



Alpha Professional Holdings Limited
阿爾法企業控股有限公司*

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立的有限公司)

(Stock Code 股份代號 : 948)

**ENVIRONMENTAL,
SOCIAL AND GOVERNANCE
REPORT 2025 環境、社會及管治報告**

Environmental, Social and Governance Report 2025

二零二五年度環境、社會及管治報告

ABOUT THIS REPORT

Alpha Professional Holdings Limited (the “Company” and its subsidiaries, collectively the “Group”), hereby presents this Environmental, Social and Governance (the “ESG”) Report (the “ESG Report” or “Report”) for the year ended 31 March 2025.

OBJECTIVES

To comply with the requirements of the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set forth in Appendix C2 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”), disclosures relating to the material ESG issues identified have been included in this ESG Report pursuant to the mandatory disclosure requirements and “comply or explain” provisions, including general disclosure requirements and key performance indicators (“KPIs”) of the ESG Guide. Those ESG issues and KPIs reflect the Group’s significant environmental and social impacts during operations, or substantially influence the assessments and decisions of stakeholders.

ESG GOVERNANCE STRUCTURE

Board Statement

The Group recognises its corporate social responsibility owed to the society, and the board (the “Board”) of directors (the “Director(s)”) plays a primary role in overseeing the ESG issues of the Group. Consequently, in fulfilling its ESG responsibilities, the Board regularly assesses the impact of ESG-related risks on operations, and has developed corresponding policies to mitigate the associated risks.

ESG issues are identified and evaluated for their potential material risks posed to the Group. Once identified, the Board takes appropriate measures to neutralise such risks arising from these material ESG-related issues.

With the aim of aligning its operations with sustainable development goals, the Group integrates social and environmental considerations into its daily business activities where practicable, whilst balancing the cost of such integration against tangible returns. The Group focuses on reducing its environmental impact, enhancing employee well-being, and strengthening community engagement, thereby fulfilling its responsibilities to all stakeholders.

GOVERNANCE STRATEGY

ESG constitutes a crucial component of the Group’s risk management and internal control systems, where the Board is responsible for overseeing the Group’s ESG strategy and reporting, as well as guiding the management in the designing, implementing and monitoring of internal control systems to address the ESG-related issues.

The Group has established the following teams which were led by the Board to manage and handle ESG matters, and their responsibilities are shown as follows:

關於本報告

Alpha Professional Holdings Limited 阿爾法企業控股有限公司*（「本公司」及其附屬公司，統稱「本集團」）謹此提呈截至二零二五年三月三十一日止年度的環境、社會及管治（「環境、社會及管治」）報告（「環境、社會及管治報告」或「報告」）。

目標

為遵循香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄C2所載的環境、社會及管治報告指引（「環境、社會及管治指引」）規定，有關已識別之重大環境、社會及管治事宜的披露已根據環境、社會及管治指引的強制披露規定及「不遵守就解釋」條文（包括一般披露規定及關鍵績效指標（「關鍵績效指標」））收錄於本環境、社會及管治報告。該等環境、社會及管治事宜以及關鍵績效指標反映本集團在經營過程中對環境和社會的重大影響或對持份者的評估及決策產生的重大影響。

環境、社會及管治的管治架構

董事會聲明

本集團深知其對社會的企業社會責任，且董事（「董事」）會（「董事會」）在監察本集團的環境、社會及管治事宜方面發揮主要作用。因此，在履行環境、社會及管治責任時，董事會定期評估環境、社會及管治相關風險對營運的影響，並制定相關政策以降低相關風險。

本集團識別及評估環境、社會及管治事宜對其構成的潛在重大風險。一旦確定，董事會即會採取適當措施，以消除該等重大環境、社會及管治相關事宜所產生的相關風險。

為了使本集團的營運符合可持續發展的目標，在可行情況下，本集團將社會及環境考慮因素融入其日常業務活動中，同時平衡該整合成本和有形回報。本集團專注於減少環境影響、提升僱員福利及加強社區參與，從而履行其對所有持份者的責任。

管治策略

環境、社會及管治是本集團風險管理及內部監控系統的重要組成部分，董事會負責監督本集團環境、社會及管治策略及匯報，並指導管理層設計、執行及監督內部監控系統，以處理環境、社會及管治相關事宜。

本集團已建立以下由董事會領導的團隊以管理及處理環境、社會及管治事項，彼等的職責如下所示：

* 僅供識別

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The Board

- Has overall responsibility for the Group's ESG strategy and reporting;
- Adopts a top-down management approach to managing ESG issues;
- Delegates ESG-related responsibilities to the audit committee of the Company (the "Audit Committee") and senior management;
- Ensures appropriate ESG-related goals and targets have been set up;
- Reviews the progress of ESG-related goals and targets; and
- Reviews and approves the ESG Report.

Audit Committee

- Evaluates and determines ESG-related risks through risk-assessment reviews;
- Reports to the Board on identified ESG-related findings and issues; and
- Ensures appropriate and effective risk management and internal control systems related to ESG matters.

Senior Management

- Develops ESG policies and measures;
- Designs, implements and monitors the risk management and internal control systems related to ESG matters;
- Ensures compliance with legal requirements related to ESG matters;
- Sets up ESG-related goals and targets;
- Monitors the progress and performance of ESG initiatives;
- Reports to the Board on ESG work (including the progress of ESG-related goals and targets); and
- Prepares ESG report.

董事會

- 全面負責本集團的環境、社會及管治策略及匯報；
- 採用自上而下的管理方法管理環境、社會及管治事宜；
- 將與環境、社會及管治相關的職責委派予本公司審核委員會（「審核委員會」）及高級管理層；
- 確保已設立與環境、社會及管治相關的適當目標及指標；
- 檢討與環境、社會及管治相關的目標及指標的進展；及
- 檢討及審批環境、社會及管治報告。

審核委員會

- 透過風險評估審查評估及釐定環境、社會及管治相關風險；
- 向董事會匯報所發現與環境、社會及管治相關的調查結果及事宜；及
- 確保與環境、社會及管治事項相關的風險管理及內部監控系統屬適當及有效。

高級管理層

- 制定環境、社會及管治政策和措施；
- 設計、執行和監督與環境、社會及管治事項相關的風險管理及內部監控系統；
- 確保遵守與環境、社會及管治事項相關的法律規定；
- 設立與環境、社會及管治相關的目標及指標；
- 監督環境、社會及管治舉措的進展及表現；
- 向董事會匯報環境、社會及管治工作（包括與環境、社會及管治相關的目標及指標的進展）；及
- 編製環境、社會及管治報告。

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Departments and Business Units

- Implements ESG policies and measures;
- Reports to the management on ESG work; and
- Collects feedback from stakeholders.

GOAL AND PROGRESS REVIEW

The above teams also set the ESG-related goals including the environmental and social goals for the sustainability of the Group's business, such goals are shown as follows:

- While promoting the steady growth of business, the Group regards social and environmental responsibility as one of the core values in its business operations;
- A key environmental concern of the Group is the consumption of energy and the corresponding greenhouse gas emissions from the trading of milk powder and foods (the "Milk Products Business"), the provision of the warehouse logistics services (the "Logistics Business") and property investment (the "Property Investment");
- The main environmental goal/target of the Group is to maintain stable energy efficiency;
- A key social concern of the Group is the safety and well-being of employees as they are the foundation of business growth; and
- The main social goal/target of the Group is to maintain a safe working environment and maintain close relationships with employees.

The teams regularly review and evaluate the KPIs' performance on ESG issues, and report to the Board on the status and performance of KPIs in alignment with the ESG-related goals which include environmental and the social goals. The Board assesses KPIs progresses against the Group's strategic philosophy to determine goal feasibility. The Group has conducted thorough reviews of ESG performance against established goals and targets. If progress falls short of expectations or operational changes occur, modifications and communication with key stakeholders, such as employees, customers and suppliers, regarding adjusted goals and targets may be required.

As business evolves, the Board proactively identifies emerging ESG issues and continuously monitors the potential ESG-related risks arising from material sustainability matters that may impact the Group.

The Group is committed to undertaking ESG responsibilities and improving its ESG performance by upholding good corporate governance standards, implementing environmentally friendly measures, responding to stakeholders' expectation with practical actions and promoting the sustainable development of the Group.

部門及業務單位

- 執行環境、社會及管治政策及措施；
- 向管理層匯報環境、社會及管治工作；及
- 收集持份者的反饋。

目標和進展檢討

上述團隊亦為本集團業務的可持續性設定環境、社會及管治相關目標（包括環境及社會目標），該等目標列示如下：

- 在促進業務穩定增長的同時，本集團將社會和環境責任視為其業務運營的核心價值之一；
- 本集團的主要環境關注在於奶粉及食品貿易（「奶類產品業務」）、提供倉儲物流服務（「物流業務」）以及物業投資（「物業投資」）過程中的能源消耗及相應的溫室氣體排放；
- 本集團的主要環境目標／指標是保持穩定的能源效率；
- 本集團的主要社會關注是僱員的安全及健康，因為彼等是業務增長的基礎；及
- 本集團的主要社會目標／指標是保證安全的工作環境並與僱員保持密切關係。

團隊定期審查及評估環境、社會及管治事宜的關鍵績效指標表現，並根據環境、社會及管治相關目標（包括環境及社會目標）向董事會匯報關鍵績效指標的狀況及表現。董事會根據本集團的策略理念評估關鍵績效指標的進展，以確定目標的可行性。本集團已針對既定的目標及指標，對環境、社會及管治表現進行了徹底的審查。倘進展不及預期或營運發生變化，則或需調整，並就調整後的目標及指標與僱員、客戶及供應商等主要持份者進行溝通。

隨著業務的發展，董事會主動識別新出現的環境、社會及管治事宜，並持續監控可能影響本集團的重大可持續發展事宜所產生的潛在環境、社會及管治相關風險。

本集團致力承擔環境、社會及管治責任，並透過維持良好的企業管治標準、落實環保措施、以切實可行的行動回應持份者的期望以及促進本集團可持續發展，藉以提升其環境、社會及管治表現。

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REPORTING SCOPE

During the year ended 31 March 2025, the Group was principally engaged in the Milk Products Business, the Logistics Business and the Property Investment. Several new subsidiaries were set up or acquired by the Group and commenced operations during March 2024 to January 2025. Especially, the Group acquired during the year the e-commerce platform for integrating with its Milk Products Business and 100% beneficial interests in San Tai Distribution Company Limited, which is principally engaged in bonded warehouse storage, general warehouse storage, devanning, and freight forwarder services, representing material components of the Group's ESG performance. Both the environmental and social KPI data from those subsidiaries have been included into the reporting scope of the Report and will be disclosed in the reporting year. This ESG Report presents the Group's consolidated performance on environmental and social aspects across all business operations, covering the period from 1 April 2024 to 31 March 2025. The ESG information and KPI performance for a subsidiary set up in March 2024, which were first time included in this reporting year, were excluded from the reporting scope for the comparative data covering the period from 1 April 2023 to 31 March 2024.

