SUNeVision Holdings Ltd.
新意網集團有限公司
(Incorporated in the Cayman Islands with limited liability)
Stock Code : 1686

2024/25
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The technology arm of Sun Hung Kai Properties Limited

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OUR BUSINESS

SUNeVision Holdings Ltd. ("SUNeVision" or the "Company") and its subsidiaries (collectively referred to as the "Group" in this report), the technology arm of Sun Hung Kai Properties Limited, is the largest data centre provider in Hong Kong. We offer carrier and cloud-neutral data centre services with Asia's number one connectivity. Our data centre ecosystem in Asia connects providers of telecommunications, cloud, ISP, CDN, and OTT all over the globe with enterprises across different fields.

Our major data centre ecosystem, MEGA Campus, comprises the MEGA-i and high-tier data centres, including MEGA Gateway, MEGA IDC, MEGA Plus and MEGA Two. MEGA Campus offers direct connections to multi-cloud platforms and exchanges with high connectivity that can cater for customers with different needs.

SUNeVision owns three major member companies, including iAdvantage Limited ("iAdvantage"), SUNeVision Super e-Technology Services Limited ("Super e-Technology") and SUNeVision Super e-Network Limited ("Super e-Network"). iAdvantage focuses on data centre service, Super e-Technology specialises in extra low voltage systems solution, and Super e-Network pioneers in intelligent-building networks.

SUNeVision is honoured to be a constituent member of the Hang Seng Corporate Sustainability Benchmark Index.

For more information, please visit www.sunevision.com.

OUR REPORTING APPROACH

OBJECTIVES

This Environmental, Social and Governance Report ("ESG Report") serves to outline SUNeVision's commitment, approach and achievements in creating value for the environment, our people, our customers, our supply chain and the community. We welcome any feedback and comments from stakeholders on our ESG Report and other sustainability-related matters to advance towards a more sustainable future. Please contact us at esg@sunevision.com.

SCOPE

This report covers our performance and material topics from 1 July 2024 to 30 June 2025, as well as our ongoing initiatives to enhance our ESG performance. The report covers iAdvantage data centres including MEGA-i, MEGA Gateway, MEGA IDC, MEGA Plus, MEGA Two, MEGA Fanling, JUMBO, ONE, and our first submarine cable landing station, HKIS-1, and the Group's other subsidiaries, Super e-Technology and Super e-Network. The HKIS-2 is under development, thus, it is not covered in this year's report.

STANDARDS

This ESG Report has been prepared in accordance with the "comply or explain" provision of the Environmental, Social and Governance Reporting Code (the "ESG Reporting Code") (previously known as the ESG Reporting Guide) as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, and with reference to the United Nations Sustainable Development Goals ("UNSDGs"). SUNeVision supports the UNSDGs and has identified specific goals which are aligned to our operations and sustainability strategies.

PRINCIPLES

During the preparation process, the Group adheres to the fundamental reporting principles outlined in the ESG Reporting Code.

MATERIALITY

We performed a materiality review based on a peer review and stakeholder engagement process that determined the material ESG aspects to SUNeVision and guided the focus of this report.

QUANTITATIVE

The report discloses environmental and social key performance indicators ("KPI") and provides measurable data over time.

BALANCE

The Board has reviewed the report and confirmed that the ESG Report has not omitted any information related to material ESG topics. This report has been prepared without bias.

CONSISTENCY

SUNeVision adopted a consistent data treatment approach to allow a fair comparison of our performance over time.

OUR APPROACH TO SUSTAINABILITY

ESG GOVERNANCE

SUNeVision believes that sustainability is a key to a successful business. To fulfil stakeholders' expectations, we have established a sound governance framework to effectively consolidate ESG strategies into our daily operations. Our ESG governance structure is divided into two main components: the Board of Directors (the "Board") and an ESG working group, which is comprised of the leadership and management and representatives from different departments, including the Internal Audit Department, Human Resources and Administration Department, Business Development and Sales & Marketing Department, and Facility Management Department.

The Board bears the ultimate responsibility in ESG governance and sets forth the overall ESG managerial approach, strategy and priorities. Further, the Board is obligated to evaluate and determine ESG-related risks, including climate-related risks, and ensure effective ESG risk management and internal control systems are in place. Risk mitigation performance is periodically reviewed. Disclosures in this ESG Report are approved by the Board upon review by the Corporate Governance Committee.

