415)	(63,415)
Interim 2024 dividend	-	-	-	-	-	-	(68,167)	(68,167)
As at 31 December 2024	197,613	1,146	(2,722)	190	7,698	530,465	254,437	988,827

39. APPROVAL OF THE FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board on 20 March 2025.

FINANCIAL SUMMARY

	For the year ended 31 December				2024 US\$'000
	2020 US\$'000	2021 US\$'000	2022 US\$'000	2023 US\$'000	
RESULTS					
Revenue	1,135,880	1,540,608	1,630,771	1,492,651	1,545,114
Profit for the year	1,064	90,838	117,187	140,255	170,134
Attributable to:					
Equity owners of the Company	1,685	89,694	118,033	141,072	171,049
Non-controlling interests	(621)	1,144	(846)	(817)	(915)
	1,064	90,838	117,187	140,255	170,134
	As at 31 December				2024 US\$'000
	2020 US\$'000	2021 US\$'000	2022 US\$'000	2023 US\$'000	
ASSETS AND LIABILITIES					
Total assets	1,149,555	1,298,208	1,258,083	1,359,701	1,423,366
Total liabilities	(225,716)	(281,487)	(242,134)	(292,237)	(305,827)
Shareholders' funds	923,839	1,016,721	1,015,949	1,067,464	1,117,539

CORPORATE INFORMATION AND FINANCIAL CALENDAR 2024/2025

BOARD OF DIRECTORS

Executive Directors

CHEN Li-Ming, Lawrence, *Chairman*
CHI Lo-Jen, *Chief Executive Officer*
GILLMAN Charles Christopher
CHIANG Yi-Min, Harvey

Independent Non-Executive Directors

BOLLIGER Peter
CHAN Fu Keung, William, *BBS*
YUE Chao-Tang, Thomas
WAN Sin Yee, Cindy

AUDIT COMMITTEE

YUE Chao-Tang, Thomas, *Chairman*
CHAN Fu Keung, William, *BBS*
WAN Sin Yee, Cindy

CORPORATE GOVERNANCE COMMITTEE

BOLLIGER Peter, *Chairman*
CHAN Fu Keung, William, *BBS*
YUE Chao-Tang, Thomas

EXECUTIVE COMMITTEE

CHI Lo-Jen, *Chairman*
CHEN Li-Ming, Lawrence
GILLMAN Charles Christopher
CHIANG Yi-Min, Harvey

NOMINATION COMMITTEE

WAN Sin Yee, Cindy, *Chairman*
BOLLIGER Peter
CHAN Fu Keung, William, *BBS*
YUE Chao-Tang, Thomas

REMUNERATION COMMITTEE

CHAN Fu Keung, William, *BBS, Chairman*
YUE Chao-Tang, Thomas
WAN Sin Yee, Cindy

AUTHORISED REPRESENTATIVES

CHI Lo-Jen
KAN Siu Yim, Katie

CHIEF FINANCIAL OFFICER

TAM Siu Ming, Andrew

COMPANY SECRETARY

KAN Siu Yim, Katie

LEGAL ADVISER

Chiu & Partners
40th Floor, Jardine House
1 Connaught Place, Hong Kong

AUDITORS

Ernst & Young
Certified Public Accountant
Registered Public Interest Entity Auditor
27/F, One Taikoo Place,
979 King's Road,
Quarry Bay, Hong Kong

PRINCIPAL BANKERS

Chinatrust Commercial Bank, Ltd.
The Hongkong and Shanghai Banking
Corporation Limited
Citibank Taiwan Ltd.

PRINCIPAL SHARE REGISTRAR AND TRANSFER OFFICE

Suntera (Cayman) Limited
Suite 3204, Unit 2A, Block 3, Building D
P.O. Box 1586, Gardenia Court, Camana Bay
Grand Cayman, KY1-1100
Cayman Islands

HONG KONG SHARE REGISTRAR AND TRANSFER OFFICE

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REGISTERED OFFICE

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STOCK CODE

1836

WEBSITE

www.stella.com.hk

CORPORATE INFORMATION AND FINANCIAL CALENDAR 2024/2025

FINANCIAL CALENDAR 2024/2025

2024 Annual Results Announcement	20 March 2025
Closure of Register of Members	12 May 2025 to 15 May 2025
Annual General Meeting	15 May 2025
Payment of Final Dividend	6 June 2025
2025 Interim Results Announcement	On or about 21 August 2025

In the event of inconsistency, the English version shall prevail over the Chinese version.

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Stella International Holdings Limited
九興控股有限公司*

(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 1836)

** for identification purpose only*