REPORTING PRINCIPLES

This Report is prepared in accordance with the ESG Guide, based on the following reporting principles:

Materiality

The Group engages with its stakeholders to identify and assess ESG issues that matter most from their perspectives. The Group assesses the materiality of these ESG issues based on the corresponding risks posed to the Group's business sustainability.

Quantitative

Where applicable, the Group provided information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption as disclosed in the respective sections in this Report. Comparative data is also given where appropriate.

Balance

The Group avoided intentional selections, omissions, or presentation formats that might inappropriately influence a decision or judgment to provide an unbiased picture of its performance.

Consistency

The Group applied consistent methodologies to allow for meaningful comparisons of ESG data over time.

報告範圍

於截至二零二五年三月三十一日止年度，本集團主要從事奶類產品業務、物流業務及物業投資。本集團成立或收購多家新附屬公司，並於二零二四年三月至二零二五年一月期間開始營運。其中，本集團於年內收購了與其奶類產品業務相結合的電子商務平台，以及三泰集運有限公司（主要從事保稅倉庫儲存、一般倉庫儲存、拆箱及貨運代理服務）的100%實益權益，作為本集團環境、社會及管治表現的重要組成部分。該等附屬公司的環境及社會關鍵績效指標數據已納入本報告的報告範圍，並將於報告年度內披露。本環境、社會及管治報告涵蓋二零二四年四月一日至二零二五年三月三十一日期間本集團所有業務營運於環境及社會方面的綜合表現。於二零二四年三月成立之附屬公司的環境、社會及管治資料及關鍵績效指標表現乃首次納入本報告年度，並未計入涵蓋二零二三年四月一日至二零二四年三月三十一日期間的比較數據的報告範圍內。

報告原則

本報告乃根據環境、社會及管治指引及以下報告原則編製：

重要性

本集團與其持份者合作，從彼等的角度識別和評估最重要的環境、社會及管治事宜。本集團根據對本集團業務可持續性產生的相應風險來評估該等環境、社會及管治事宜的重要性。

量化

在適用情況下，本集團提供有關所用標準、方法、假設及／或計算工具，以及所使用的轉換因素來源的資料，用於匯報排放量／能源耗用（誠如本報告各節所披露）。比較數據亦於適當時提供。

平衡

本集團避免可能會對決策或判斷產生不恰當影響的有意選擇、遺漏或呈報格式，以提供對其表現的公正描述。

一致性

本集團應用一致的方法，以便對不同時期的環境、社會及管治數據作有意義的比較。

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Stakeholders' Engagement

The Group is committed to maintaining sustainable business growth and protecting the environment of the communities in which it operates. Through constructive communications with its stakeholders, including management, government/regulatory organisations, shareholders/investors, employees, customers, suppliers and general public, the Group strives to balance diverse opinions and interests to guide its sustainable strategy. The Group has established effective risk management measures and internal control systems function to systematically assess and identify its environmental, social and governance risks. The following table illustrates the management responses to the stakeholders' expectations and concerns:

持份者參與

本集團致力於維持可持續的業務增長及保護營運所在社區的環境。透過與管理層、政府／監管組織、股東／投資者、僱員、客戶、供應商及公眾等持份者的建設性溝通，本集團致力平衡不同的意見及利益，以指引其可持續發展策略。本集團已建立有效的風險管理措施及內部監控系統，以系統性地評估及識別環境、社會及管治風險。下表列示管理層對持份者的期望與關注的回應：

Stakeholders 持份者	Expectations and concerns 期望與關注	Management responses 管理層回應
Management 管理層	<ul style="list-style-type: none"> Regular meetings 定期會議 	<ul style="list-style-type: none"> Financial results 財務業績 Sustainability business development 業務可持續發展
Government/regulatory organisations 政府／監管組織	<ul style="list-style-type: none"> Compliance in laws and regulations 遵守法律及規例 Fulfil tax obligations 履行稅務責任 	<ul style="list-style-type: none"> Establish comprehensive and effective internal control system 設立全面及有效的內部監控系統 Uphold integrity and compliance in operations 於營運中秉持誠信及合規 Pay tax on time, and in return contributing to the society 按時繳稅以回饋社會
Shareholders/investors 股東／投資者	<ul style="list-style-type: none"> Return on investments 投資回報 Information transparency 資訊透明度 Corporate governance system 企業管治系統 	<ul style="list-style-type: none"> Management possesses relevant experience and professional knowledge in business sustainability 管理層具備業務可持續性的相關經驗及專業知識 Ensure transparent and effective communications by dispatching information on the websites of the Stock Exchange and the Company 透過聯交所及本公司網站披露資訊，確保透明度及有效溝通 Continue to improve the internal control system and focus on risk management 持續改善內部監控系統並專注風險管理 Maintain good and stable financial performance and business growth 保持良好及穩定的財務表現及業務增長

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Stakeholders 持份者	Expectations and concerns 期望與關注	Management responses 管理層回應
Employees 僱員	<ul style="list-style-type: none"> Labour rights 勞工權益 Career development 職業發展 Compensation and welfare 報酬與福利 Health and workplace safety 健康及工作場所安全 Good relationship 良好關係 	<ul style="list-style-type: none"> Set up contractual obligations to protect labour rights 制定合約責任以保護勞工權益 Encourage employees to participate in continuous education and professional training 鼓勵僱員參與持續教育及專業培訓 Establish a fair, reasonable and competitive remuneration scheme 建立公平、合理和具競爭力的薪酬方案 Pay attention to occupational health and safety 關注職業健康及安全 Maintain good relationships with employees 與僱員維持良好關係
Customers 客戶	<ul style="list-style-type: none"> High quality products and services 高品質的產品及服務 Timely delivery 及時交貨 Reasonable price 合理價格 Good relationship 良好關係 	<ul style="list-style-type: none"> Improve the quality of products and services continuously in order to maintain customer satisfaction 持續改良產品與服務的品質以維持客戶滿意度 Establish an effective, efficient and green supply chain system 建立有效、高效的綠色供應鏈系統 Formulate comprehensive quality assurance process and recall procedures 制定全面的質量保證流程和回收程序 Ensure proper contractual obligations are in place 確保恰當地履行合約責任 Establish strong relationships with customers 與客戶建立緊密關係
Suppliers 供應商	<ul style="list-style-type: none"> Stable demand 穩定需求 Good relationship 良好關係 Corporate reputation 企業聲譽 	<ul style="list-style-type: none"> Ensure proper contractual obligations are in place 確保恰當地履行合約責任 Establish policy and procedures in supply chain management 制定供應鏈管理的政策及程序 Establish and maintain strong and long-term relationships with suppliers 與供應商建立及保持緊密且長遠的關係 Select suppliers with due care 嚴謹篩選供應商
General public 公眾	<ul style="list-style-type: none"> Involvement in communities 社區參與 Environmental protection awareness 環境保護意識 	<ul style="list-style-type: none"> Pay attention to climate change 關注氣候變化 Encourage employees to actively participate in charitable activities and volunteer services 鼓勵僱員積極參加慈善活動及志願服務

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MATERIALITY ASSESSMENT

In order to identify and assess material ESG-related issues, the Group considers the materiality of relevant data or information, depending on its importance and relevance to the Group's business and operations.

The Group uses the following process to evaluate, prioritise and manage material ESG-related issues:

Step 1: Identification

- The key ESG-related issues were identified in accordance with the ESG Guide, the business characteristics of the Group, and peer benchmarking

Step 2: Prioritisation

- The management collects feedback from the stakeholders during daily operation
- The management takes into account the materiality to stakeholders and materiality to business when prioritising ESG-related issues

Step 3: Validation

- The issues with higher priority were identified as material issues, and the materiality assessment result was reviewed and confirmed by the Board

重要性評估

為識別及評估重大的環境、社會及管治相關事宜，本集團已根據相關數據或資料對本集團業務及營運而言之重要性及關聯程度考慮其重要性。

本集團使用以下流程來評估、優先排序和管理與環境、社會及管治相關的重大事宜：

第1步：識別

- 本集團根據環境、社會及管治指引、本集團業務特點、同業對標識別關鍵環境、社會及管治相關事宜

第2步：優先性

- 管理層在日常運營過程中收集持份者的反饋
- 管理層在對環境、社會及管治相關議題進行優先排序時，會考慮對持份者的重要性和對業務的重要性

第3步：驗證

- 較優先議題識別為重要議題，重要性評估結果由董事會審閱及確認

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During the year ended 31 March 2025, the Group evaluated multiple environmental, social and operational factors, and assessed their materiality to both stakeholders and the Group through various channels. The assessment helps to ensure that the Group's business objectives and development direction align with the stakeholders' expectations and requirements. The matters of concerns from both the Group and stakeholders are presented in the following materiality matrix:

於截至二零二五年三月三十一日止年度，本集團已評估多項環境、社會及營運因素，並透過不同渠道評估該等因素對持份者與本集團的重要性。該評估有助於確保本集團業務目標及發展方向符合持份者的期望與要求。本集團和持份者所關注的事項均列載於以下重要性矩陣圖內：