With powers delegated by the Board, the ESG working group implements the Board's ESG strategies and policies across departments of the Group. The ESG working group also supervises the collection of ESG data, carrying out materiality assessments, reviewing climate-related risks and opportunities and the preparation of this ESG Report. The ESG working group reports to the Board on ESG issues annually, including matters related to climate-related risks and opportunities. We will continue to prioritise climate-related targets and explore opportunities to align them with our corporate strategies.

RISK MANAGEMENT

The Board is responsible for maintaining sound and effective systems of risk management and internal control, which include financial, operational and compliance controls, to safeguard the Group's assets and shareholders' interests, as well as reviewing the effectiveness of such systems. The responsibility of the Board includes and is not limited to:

- Ensuring the integrity of the Group's accounting and financial reporting system;
- Reviewing and monitoring the Group's risk management and internal control systems;
- Reviewing the Group's corporate governance and compliance policies and practices;
- Reviewing the Group's strategy and approach to ESG issues, including climate-related risks, to ensure effective ESG risk management.

In addition, the Internal Audit Department of the Group performs annual audits and independent reviews of the Group's operations, risk management and internal control systems. Deficiencies in the design and implementation of such systems are identified, and recommendations are proposed for improvement.

RISK MANAGEMENT POLICY

The Group's Enterprise Risk Management framework is adopted with reference to the COSO framework, with a "Top-down" approach to overseeing risks. Besides the Board, the Audit Committee, the Risk Management Taskforce (the "RMTF"), and leadership and management also exert significant oversight in reviewing risks. Our Risk Management Policy outlines the procedure to identify, assess, mitigate, report and monitor key business risks, including operational, strategic, financial and ESG risks across all business units.

At least once a year, the RMTF identifies and evaluates the risks that would adversely affect the achievement of the Group's objectives, and reports its findings to the Advisory Committee. Impact and vulnerability assessments are performed, and corresponding mitigation plans will be formulated accordingly.

For more details on the composition and responsibilities of various committees of the Board, our risk management and internal controls, as well as the principal risks and uncertainties identified in relation to our key areas of operations, please refer to the Corporate Governance Report and the Report of the Directors in SUNeVision's Annual Report.

STAKEHOLDER ENGAGEMENT

Regular communication with stakeholders is crucial for corporate development. We value the feedback and opinions of stakeholders, including customers, employees, suppliers, shareholders, regulators, and the community. Through stakeholder engagement, we can improve our sustainability performance, striving for excellence on one hand while building a strong and trusting relationship with stakeholders on the other. We engage our internal and external stakeholders through a variety of communication channels, including but not limited to Annual General Meetings, Annual and Interim Reports, ESG reports, company website and social media platforms, shareholders meetings, company activities, customer satisfaction survey, staff satisfaction survey, community services and business meetings.

MATERIALITY ANALYSIS

The Group reviews the materiality of ESG-related topics on an annual basis. This year, the Group reviewed and updated the list of ESG topics based on a peer benchmarking exercise and internal evaluation to identify and prioritise topics that are material and relevant to the development of the industry and the Group. The findings were then reviewed and approved by the Board.

In this reporting year, a total of 15 material topics were identified. Considering the potential impact that these issues may have on our business operations, we have formulated appropriate measures and policies to address these issues. For details of the policies and the relevance of the topics to our operations, please refer to the corresponding chapters of this report.

OUR APPROACH TO SUSTAINABILITY

List of Material Topics

Environmental

- Energy management and carbon emission
- Climate mitigation and resilience
- Waste management
- Water management

Social

- Occupational health and safety
- Training and education
- Employee benefits, wellbeing and retention
- Diversity and equal opportunity
- Customer experience and complaint handling
- Community engagement and investment
- Supply chain management
- Service quality and innovation

Governance

- Data privacy and security
- Ethical business conduct and anti-corruption
- Risk management

ENVIRONMENTAL PROTECTION

ENVIRONMENTAL POLICY

- Committed to protecting the environment
- To achieve sustainable environmental business for the Group and its customers

ENERGY MANAGEMENT

- High-efficiency water cooling system
- LED light tubes
- To explore the sourcing of renewable energy

GREEN FINANCE

- HK$6 billion sustainability-linked loan ("SLL")

GREEN BUILDING

- LEED & BEAM Plus certified
- Solar panel installation in MEGA Plus
- iPaint application

WATER MANAGEMENT

- Water Leak Detection System
- Automatic faucets installation
- Rain collector for water cooling
- Water-efficient cooling systems

WASTE MANAGEMENT

- Hazardous waste collected by licensed vendors for proper treatment
- Paperless working approach

CARBON EMISSION

- To achieve 100% clean energy use by 2050
- 2050 carbon neutral target
- Climate-friendly refrigerant alternative

ENVIRONMENTAL PROTECTION

STRATEGIES AND MANAGEMENT

SUNeVision's pursuit for long-term business continuity and sustainable development is propelled by responsible business strategies and environmental management. We are committed to improving our environmental performance in current data centres while also implementing sustainable design elements into new developments.