MATERIALITY MATRIX

重要性矩陣圖

Importance to Stakeholders 對持份者的重要性	High 高	<ul style="list-style-type: none"> ◇ Anti-discrimination measures 反歧視措施 ◇ Labour rights protection 勞工權益保護 	<ul style="list-style-type: none"> ◇ Talent management 人才管理 ◇ Staff training and promotion opportunity 員工培訓與晉升機會 ◇ Staff compensation and welfare 員工報酬與福利 	<ul style="list-style-type: none"> ➤ Application of clean production and green products 潔淨生產與綠色產品的應用 ◆ Customers satisfaction 客戶滿意度 ◆ Product quality and safety 產品質量與安全 ◆ Suppliers management 供應商管理 ◇ Occupational health and workplace safety 職業健康與工作場所安全
	Medium 中	<ul style="list-style-type: none"> ◆ Community contribution 社區貢獻 	<ul style="list-style-type: none"> ➤ Greenhouse gas emission 溫室氣體排放 ➤ Climate change 氣候變化 ➤ Use of resources 資源使用 ◆ Anti-corruption 反貪污 	<ul style="list-style-type: none"> ➤ Exhaust air emission 廢氣排放 ➤ Sewage discharge 廢水排放 ◆ Operational compliance 營運合規 ◆ Customers privacy 客戶私隱
	Low 低	<ul style="list-style-type: none"> ◇ Preventive measures for child and forced labour 預防童工及強制勞工的措施 	<ul style="list-style-type: none"> ➤ Generation of non-hazardous wastes 產生無害廢物 ➤ Water resources utilisation 水資源利用 	<ul style="list-style-type: none"> ➤ Use of raw materials 原材料使用 ➤ Generation of hazardous wastes 產生有害廢物
		Low 低	Medium 中	High 高

Importance to the Group

對本集團的重要性

- Environmental
環境方面
- ◇ Employee
僱員方面
- ◆ Operation
營運方面

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A. ENVIRONMENTAL

A1 Emissions

Given the nature of the business, the Group's operation only generated minimal air pollutant emissions and does not generate substantial emissions (such as hazardous or polluted air emissions, waste and water discharges) or create significant impact on the environment during the reporting year. The Group maintains rigorous environmental controls and has established detailed procedures to detect any potential pollution incidents which may affect the surrounding environment. The Group is committed to minimising its environmental impacts through ongoing initiatives including responsibly managing its business, reducing its carbon footprint and enhancing resource efficiency. The Group has established a five-year sustainability goal to achieve 5% reduction in indirect greenhouse gas emission compared with emission generated in the year ended 31 March 2025.

During the year ended 31 March 2025, the Group maintained full compliance with applicable environmental laws and regulations which have a significant impact on the Group relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, where applicable. Hence, the Group had no records of penalty or warning relating to air, water and wastes pollution and discharges from any environmental department or alerts from any environmental agencies in the People's Republic of China (the "PRC") and Hong Kong. The following are the rules and regulations in relation to environmental protection applicable to the Group:

- Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong)
- "Environmental Protection Law of the People's Republic of China"* (Chairman's Decree No. 9: 2015.01.01 Implementation Edition)
- "Atmospheric Pollution Prevention and Control Law of the People's Republic of China"* (Chairman's Decree No. 31: 2016.01.01 Implementation Edition)
- "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes"*
- "National Environmental Emergency Response Plan"

Air pollutants emission

The Group's newly owned or operated vehicles give rise to emissions of air pollutants in this reporting year. The principal emissions include nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and respiratory suspended particles ("RSP"), also known as Particulate Matter ("PM") produced locally by vehicles, industrial and commercial processes.

A. 環境

A1 排放物

鑒於其業務性質，本集團的業務在報告年度內僅產生少量空氣污染排放物，並無產生大量其他排放物（例如有害或污染氣體排放物、廢物及水排放等）或對環境造成重大影響。本集團維持嚴格的環境控制，並已制定詳細的程序，以檢測任何可能影響周邊環境的潛在污染事件。本集團致力透過持續的措施，包括負責任地管理其業務、減少其碳排放量及提高資源效益，將對環境的影響減至最低。本集團已訂立五年可持續發展目標，將間接溫室氣體排放量與截至二零二五年三月三十一日止年度的排放量相比減少5%。

截至二零二五年三月三十一日止年度，本集團一直全面遵守對本集團有重大影響的適用環保法律及法規，包括有關氣體排放物、向水及土地排放以及產生有害及無害廢物（如適用）。因此，本集團並無接獲中華人民共和國（「中國」）及香港任何環保部門有關空氣、水及廢物污染及排放的處罰或警告，亦無接獲任何環保機構的提醒。以下為適用於本集團的有關環境保護的規則及規例：

- 香港法例第311章《空氣污染管制條例》
- 《中華人民共和國環境保護法》（主席令第九號：二零一五年一月一日實施版）
- 《中華人民共和國大氣污染防治法》（主席令第三十一號：二零一六年一月一日實施版）
- 《中華人民共和國固體廢物污染環境防治法》
- 《國家突發環境事件應急預案》

空氣污染物排放

本集團新擁有或營運的車輛於本報告年度產生空氣污染排放。主要排放物包括車輛、工業及商業程序在本地產生的氮氧化物（「氮氧化物」）、硫氧化物（「硫氧化物」）及呼吸性懸浮顆粒物（「呼吸性懸浮顆粒物」），亦稱顆粒物（「顆粒物」）。

* For identification purpose only

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A summary on the relevant emissions related KPIs for the year ended 31 March 2025 (with comparative figures for the year ended 31 March 2024) is disclosed as follows:

截至二零二五年三月三十一日止年度與排放相關的關鍵績效指標（連同截至二零二四年三月三十一日止年度的比較數字）的概要披露如下：

Types of Emissions	排放物種類	2025 二零二五年	2024 二零二四年
Nitrogen Oxides (NO _x)	氮氧化物	268.92 kg 268.92 千克	N/A 不適用
Sulphur Oxides (SO _x)	硫氧化物	5.23 kg 5.23 千克	N/A 不適用
Particulate Matter (PM)	顆粒物	19.80 kg 19.80 千克	N/A 不適用

(Note 1) Air emissions KPIs are calculated with reference to the formula and emission factor in "How to Prepare an ESG Report? Appendix 2: Reporting Guidance on Environmental KPIs" published by Hong Kong Exchanges and Clearing Limited.

(附註1) 氣體排放物關鍵績效指標經依據香港交易及結算所有限公司公佈的「如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引」之公式及排放系數計算。

Greenhouse gas emission

Greenhouse gas emission constitutes the Group's significant environmental impact, originating from three key sources: fuels combustion in mobile equipment (e.g. vehicles) controlled by the Group (Scope 1 - Direct emissions), electricity consumption at its offices (Scope 2 - Indirect emissions) and business travels by employees (Scope 3 - Other emissions).

A summary on the relevant emissions related KPIs for the year ended 31 March 2025 (with comparative figures for the year ended 31 March 2024) is disclosed as follows:

Scope 1 - Direct emissions:

GHG emissions from mobile combustion sources for road, air and water transport

Carbon Dioxide ("CO₂"), methane ("CH₄") and nitrous oxide ("N₂O") (generated from vehicles):

溫室氣體排放

溫室氣體排放構成本集團對環境的重大影響，主要來自三個來源：本集團控制的移動設備（如車輛）的燃料燃燒（範圍1—直接排放）、辦公室的電力消耗（範圍2—間接排放）以及僱員出差（範圍3—其他排放）。

截至二零二五年三月三十一日止年度與排放相關的關鍵績效指標（連同截至二零二四年三月三十一日止年度的比較數字）的概要披露如下：

範圍1—直接排放：

公路、航空及水上運輸的移動燃燒源產生的溫室氣體排放

二氧化碳（「二氧化碳」）、甲烷（「甲烷」）及一氧化二氮（「一氧化二氮」）（由車輛產生）：

Types of Emissions	排放物種類	2025 二零二五年	2024 二零二四年
Carbon Dioxide (CO ₂)	二氧化碳	840.16 kg 840.16 千克	N/A 不適用
Methane (CH ₄)	甲烷	2.52 kg 2.52 千克	N/A 不適用
Nitrous Oxide (N ₂ O)	一氧化二氮	104.25 kg 104.25 千克	N/A 不適用

Scope 2 - Indirect emissions:

Main sources from purchased electricity and gas

CO₂ (generated from purchased electricity):

範圍2—間接排放：

主要來自購買的電力和氣體

二氧化碳（由購買電力產生）：

Types of Emissions	排放物種類	2025 二零二五年	2024 二零二四年
Carbon Dioxide (CO ₂)	二氧化碳	56,207.87 kg 56,207.87 千克	4,063.39 kg 4,063.39 千克

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Scope 3 - Other emissions:
CO₂ (generated from flights taken during business travel by employees):

範圍3—其他排放：
二氧化碳(由僱員出差乘搭飛機產生)：

Types of Emissions	排放物種類	2025 二零二五年	2024 二零二四年
Carbon Dioxide (CO ₂)	二氧化碳	8,982 kg 8,982 千克	689.40 kg 689.40 千克

Total GHG Emission Intensity per Office Area:

每辦公室面積的溫室氣體總排放密度：

Types of Emissions	排放物種類	2025 二零二五年	2024 二零二四年
Greenhouse gas emissions (GHG) intensity (Office area: 2025: 1,758.49 square meter ("sqm"); 2024: 217.99 sqm)	溫室氣體排放密度 (辦公室面積：二零二五年： 1,758.49 平方米(「平方米」)； 二零二四年：217.99 平方米)	37.61 kg/sqm 37.61 千克／平方米	21.80 kg/sqm 21.80 千克／平方米

(Note 1) Air emissions KPIs are calculated with reference to the formula and emission factor in "How to Prepare an ESG Report? Appendix 2: Reporting Guidance on Environmental KPIs" published by Hong Kong Exchanges and Clearing Limited.

(附註1) 氣體排放物關鍵績效指標經依據香港交易及結算有限公司公佈的「如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引」之公式及排放系數計算。

Greenhouse gas emissions generated from the combustion of fuels in mobile sources, such as vehicles controlled by the Group (Scope 1 - Direct emissions), will be disclosed starting from this reporting year. In additions, electricity consumption at the Group's offices (Scope 2 - Indirect emissions) increased due to the relocation of the Hangzhou office with expanded areas and greater electricity usage for daily operations. The rise in GHG emissions from employee business travel (Scope 3 - Other emissions) was driven by an increased frequency of flights for business and operational needs. Therefore, the addition of new office spaces and associated energy demands, coupled with intensified business travel, contributed materially to the significant increase in overall GHG emissions and GHG intensity during this reporting year.

由本集團控制的車輛等移動設備燃燒燃料所產生的溫室氣體排放(範圍1—直接排放)將於本報告年度開始披露。此外，由於杭州辦公室搬遷，面積擴大，日常營運的用電量增加，本集團辦公室的用電量(範圍2—間接排放)亦有所增加。僱員出差(範圍3—其他排放)所產生的溫室氣體排放量增加，是由於因業務及營運需求而增加的航班次數所致。因此，新增的辦公空間和相關的能源需求，加上日益頻繁的商務差旅，是導致本報告年度整體溫室氣體排放量和溫室氣體密度大幅增加的重要原因。

In order to reduce greenhouse gas emissions, the Group has implemented a series of energy-saving and energy-efficient measures. Please refer to the subsection headed "Environmental Protection Policies – Energy Management" below for the policies and measures that the Group adopted to reduce greenhouse gas emissions.

為減少溫室氣體排放，本集團已實施一系列節能及能源效益措施。有關本集團為減少溫室氣體排放所採納的政策及措施，請參閱下文「環保政策—能源管理」分節。

Hazardous and non-hazardous waste

The Group did not generate any hazardous waste during the year ended 31 March 2025. The non-hazardous wastes produced by the Group primarily consisted of paper and solid office wastes from its operation, which were insignificant and had minimal impact on the environment. Consequently, the Group considers that its operation did not materially affect the environment.

有害及無害廢物

本集團於截至二零二五年三月三十一日止年度並無產生任何有害廢物。本集團所產生的無害廢物主要為營運時產生的不重要且對環境影響微乎其微的紙張及辦公固體廢物。因此，本集團認為，其營運並無對環境造成重大影響。

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The Group is committed to minimising waste generation across all operations. Under the current operational pattern, the Group remains zero hazardous waste generation and aims to stabilise the consumption levels of non-hazardous waste. Please refer to the subsection headed “Waste Management” below for the policies the Group adopted to reduce waste.

Environmental Protection Policies

Environmental protection is one of the Group’s key concerns. The Group is committed to adhering to all applicable national/local environmental laws and regulations, while integrating sustainability principles throughout business operations. The management of the Group regularly monitors environmental performance to drive continuous improvement. To support the above-mentioned emission objectives, the Group has adopted the following policies for energy and waste management:

1. Energy Management

The indirect greenhouse gas emissions, generated from daily electricity consumption and business travel, are the main source of the Group’s carbon footprint, which will be monitored and assessed regarding operational environmental impact. At the same time, the Group has implemented the following energy-saving and energy-efficient measures at its offices:

- Turn off lights and electrical devices when not used;
- Deploy natural light as much as possible on office floors;
- Use efficient energy saving electrical appliances;
- Clean and maintain office equipment (such as air-conditioners) regularly to maintain energy efficiency;
- Adjust the indoor temperature to an average of between 24 and 26 degrees Celsius; and
- Adopt virtual alternatives (such as videoconferencing and virtual communication) for reducing the frequency of business travel.

2. Waste Management

The Group adopts a responsible waste management policy to minimise waste generation, including waste avoidance, reducing waste from its source, reusing and recycling, and responsible disposal of waste. Employees are also encouraged to participate in all reduction initiatives.

本集團致力於所有營運活動中盡量減少所產生的廢物數量。在目前的營運模式下，本集團保持不產生有害廢物，並致力穩定無害廢物的消耗水平。請參閱下文「廢物管理」分節的本集團採納減少廢物的政策。

環保政策

環境保護是本集團其中一個主要關注點。本集團致力於遵守所有適用的國家／地方環境法律和法規，同時將可持續發展原則融入整個業務營運中。本集團管理層定期監控環境表現以推動持續改善。為支持上述排放目標，本集團已採納以下能源及廢物管理政策：

1. 能源管理

從日常電力消耗及出差所產生的間接溫室氣體排放，是本集團碳排放量的主要來源。我們會就營運對環境的影響進行監控和評估。同時，本集團已在辦公室執行以下節能及能源效益措施：

- 關閉不使用的電燈及電力設備；
- 在辦公室樓層盡量採用自然光；
- 使用高效節能電器；
- 定期清洗及維護辦公設備（如空調）以維持能源效益；
- 將室內溫度調節至平均攝氏24至26度之間；及
- 採用虛擬替代方案（例如視頻會議及虛擬通訊）以降低出差頻率。

2. 廢物管理

本集團採用負責任的廢物管理政策以盡量減少廢物產生，包括避免浪費、從源頭減少廢物、再使用及回收以及負責任地處置廢物。我們亦鼓勵僱員參與所有減排計劃。

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A2 Use of Resources

The use of resources in the course of the Group's business operations mainly includes the consumption of energy, water, and paper.

Energy consumption

During the year ended 31 March 2025, the use of electricity represented the Group's the major energy consumption, accounting for total consumption of approximately 119,531.80 kWh. The consumption intensity was approximately 67.97 kWh/sqm (2024: 7,125 kWh and its intensity was 32.68 kWh/sqm).

The Group's electricity consumption increased significantly, driven by the expanded ESG scope and larger office area. This growth occurred despite limited consumption from two other locations: one HK office where electricity consumption data was unavailable as the electricity bills were incorporated into the management fees and one PRC office that was unoccupied on weekdays during the year ended 31 March 2025. Significant changes in office space usage resulted in both higher absolute electricity consumption required for daily operations and increased electricity consumption intensity compared to the previous year. The Group recognises the rise in energy consumption as a transitional impact of its operational expansion and is committed to mitigating future consumption.

Water consumption

Water consumed by the Group was exclusively for general office operation, with no water sourcing issues encountered. During the year ended 31 March 2025, the water consumption volume of the Group was 454.04 m³ with an intensity of 0.25820 m³/sqm (2024: 12.37 m³ and its intensity was 0.05673 m³/sqm).

Water consumption was primarily from the Hangzhou office in the previous year, but the water usage pattern has shifted. There was a significant increase in the water consumption data attributable to expanded ESG scope and enlarged office space. The water consumption data for current year primarily originated from the HK office, as measurement was unavailable for certain PRC offices. This limitation resulted from the incorporation of water costs within management fees for the new office and partial occupancy of one PRC office. The Group also experienced a significant increase in water consumption intensity due to the significant changes in its use of office areas.

Paper consumption

During the year ended 31 March 2025, the total amount of paper consumption of the Group was approximately 772.50 kg, with an intensity of 0.44 kg/sqm (2024: 95.5kg with an intensity of 0.44 kg/sqm).

Due to the expanded ESG scope and a larger office area, the total paper consumption of the Group increased. However, with significant changes in the use of office areas, the intensity of paper consumption remains unchanged for the year ended 31 March 2025.

A2 資源使用

於本集團的業務營運過程中使用的資源主要包括能源、水及紙張的消耗。

能源消耗

於截至二零二五年三月三十一日止年度，電力使用量為本集團主要能源消耗，總消耗量約119,531.80千瓦時。消耗密度約為67.97千瓦時／平方米（二零二四年：7,125千瓦時及其密度為32.68千瓦時／平方米）。

由於環境、社會及管治範圍擴大及辦公室面積增加，本集團的電力使用量顯著增加。截至二零二五年三月三十一日止年度，儘管本集團另外兩個辦公室的電力使用量有限（香港辦公室因電費已納入管理費內而無法提供用電數據，中國辦公室於工作日無人使用），電力使用量仍見增長。辦公室使用空間的重大變化導致日常營運所需的絕對用電量及用電密度均較去年增加。本集團認為能源消耗上升是營運擴張的過渡性影響，並致力減低未來的能源消耗。

水消耗

本集團的水消耗僅用於一般辦公室營運，並無遇到水源問題。截至二零二五年三月三十一日止年度，本集團的用水量為454.04立方米，密度為0.25820立方米／平方米（二零二四年：12.37立方米及其密度為0.05673立方米／平方米）。

去年，水消耗主要來自杭州辦公室，但用水模式已有所轉變。由於擴大了環境、社會及管治範圍及辦公室面積，水消耗數據顯著增加。由於若干中國辦公室未能提供有關數據，本年度的水消耗數據主要來自香港辦公室。此限制是由於新辦公室的水費成本已計入管理費內，以及中國辦公室被部分使用所致。由於辦公室使用面積的顯著變化，本集團的水消耗密度亦顯著增加。

紙張消耗

於截至二零二五年三月三十一日止年度，本集團的紙張消耗總量為約772.50千克，密度為0.44千克／平方米（二零二四年：95.5千克，密度為0.44千克／平方米）。

由於擴大環境、社會及管治範圍及辦公室面積增加，本集團的紙張消耗總量有所增加。然而，隨著辦公室使用面積的顯著變化，紙張消耗密度於截至二零二五年三月三十一日止年度維持不變。

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A summary on the relevant use of resources related KPIs for the year ended 31 March 2025 (with comparative figures for the year ended 31 March 2024) is disclosed as follows:

於截至二零二五年三月三十一日止年度，與資源使用相關的關鍵績效指標（連同截至二零二四年三月三十一日止年度的比較數字）的概要披露如下：

Use of Resources	資源使用	2025 二零二五年	2024 二零二四年
Electricity	電力	119,531.80 kWh 119,531.80千瓦時	7,125 kWh 7,125千瓦時
Electricity consumption intensity	電力消耗密度	67.97 kWh/sqm 67.97千瓦時／平方米	32.68 kWh/sqm 32.68千瓦時／平方米
Water	水	454.04 m ³ 454.04立方米	12.37 m ³ 12.37立方米
Water consumption intensity	水消耗密度	0.25820 m ³ /sqm 0.25820立方米／平方米	0.05673 m ³ /sqm 0.05673立方米／平方米
Paper	紙張	772.50 kg 772.50千克	95.50 kg 95.50千克
Paper consumption intensity	紙張消耗密度	0.44 kg/sqm 0.44千克／平方米	0.44 kg/sqm 0.44千克／平方米

Green initiatives and measures

The Group is committed to conserving resources in its business activities, including energy, water and paper. Through established green initiatives, the Group seeks to reduce both the use of resources and the consequential carbon footprint. The Group has set targets to further decrease its resource-related KPIs by 5%, including energy, water and paper usage, by the end of the next reporting year as compared to the corresponding figures for the year ended 31 March 2025 in this ESG Report. To achieve these targets, the Group has engaged employees through green awareness promotion programs to foster environmentally responsible behaviors. During the year ended 31 March 2025, the Group adopted the following green initiatives and measures to enhance resource efficiency:

1. Reducing Electricity Consumption

Energy consumption represents a key focus area in the Group's resource management. The Group consistently maintains commitment to optimising energy efficiency by requesting all employees to comply with its energy-saving policy.

綠色舉措及措施

本集團在其商業活動中致力節約資源，包括能源、水及紙張。通過既定的綠色舉措，本集團尋求減少使用資源及相應的碳排放量。本集團已設定目標，在下一個報告年度末，與於本環境、社會及管治報告中截至二零二五年三月三十一日止年度的相應數據水平相比，與資源相關的關鍵績效指標（包括能源、水及紙張使用）將進一步減少5%。為達致該等目標，本集團已透過綠色意識推廣計劃讓僱員參與，以培養負責任的環保行為。於截至二零二五年三月三十一日止年度，本集團採納下列綠色舉措及措施，以提高資源使用效率：

1. 減少耗電

能源消耗是本集團資源管理的重點。本集團要求全體僱員遵守其節能政策，從而貫徹優化能源效率的承諾。

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2. Reducing Paper Consumption

Waste management and waste reduction are fundamental components of environmental strategies, which help conserve valuable resources. In order to reduce paper consumption, the Group has developed the following measures:

- Think before printing;
- Place waste paper recycling bin next to the printer to facilitate collection or reuse;
- Print on both sides of the paper;
- Use both sides of the paper for writing;
- Disseminate internal communication through email or implement electronic office systems;
- Bring own cups to the office and avoid using paper cups;
- Reuse old stationeries such as folders and envelopes; and
- Reuse packaging boxes.

3. Water Conservation

Recognising fresh water as a vital and finite natural resource, the Group is committed to protecting the water resource and encouraging all employees to develop water-saving habits.

Packaging material for finished products

Since the Group's product packaging processes are fully managed by the suppliers, the direct consumption of packaging materials was negligible during the year ended 31 March 2025.

A3 The Environment and Natural Resources

Given the nature of the business, the Group maintains minimal direct impacts on the environment and natural resources in the course of its operations.

The Group proactively mitigates its direct or indirect impact on the environment and natural resources through structured management approaches including regulatory compliance, employee engagement and operational conservation measures:

- Ensure its business operations comply with the environmental laws in the PRC and Hong Kong;

2. 減少用紙

管理及減少廢物是環境策略的基本組成部分，有助保護寶貴資源。為了減少用紙，本集團已制定以下措施：

- 打印之前思考是否必要；
- 在打印機旁邊放置廢紙回收箱以便回收或再利用；
- 雙面打印；
- 雙面書寫；
- 通過電子郵件傳遞內部訊息或實施電子辦公系統；
- 自攜杯子至辦公室及避免使用紙杯；
- 重複使用文件夾及信封等舊文具；及
- 重複使用包裝箱。

3. 節約用水

本集團深知淡水是重要而有限的天然資源，因此致力於保護水資源，並鼓勵所有僱員養成節約用水的習慣。

製成品的包裝材料

由於本集團的產品包裝工序完全由供應商管理，截至二零二五年三月三十一日止年度，包裝材料的直接消耗量微不足道。

A3 環境及天然資源

鑒於其業務性質，本集團於其營運中對環境及天然資源的直接影響極微。

本集團透過結構化的管理方法，包括遵守法規、僱員參與及營運節約措施，主動減輕對環境及天然資源的直接或間接影響：

- 確保其業務營運符合中國及香港之環境法律；

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- Strengthen employees' awareness on environmental protection through training; and
- Monitor its daily business operations in conserving energy and water to reduce direct impact on the environment.

To enhance environmental protection capabilities, the Group has implemented resources efficiency and emission reduction measures across key operational areas, including measures on electricity, water and paper consumption. For further details, please refer to the sections headed "Use of Resources" above.

The Group is committed to monitoring and mitigating potential environmental impacts of its business operations through control measures, in order to ensure operational activities are aligned with environmental protection objectives while generating long-term value for the stakeholders as well as the communities where the Group operates.

A4 Climate change

The Group recognises that climate change as a global issue with far-reaching consequences. The Group is aware of material impacts of climate change on the sustainable development of its business operations, including potential risks to supply chains, operational efficiency, and stakeholder value.

The Group has implemented an integrated a top-bottom governance system to comprehensively manage the climate-related risks. Potential climate impacts have been continuously monitored to enable proactive strategic planning and risk mitigation. The systematic oversight is supported by clearly defined policies and procedures that provide operational guidance for addressing climate change challenges.

The Group has incorporated ESG-related risks, such as climate-related risk, into its risk management system. The integrated system enables the identification and assessment of potential risks specific to the Group's operational context. In particular, the Group evaluates climate change risks through the actual and potential impacts on business operations and revenues, ensuring corresponding management approaches are tailored to its operational realities and strategic objectives.

- 透過培訓，加強僱員的環保意識；及
- 監控其日常業務營運中節約能源及水的措施，以減少對環境的直接影響。

為提升環保能力，本集團已在主要營運範疇實施資源效益及減排措施，包括有關電力、水及紙張消耗的措施。更多詳情請參閱上文「資源使用」一節。

本集團致力於透過控制措施監控和緩解其業務營運對環境的潛在影響，以確保營運活動符合環保目標，同時為持份者以及本集團營運所在的社區創造長期價值。

A4 氣候變化

本集團深知氣候變化乃影響深遠的全球性問題。本集團意識到氣候變化對其業務營運可持續發展的重大影響，包括對供應鏈、營運效率和持份者價值的潛在風險。

本集團已實施一套自上而下的綜合管理系統，以全面管理與氣候相關的風險。本集團對潛在的氣候影響進行持續監控，以實現積極的戰略規劃和風險緩解。系統性的監督由明確界定的政策和程序支持，為應對氣候變化挑戰提供營運指導。

本集團已將環境、社會及管治相關風險（如氣候相關風險）納入其風險管理體系。綜合體系可識別和評估本集團營運環境特有的潛在風險。特別是，本集團透過對業務營運及收益的實際及潛在影響來評估氣候變化風險，確保相應的管理方法符合其營運現況及策略目標。

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Given the nature of business activities, climate change-induced extreme weather events present material risks to the Group's operations, including potential disruption to supply chain stability and threat to employees' safety during severe weather conditions. As the core business involves domestical and international distribution of milk products, extreme weather events may disrupt procurement processes and delay product delivery. Such logistical challenges could lead to inconsistent and unstable products availability, directly affecting business operation. Furthermore, delayed delivery may result in customer dissatisfaction, ultimately having a negative impact on sales revenues. Additionally, severe weather conditions create commuting hazards for employees, jeopardizing their safety and potentially affecting workforce availability.

The Group has implemented contingency plans and disaster preparedness plans to enhance its overall resilience against natural disasters, and to ensure timely and effective emergency response capabilities while preventing climate crises. To mitigate climate-related supply chain vulnerabilities, the Group is committed to diversifying its supplier networks by identifying alternative suppliers across geographically dispersed locations. The Group would consider maintaining strategic stock reserves to absorb short-term disruptions.

Flexible work arrangements have been implemented during severe weather conditions. The work policy will be reviewed regularly and refined based on operational experience and the evolving needs of both employers and employees.

In alignment with the climate risk management objectives, the Group will actively respond to the relevant policies of local governments to continuously refine its contingency plans while enhancing operational resilience to extreme weather events.

B. SOCIAL

B1 Employment

Respect for human and labour rights has been an integral part of the Group's sustainability strategy. The Group firmly believes that its employees are invaluable assets and essential drivers of its business success. Therefore, the Group prioritizes maintaining positive employee relationship through caring for the well-being of the employees, including supporting their physical and mental health and providing comfortable and efficient working environment with legislative protection and equal opportunities in their career path.

鑒於其業務活動的性質，氣候變化引發的極端天氣事件對本集團的營運構成重大風險，包括可能破壞供應鏈的穩定性，以及在惡劣天氣情況下對僱員的安全造成威脅。由於核心業務涉及牛奶產品的國內及國際分銷，極端天氣事件可能會擾亂採購流程及延誤產品交付。有關對物流的挑戰可能導致產品供應參差及不穩定，直接影響業務營運。此外，延遲交付可能導致客戶不滿，最終對銷售收入造成負面影響。此外，惡劣天氣條件會對僱員的通勤造成危險，危及彼等的安全，並可能影響勞動力。

本集團已實施應急預案及備災預案，增強我們對自然災害的整體應變能力，並確保及時有效的緊急應變能力，同時預防氣候危機。為減輕與氣候相關的供應鏈脆弱性，本集團致力於通過在地理位置分散的地點物色替代供應商，使其供應商網絡多元化。本集團會考慮維持策略性的存貨儲備，以緩衝短期中斷。

惡劣天氣情況下已實施彈性工作安排。該工作政策將根據營運經驗以及僱主和僱員不斷變化的需求定期進行檢討和改進。

為配合氣候風險管理目標，本集團將積極響應地方政府的相關政策，不斷完善應急預案，同時提升對極端天氣事件的營運應變能力。

B. 社會

B1 僱傭

尊重人權及勞工權利一直是本集團可持續戰略不可或缺的一部分。本集團堅信其僱員為寶貴資產，是企業成功的核心力量。因此，本集團致力於通過關懷僱員的福祉來維護積極的僱員關係，包括支持身心健康及提供舒適、高效且受法例保障的工作環境，並在事業發展上提供平等機會。

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The Group has complied with all the relevant employment laws and regulations, such as the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and the Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong) as well as the "Labour Law of the PRC" and the "Labour Contract Law of the PRC" during the year ended 31 March 2025.

1. *Remuneration*

The Group maintains a competitive remuneration policy. Employee remuneration packages, including salary and discretionary performance bonus, are aligned with the Group's financial results, market standards as well as individual performance and contributions. To ensure ongoing market competitiveness, the Group conducts regular reviews of its remuneration structure.

2. *Dismissal*

The Group ensures that its employees are protected under the employment laws of Hong Kong and the PRC, including but not limited to the following protections:

- Dismissal is for good causes and not due to discriminations;
- An employee cannot be dismissed when she has been confirmed pregnant or given notice of pregnancy; and
- An employee cannot be dismissed when he or she takes a paid sick leave.

3. *Recruitment and promotion*

Recruitment and promotion should be fair and transparent for all employees. All decisions are made exclusively on the basis of professional qualifications, individual performance, and relevant skills, without consideration of age, sex, physical or mental health status, marital status, family status, race, skin colour, nationality, religion, political affiliation and sexual orientation. The Group dedicates significant resources to maintaining optimal working environment and providing professional development opportunities.

4. *Working hours and rest periods*

The Group creates an excellent and comfortable working environment. Based on the features of its principal business, the Group has established appropriate working hours and adequate rest breaks for all staff members. The Group also provides paid leave, marriage leave, maternity leave, casual leave and compassionate leave in addition to the statutory holidays.

本集團已於截至二零二五年三月三十一日止年度遵守所有相關僱傭法律及規例，例如香港法例第57章《僱傭條例》及香港法例第282章《僱員補償條例》以及《中國勞動法》及《中國勞動合同法》。

1. *薪酬*

本集團維持具競爭力之薪酬政策。僱員薪酬包括薪金及酌情表現花紅，與本集團之財務業績、市場標準以及個別表現和貢獻相一致。為確保持續市場競爭力，本集團定期檢討其薪酬架構。

2. *解僱*

本集團確保其僱員均得到香港及中國僱傭法律的保障，包括但不限於以下保障：

- 解僱是基於充分的理由，而非因為歧視所造成；
- 當僱員已確定懷孕或發出懷孕通知時，不得被解僱；及
- 當僱員放有薪病假時，不得被解僱。

3. *招聘及晉升*

對於所有僱員而言，招聘及晉升均應公平及透明。所有決策均基於專業資格、個人表現及相關技能作出，而不考慮年齡、性別、身體或精神健康狀況、婚姻狀況、家庭狀況、種族、膚色、國籍、宗教、政治取向及性取向。本集團投入大量資源以維持最佳工作環境並提供專業發展機會。

4. *工作時數及假期*

本集團營造優良舒適的工作環境。基於其主營業務的特點，本集團為所有員工設定合適的工作時數及充足的休息時間。除法定假日外，本集團亦提供有薪假期、婚假、產假、臨時事假及恩恤假。

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5. Policy on equal opportunity, diversity, anti-discrimination and other benefits

The Group maintains the commitment to equal opportunity employment principles. Candidates are evaluated objectively based on their experience, qualifications and abilities. The Group upholds the fundamental principle that no individual should be treated less favourably due to his/her personal characteristics such as gender, pregnancy, marital status, disability, family status, and race.

Fair treatment and respect are essential for maintaining a diverse and harmonious working environment. The Group is dedicated to providing equal opportunities and eliminating any form of discrimination or harassment against staff regardless of age, gender, race, language, religion, disability, sexual orientation or any other personal characteristics. Only candidates' qualifications, experiences and skills are taken into consideration when making employment and promotion decisions.

To attract and retain talents, the Group offers attractive remuneration packages, welfare and benefits, skills training and career advancement opportunities. Employees are entitled to medical insurance and retirement benefits. Clear career progression pathways have also been set up to support employees' professional development.

A summary on the relevant employee composition related KPIs of the Group for the year ended 31 March 2025 (with comparative figures for the year ended 31 March 2024) is disclosed as follows:

5. 有關平等機會、多元化、反歧視及其他福利的政策

本集團堅守平等就業機會原則。根據應徵者的經驗、資歷及能力，對彼等進行客觀評估。本集團秉持的基本原則是任何人都不得因其性別、懷孕、婚姻狀況、殘障、家庭狀況及種族等個人特徵而受到較差的待遇。

公平待遇與尊重對維持多元化的和諧工作環境至關重要。本集團致力於為員工提供平等機會及消除對員工的任何形式的歧視或騷擾，而不論其年齡、性別、種族、語言、宗教、殘障、性取向或任何其他個人特徵如何。於作出聘用及晉升決定時，僅會考慮候選人的資歷、經驗及技能。

為吸引及挽留人才，本集團提供具吸引力的薪酬待遇、福利及利益、技能培訓及職業晉升機會。僱員有權享有醫療保險及退休福利。本集團亦設有清晰的職業發展道路，以支持僱員專業發展。

本集團於截至二零二五年三月三十一日止年度與僱員組成相關的關鍵績效指標（連同截至二零二四年三月三十一日止年度的比較數字）概要披露如下：

		2025 二零二五年 No. of Staff 員工數目	2024 二零二四年 No. of Staff 員工數目
Total workforce	僱員總數	104	15
Total workforce by gender	按性別劃分的僱員總數		
Male	男性	62	6
Female	女性	42	9
Total workforce by employment type	按僱傭類型劃分的僱員總數		
Full-time	全職	104	7
Part-time	兼職	–	8
Total workforce by age group	按年齡組別劃分的僱員總數		
Below 30	30歲以下	26	3
30 to 50	30至50歲	60	10
Over 50	50歲以上	18	2
Total workforce by geographical region	按地區劃分的僱員總數		
Hong Kong	香港	30	7
PRC	中國	74	8
Australia	澳洲	–	–

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A summary on the relevant employee turnover rate related KPIs of the Group for the year ended 31 March 2025 (with comparative figures for the year ended 31 March 2024) is disclosed as follows:

本集團於截至二零二五年三月三十一日止年度與僱員流失率相關的關鍵績效指標（連同截至二零二四年三月三十一日止年度的比較數字）概要披露如下：

		2025 二零二五年 Turnover Rate 流失率	2024 二零二四年 Turnover Rate 流失率
Employee turnover rate	僱員流失率	33%	107%
Employee turnover rate by gender	按性別劃分的僱員流失率		
Male	男性	34%	83%
Female	女性	31%	122%
Employee turnover rate by age group	按年齡組別劃分的僱員流失率		
Below 30	30歲以下	38%	167%
30 to 50	30至50歲	38%	80%
Over 50	50歲以上	6%	150%
Employee turnover rate by geographical region	按地區劃分的僱員流失率		
Hong Kong	香港	10%	71%
PRC	中國	42%	125%
Australia	澳洲	—	100%

B2 Health and Safety

The Group is committed to maintaining a safe, healthy and hygienic workplace for all employees and individuals affected by its operations. The Group strictly adhere to all applicable occupational health and safety regulations, and require full compliance from all employees. During the year ended 31 March 2025, the Group complied with all the relevant laws and regulations such as the “Law of the PRC on Work Safety”, the “Law of the PRC on Prevention and Control of Occupational Diseases”, ensuring a safe and healthy working environment for employees and protecting them from occupational hazards. In particular, the Group is committed to implementing the following measures:

- Develop internal guidelines to ensure meeting or exceeding the requirements of relevant laws for workplace safety and environmental conditions;
- Establish safety procedures for potentially hazardous work;
- Provide necessary protective equipment and medical insurance to the employees;
- Establish emergency measures such as fire or explosion emergency plan;

B2 健康與安全

本集團致力於為全體僱員及受到其營運影響的個人維持安全、健康及衛生的工作場所。本集團嚴格遵守所有適用的職業健康與安全規例，並要求全體僱員悉數遵守。於截至二零二五年三月三十一日止年度，本集團遵守所有相關法律及規例，如《中國安全生產法》及《中國職業病防治法》，確保為其僱員提供安全及健康的工作環境，並保障彼等免受職業危害。尤其是，本集團承諾實行以下措施：

- 制定內部指引，以確保符合或高於相關法律對工作場所安全及環境條件的要求；
- 就潛在危險工作制定安全程序；
- 向僱員提供必要的保護裝備及醫療保險；
- 制定緊急措施，例如火警或爆炸應變計劃；

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- Regularly arrange rescue, fire and evacuation drills;
- Maintain a healthy and safe working environment;
- Actively promote environmental protection, health and safety awareness of the employees, and support the development of environmental protection, health and safety in the industry; and
- Provide all employees with necessary job information, guidance, training and supervision to minimise occupational hazards.

The Group has implemented active monitoring including inspections of the workplace and equipment. The continuous monitoring enables identification of potential issues before they escalate into workplace incidents, accidents or ill-health in the workplace.

The Group has maintained a healthy and safe working environment, and recorded no lost work days due to work injury. There have been no work-related fatalities in each of the past three years (including the year ended 31 March 2025).

The Group was not aware of any non-compliance with relevant laws and regulations that had significant impact on the Group in providing a safe and healthy working environment for employees and protecting employees from occupational hazards.

B3 Development and Training

To accomplish the corporate objectives as well as support personnel development of employees, the Group is committed to fostering a culture of continuous learning.

To enhance corporate governance, the Company ensures the Board remain informed of regulatory developments through distribution of updated Listing Rules and regulations and other finance and management reference materials. The Company also received written confirmation from all Directors confirming their participation in continuous professional development training to develop and refresh their knowledge and skills in accordance with the code provisions of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules during the year ended 31 March 2025.

The Group has implemented multifaceted training programs encompassing orientation for new employees, leadership and management development, and ongoing skills training for all staff. These initiatives aim to improve employees' work efficiency, professional knowledge and job-specific competencies, while encouraging continuous learning and growth for achieving outstanding performance and maintaining intellectual curiosity. Employees are encouraged to tailor their own training schedules and select appropriate training sources with flexibility.

- 定期安排救援、火警及疏散演習；
- 維持健康及安全的工作環境；
- 積極促進僱員的環保、健康及安全意識，並支持業內的環保、健康及安全的發展；及
- 向所有僱員提供必要的工作資料、指引、培訓及監督，以盡力減少職業危害。

本集團已實施主動監測，包括對工作場所及設備進行檢查。持續的監測能夠將潛在問題在升級成工作場所事故、意外或不良健康的工作場所之前識別出來。

本集團已維持健康及安全的工作環境，概無錄得因工傷損失的工作日數。於過去三年（包括截至二零二五年三月三十一日止年度）各年內概無與工作相關的傷亡事故。

就為僱員提供安全及健康的工作環境及保護僱員免受職業危害方面，本集團並不知悉有任何違反相關法律及規例而對本集團有重大影響的情況。

B3 發展及培訓

為達成企業目標及支持僱員的個人發展，本集團致力培養持續學習文化。

為加強企業管治，本公司透過派發最新的上市規則及規例以及其他財務及管理參考材料，以確保董事會知悉法規發展。本公司亦接獲全體董事的確認書，確認董事已於截至二零二五年三月三十一日止年度根據上市規則附錄C1所載企業管治守則之守則條文參與持續專業發展培訓，以發展及更新其知識及技能。

本集團已實施多方面的培訓計劃，包括新員工入職培訓、領導及管理發展以及針對所有員工的持續技能培訓。該等措施旨在提高僱員的工作效率、專業知識及工作能力，同時鼓勵員工不斷學習和成長，以達到卓越的表現及保持求知欲。本集團鼓勵僱員制定自己的培訓計劃，並靈活選擇合適的培訓來源。

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A summary on the relevant development and training related KPIs of the Group for the year ended 31 March 2025 (with comparative figures for the year ended 31 March 2024) is disclosed as follows:

本集團於截至二零二五年三月三十一日止年度與發展及培訓相關的關鍵績效指標（連同截至二零二四年三月三十一日止年度的比較數字）概要披露如下：

		2025 二零二五年 Percentage % 百分比%	2024 二零二四年 Percentage % 百分比%
Percentage of employees trained	受訓僱員百分比	22%	47%
Trained percentage by gender	按性別劃分的受訓百分比		
Male	男性	52%	57%
Female	女性	48%	43%
Trained percentage by employee category	按僱員類別劃分的受訓百分比		
Senior management	高級管理層	30%	72%
Middle-level management	中級管理層	13%	14%
Entry Level	初級	57%	14%
		2025 二零二五年 Hours 時數	2024 二零二四年 Hours 時數
Average training hours	平均培訓時數		
Average training hours per employee	每名僱員的平均培訓時數	0.71	3.40
Average training hours by gender	按性別劃分的平均培訓時數		
Male	男性	0.70	4.42
Female	女性	0.71	2.72
Average training hours by employee category	按僱員類別劃分的平均培訓時數		
Senior management	高級管理層	1.86	5.50
Middle-level management	中級管理層	0.68	4.75
Entry Level	初級	0.48	1.75

During the year ended 31 March 2025, the Company provided trainings to employees on the Listing Rules, accounting policies, corporate governance, ESG reporting, internal control, and valuation techniques. The training conducted in the PRC office primarily consisted of on-the-job training, while HK offices focused on training related to guidance for safe working. Meanwhile, the Group's expanded ESG scope led to significant workforce growth, resulting in substantial increase in both the number of employees trained and total percentage of employees trained but a corresponding reduction in the average training hours.

截至二零二五年三月三十一日止年度，本公司為員工提供了有關上市規則、會計政策、企業管治、環境、社會及管治報告、內部監控及估值技術的培訓。於中國辦事處進行的培訓主要為在職培訓，而香港辦事處側重於安全工作指導相關的培訓。同時，本集團擴大了環境、社會及管治範圍，令員工人數顯著增加，從而使得培訓員工人數及培訓員工總百分比大幅增加，但平均培訓時數相應減少。

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B4 Labour Standards

The Group prohibits any engagement of child and forced labour in any of its operations. The Group strictly adhere to all applicable labor laws regarding minimum working age requirements, recognising that they have the right to pursue education. With the aim of preventing child labour employment, the recruitment process requires mandatory age verification through official documentation reviews. Anyone who is forced to work by means of physical punishment, abuse, involuntary servitude, peonage or trafficking is strictly forbidden. The Group also exercises due diligence in supplier and contractor selection to exclude any business partners associated with child or forced labour employment for their products or services.

To enforce these standards, the Group has implemented the following procedures to prevent child and forced labour:

- Confidential employee reporting channels, including employee opinion boxes, have been set up to allow employees to report any suspected child and/or forced labour;
- Human resource department conducts rigorous pre-employment screening, with particular attention to age verification for all applicants; and
- If any child and forced labour is identified, thorough investigation and remedial actions would be conducted immediately.

During the year ended 31 March 2025, the Group was not aware of any non-compliance with relevant laws and regulations concerning recruitment of child labour or forced labour practices.

B5 Supply Chain Management

The Group attaches great importance to maintaining long-term and mutually beneficial relationships with its suppliers who share common moral values and standards with us. The Group's procurement strategy emphasises fairness, transparency, and sustainability, ensuring cooperation exclusively with suppliers who are committed to corporate responsibility and quality excellence. Furthermore, the Group also actively encourages suppliers to promote efficient use of resources and environmental protection to fulfil corporate social responsibility through the following policies:

- Advocate the principle of fair and open competition, developing and maintaining long-term relationships with the suppliers and contractors based on mutual trust;
- Adopt strict ethical standards in procurement components, products and services to ensure the quality of the finished products and maintain the continued confidence of the clients, suppliers and the general public;

B4 勞工準則

本集團禁止在其任何業務中聘用任何童工及強制勞工。本集團嚴格遵守所有有關最低工作年齡的適用勞工法例並承認僱員有接受教育的權利。為防止聘用童工，招聘過程要求透過檢查應徵者的身份證明文件核實其法定年齡。嚴禁聘用經體罰、虐待、非自願勞役、勞役償債或人口販賣手段而被迫工作的任何人士。本集團亦於選擇供應商及承包商時進行盡職調查，以排除彼等的產品或服務中涉及童工或強制勞工的任何業務合作夥伴。

為執行該等準則，本集團實施以下措施以防止童工及強制勞工：

- 保密的僱員舉報渠道，包括設立僱員意見箱，以允許僱員舉報任何可疑的童工及／或強制勞工；
- 人力資源部進行嚴格的入職篩選，尤其注意所有申請人的年齡證明；及
- 倘發現任何童工及強制勞工，將立即進行全面調查及採取補救行動。

於截至二零二五年三月三十一日止年度，本集團未發現任何違反與招募童工或強制勞工行為有關的相關法律及法規的情況。

B5 供應鏈管理

本集團非常重視與我們有共同道德價值觀及標準的供應商保持長期互利的關係。本集團的採購策略強調公平、透明及可持續性，確保僅與致力於企業責任及卓越質量的供應商合作。此外，本集團亦透過以下政策積極鼓勵供應商促進有效使用資源及環保以履行企業社會責任：

- 提倡公平及公開競爭的原則，並與供應商及承包商發展及維持基於互信的長遠關係；
- 於採購零件、產品及服務方面採納嚴格道德標準，以確保製成品質量，並維持客戶、供應商及社會大眾一直以來的信心；

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- Perform periodic assessment on the suppliers based on price, quality, suitability and demands. Only those qualified suppliers will remain in the approved supplier list;
- Support and encourage suppliers to improve their production and working environment, as well as their employees' benefits and protections; and
- Request all suppliers to comply with the relevant laws, regulations and contractual obligations.

During the year ended 31 March 2025, the Group has implemented the above established supplier management procedures, and all qualified suppliers fulfilled the requirements.

The Group recognises the importance of managing environmental and social risks throughout its supply chain. The Group maintains collaborative partnerships with its suppliers to ensure consistent deliveries of high-quality products. The Group has embedded environmental and social consideration in the procurement processes, supplier communications and periodic supplier assessments.

During the supplier selection and contract drafting processes, the following factors are considered in achieving "Green Procurement" within the Group's supply chain:

- Use of environmentally-friendly resources in provision of products/services;
- Efforts to limit the emission of pollutants;
- Responsible management of environmental impacts;
- Compliance with local environmental and social law and regulations;
- Historical incidents on bribery, corruption, and money laundering;
- Provision of a safe working environment in compliance with local laws or practices; and
- Community investment initiatives and efforts.

- 根據價格、質量、合適性及需求，定期對供應商進行評核，只有合資格的供應商將留在我們經審核的供應商名單上；
- 支持及鼓勵供應商改善彼等的生產及工作環境以及彼等僱員的福利及保障；及
- 要求所有供應商遵守相關法律、規例及合約責任。

於截至二零二五年三月三十一日止年度，本集團已實施上述既定供應商管理程序，且所有合資格供應商均符合要求。

本集團認識到在整個供應鏈中管理環境和社會風險的重要性。本集團與供應商保持合作夥伴關係，以確保始終如一地交付高質量的產品。本集團在採購過程、供應商溝通及定期供應商評估中納入環境及社會考量因素。

在篩選供應商及草擬合約的過程中，本集團就促成供應鏈「環保採購」時曾考量以下因素：

- 有否在提供產品／服務時使用環保資源；
- 有否致力限制污染物排放；
- 有否盡責管理環境影響；
- 有否遵循當地環境及社會法律及規例；
- 過往有否存在行賄、貪污及洗黑錢事件；
- 有否提供符合當地法律或慣例的安全工作環境；及
- 有否積極主動參與社區投資。

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A summary on the relevant number of suppliers related KPIs of the Group for the year ended 31 March 2025 (with comparative figures for the year ended 31 March 2024) is disclosed as follows:

本集團於截至二零二五年三月三十一日止年度與供應商數目相關的關鍵績效指標（連同截至二零二四年三月三十一日止年度的比較數字）概要披露如下：

Location of suppliers	供應商地點	2025 二零二五年	2024 二零二四年
HK	香港	2	2
PRC	中國	40	—
New Zealand	新西蘭	1	—
Australia	澳洲	—	2
Total	總計	43	4

B6 Product Responsibility

The Group is committed to building lasting customer relationships through excellence in product quality, service delivery, and customer complaints addressing. The following policies have been implemented to continuously improve the service level and ensure customer satisfaction:

- Ensure the products and services fully comply with related laws and guidelines;
- Conduct rigorous inspection on products to ensure compliance with contractual specifications and quality requirements;
- Provide customers with accurate product information and high-quality products; and
- Develop product warranty policies and after-sales services for its products.

In the event that shipped products are subject to recall, the Group will notify the relevant customers promptly to trace the flow direction of the products. This response mechanism ensures that products with quality issues can be quickly recalled from the market, so as to minimise the potential impacts from defective products on the public.

The Group upholds high quality standards for all products and values customers' feedback regarding the product performances. The existing communication channels enable customers to offer their opinions or lodge complaints. All customer feedback will undergo investigations with reports prepared based on the responses and corrective measures will be taken when necessary.

During the year ended 31 March 2025, the Group did not receive any complaints from its customers or the public in relation to its products.

B6 產品責任

本集團致力於通過提供優質產品、良好的服務交付與客戶投訴處理來建立牢固的客戶關係。本集團已實施下列政策以不斷提升服務水平及確保客戶滿意度：

- 確保產品及服務完全符合相關法律及指引；
- 對貨物進行嚴格檢查以確保遵守合約規則及質量要求；
- 向客戶提供準確產品資料及高質量產品；及
- 為產品制定產品保修政策及售後服務。

倘若發生產品於付運後需要回收的情況，本集團將儘快通知有關客戶以追蹤產品的流向。該反應機制確保存在質量問題的產品可以迅速地從市場回收，盡力減少問題產品可能對大眾造成的潛在影響。

本集團堅持高質量標準的產品並注重客戶對本集團產品性能的反饋。現有的溝通渠道能夠讓客戶提出彼等的意見或提交投訴。本集團將對所有客戶反饋進行調查並根據反饋編製報告及於必要時將採取糾正措施。

於截至二零二五年三月三十一日止年度，本集團並無接獲其客戶或大眾對其產品的任何投訴。

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Data privacy policy and intellectual property rights

The Group prioritises the protecting the security and privacy of stakeholders' personal data and ensures compliance with the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong) and other statutory requirements to meet a high standard of information security and confidentiality. Employees are trained on the data protection principles and methods and data protection principles have been adopted, including:

- Only personal data that are directly relevant and necessary for the Group's business operation can be collected;
- Personal data must not be disclosed to any entity that is not a member of the Group without consent unless such disclosure is required by law or it was previously agreed;
- Maintain robust data management process including appropriate data collection, storage, and processing, supported by security measures for protection against unauthorised access to personal information;
- Computer system should be regularly updated with firewall and antivirus software to prevent possible hackers' activities; and
- All employees must sign confidentiality agreements.

To protect intellectual property rights, the Group has implemented the following practices:

- The Group exclusively uses authorised and copyrighted products;
- Employees are not allowed to download or install any forged or copied programs, software or materials; and
- The Group's standard employment contracts contain provisions on intellectual property rights and confidentiality.

The Group strictly abides by the laws and regulations on product health and safety, advertising, labelling, remedies and protection of intellectual property rights. It also complies with the laws and regulations related to privacy. There was no case of violation identified during the year ended 31 March 2025.

During the year ended 31 March 2025, there were no reported cases of any product recalls, product safety or related health issues.

The Group has carried out regular inspection to identify any potential data protection violations, such as unauthorised data transfer.

資料私隱政策及知識產權

本集團將保障持份者的個人資料的安全及私隱放在首位及確保遵守香港法例第486章《個人資料(私隱)條例》及其他法例規定，以符合高規格的資料安全及保密標準。僱員已接受有關資料保護原則及方法的培訓並採用資料保護原則，包括：

- 僅收集本集團業務營運直接有關及所需的個人資料；
- 除非法律有所規定或已經事先同意，否則不得將個人資料在未經同意下向並非本集團成員公司的任何實體披露；
- 維持妥善的數據管理流程包括適當的數據收集、存儲及處理，並輔以安全措施防止未經授權取用個人資料；
- 電腦系統應定期更新防火牆及防病毒軟件，以避免可能的黑客活動；及
- 所有僱員均必須簽署保密協議。

為保護知識產權，本集團實施以下措施：

- 本集團僅使用獲授權及受版權保護的產品；
- 僱員不得下載或安裝任何偽造或複製的程序、軟件或材料；及
- 本集團的標準僱傭合同包含知識產權及保密條款。

本集團嚴格遵守有關產品健康與安全、廣告、標籤、補救措施及知識產權保護的法律及規例，並遵守有關隱私的法律及規例。於截至二零二五年三月三十一日止年度，概無發現違規案件。

於截至二零二五年三月三十一日止年度，概無呈報任何產品回收、產品安全或相關健康問題的案件。

本集團定期檢查以識別任何潛在違反數據保護的情況，如未經授權轉讓數據。

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B7 Anti-corruption

Employees at all levels are required to conduct themselves with integrity, impartiality and honesty. The Group maintains an absolute prohibition against corruption, bribery, extortion, money laundering or any other fraudulent activities that compromise the interest of its shareholders, investors, customers, and other stakeholders in connection with its business operations. The Group is in strict compliance with relevant laws and regulations such as the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) and the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of the Laws of Hong Kong).

The Group has implemented the following measures to build a workforce with a high level of business ethics and integrity:

- Adopt Anti-Corruption anti-bribery policies;
- Organise regular briefings and training for employees to raise concerns about the importance of anti-corruption and anti-bribery;
- Provide employees and other stakeholders with a confidential reporting channel (to the possible extent) and guidance for disclosure of information related to suspected misconduct, malpractice or irregularity, if any; and
- Request suppliers to comply with the relevant laws and regulations.

The Group has established whistle-blowing mechanisms, including establishment of a confidential communication channel that enables direct reporting of suspicious fraudulent actions, suspected misconduct and irregularity to the Group's management. The conduct of employees is closely monitored by management to detect potential wrongdoings. An ongoing review on the effectiveness of the internal control systems is conducted on a regular basis in preventing the occurrence of corruption activities.

The Group has adopted an Anti-Corruption Policy to formalise the commitment to ethical business conduct during the year ended 31 March 2025. The Policy has been disseminated to all levels of employees of the Group to raise their awareness of the importance of anti-corruption and anti-bribery. The Group has also provided training related to anti-corruption and anti-bribery to its directors and employees to further foster business ethics and integrity.

During the year ended 31 March 2025, the Group and its employees were not subjected to any legal proceedings in relation to corruption, bribery, fraud and money laundering.

B7 反貪污

我們要求所有級別的僱員均秉承正直、無私及誠實態度行事。本集團決不容忍與其業務營運相關的貪污、賄賂、勒索、洗黑錢或任何其他欺詐活動損害其股東、投資者、客戶及其他持份者的利益。本集團嚴格遵守相關法例及規例，例如香港法例第201章《防止賄賂條例》及香港法例第615章《打擊洗錢及恐怖分子資金籌集條例》。

本集團實施以下措施，以打造具有高度商業道德及誠信標準的工作團隊：

- 採納反貪污及反賄賂政策；
- 定期為僱員舉行簡報會及培訓，提高僱員對反貪污及反賄賂重要性的關注；
- 向僱員及其他持份者提供披露有關涉嫌不當行為、不良行為或違規行為的資料（如有）的保密報告渠道（在可能的範圍內）及指引；及
- 要求供應商遵守相關法律及規例。

本集團已建立舉報機制，包括設立保密溝通渠道，可直接向本集團管理層舉報疑似欺詐行為或涉嫌不當行為及違規行為。管理層密切監督僱員行為，以發現潛在不法行為。我們持續定期檢討內部監控制度的成效，以防止發生貪污活動。

本集團於截至二零二五年三月三十一日止年度採納反貪污政策，正式承諾遵守商業道德。本政策已傳閱於本集團各級僱員，以提高彼等對反貪污及反賄賂重要性的認識。本集團亦為其董事及僱員提供有關反貪污及反賄賂的培訓，以進一步培養商業道德及誠信。

於截至二零二五年三月三十一日止年度，本集團及其僱員概無受到有關貪污、賄賂、欺詐及洗黑錢的任何法律訴訟。

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B8 Community Investment

The Group recognises its responsibility to contribute to the community where it operates, and maintains direct engagement with the community to develop initiatives generating social benefits. Employees are encouraged to participate in volunteer work and community services, particularly those focused on community investment, sponsorship and charitable contributions. The Group will also actively maintain communication with the community to ensure prompt response to community needs.

As a trader of milk powder and foods, the Group concentrates its contribution on child care and development programs. The selection of supporting charities involves considerations and evaluations regarding their vision, background, and value alignment with the Group. Charities exhibit ethical concerns, unclear financial position, or potential conflicts of interest will not be considered.

During the year ended 31 March 2025, while the Group did not make any cash donations, it engaged in charitable activities by encouraging its stakeholders (including its employees), to purchase “Medowry” milk powder for distribution to people in need. Since October 2024, the Group, in collaboration with the Fuguang Foundation (福光基金會), launched a charity campaign themed “Love Converges into a River, Flowing Far” (愛匯聚成河，流向遠方). The campaign lasted for nearly three months, with a total of 68 individuals and corporate entities participating in it. A total of 12,227 bags of high-quality Medowry milk powder, representing a cumulative donation value of RMB916,991.66, were raised and donated to those in need via the campaign.

The campaign reached 16 provinces across China, covering 39 towns and cities. Over 10,000 underprivileged individuals felt the warmth of caring donors during the cold winter. The milk powder supported elderly people living alone, comforted left-behind children, and provided aid to impoverished students, people with disabilities, and other vulnerable groups in society. Additionally, the Group will continue to identify suitable opportunities to contribute to the community.

B8 社區投資

本集團認識到其有責任為其營運所在的社區作出貢獻，並與社區保持直接接觸，以發展產生社會效益的舉措。鼓勵僱員參與志願工作及社區服務，特別是專注於社區投資、贊助及慈善捐款的工作。本集團亦會積極與社區保持溝通，確保對社區需求作出迅速回應。

作為奶粉及食品貿易商，本集團側重為兒童關愛及發展作出貢獻。選擇支持的慈善機構涉及考慮及評估彼等願景、背景及與本集團的價值觀是否一致。慈善機構出現道德問題、不明確的財務狀況或潛在的利益衝突將不予考慮。

於截至二零二五年三月三十一日止年度，儘管本集團並未作出任何現金捐款，惟從事慈善活動，鼓勵其持份者（包括其僱員）購買「Medowry」奶粉，並分發予有需要的人士。自二零二四年十月起，本集團與福光基金會合作，發起以「愛匯聚成河，流向遠方」為主題的愛心活動。該活動持續了近三個月，共有68名個人及企業實體參與活動。本次活動合共募集12,227袋高品質Medowry奶粉並向有需要的人士捐贈，累計捐贈價值人民幣916,991.66元。

該活動遍及全國16個省，覆蓋39個鄉鎮及城市。讓逾10,000名貧困群眾在寒冷的冬天感受到愛心捐贈者的溫暖。奶粉救助獨居老人，安撫留守兒童，及資助貧困學生、殘疾人等社會弱勢群體。此外，本集團將繼續尋找合適的機會，為社區做出貢獻。