We believe operations that are well-managed and optimised are essential to long-term development. Therefore, we continuously strive to embed good environmental practices and ensure our operations are managed in accordance with existing local environmental laws and regulations, such as the Air Pollution Control Ordinance (Cap. 311), Noise Control Ordinance (Cap. 400), Water Pollution Control Ordinance (Cap. 358), and Waste Disposal Ordinance (Cap. 354).

We support the Hong Kong Government's environmental commitments, such as achieving carbon neutrality by 2050, and our efforts extend beyond compliance with law, aiming to reduce our energy use, carbon emissions, waste and water consumption. As part of our sustainability strategy, we have also aligned our sustainability disclosure with applicable UNSDGs related to the environment, including SDGs 6, 7, 12, 13, 14 and 15.

As the Group's operations do not require the use of packaging material, nor do they generate any significant emissions of air pollutants, disclosures on these aspects are not applicable.

Environmental Commitment

The Group has set a target to achieve carbon neutrality by 2050, aligning with the carbon neutrality goal of the HKSAR Government. To manage our environmental issues effectively, we have established a Sustainability Strategy along with an Environmental Policy in place, outlining our commitment to sustainability and strategies to minimise the adverse impact of our activities on the environment. As part of our commitment to sustainability, we have taken the first step toward achieving 100% clean energy usage by 2050 by securing a six-year agreement with CLP Power Hong Kong Limited ("CLP Power") on the purchase of Renewable Energy Certificates ("REC"). We are dedicated to reducing our environmental impacts, promoting energy efficiency, conserving natural resources, reducing waste, and raising staff environmental consciousness through education programmes. To ensure effectiveness of our policy, our Vice Chairman and Chief Operating Officer oversee the policy's implementation and perform periodic reviews.

We have established targets for the Group's chillers to achieve an overall Coefficient of Performance ("COP") of 5 or above by the year 2030 and to achieve a COP of above 6 and 3 for all new purchases of water-cooled chillers and air-cooled chillers, respectively.

Furthermore, we aim to improve the designed power usage effectiveness ("PUE") by 3% by 2025 compared to 2022 levels.

These goals and aspirations demonstrate our unwavering commitment to improving our environmental performance.

To ensure our COP goal is achieved, we will continue to monitor our chiller performance and review the progress made against our target with the following procedures:

(i) The Facility Management Department will perform a quarterly review of the overall COP; and

(ii) The Procurement Team will be the gatekeeper to ensure new chillers purchased by the Group meet the prescribed target.

This year, due to the continuous efforts of the Group, all the newly purchased water-cooled and air-cooled chillers in our data centres met our target of COP 6 and 3, respectively. MEGA Gateway has achieved an average chiller COP exceeding 5. Going beyond this, MEGA Fanling, MEGA IDC and MEGA Plus have surpassed this benchmark with a COP of over 6, demonstrating substantial advancement toward the Group's target.

In addition, our designed PUE has already improved by 4% as of FY2024/2025 year end, successfully achieving the previous 3% target we set to achieve by 2025.

Apart from target-setting, the Group is actively responding to the demands of the capital market, highlighting our commitment to sustainable development. The Group has participated in internationally recognised ESG ratings such as Morgan Stanley Capital International ("MSCI") for several consecutive years. During the reporting period, our MSCI ESG rating has maintained 'A' grade, demonstrating our consistent improvement and efforts in sustainability management.

GREEN FINANCE

Sustainability-Linked Loan ("SLL")

As the first data centre provider in Hong Kong to secure SLLs, SUNeVision holds two SLL facilities cumulatively amounting to HK$6 billion, representing over 40% of the Group's total banking facilities. Structured in alignment with the internationally recognised Sustainability Linked Loan Principles, these loans incorporate interest rate incentives contingent upon achieving predetermined ESG targets – including PUE and COP enhancement, and green building certifications. The loan proceeds are to be used for general corporate funding purposes, including driving the long-term sustainability performance of the Company. The sustainability performance targets include improvements in PUE and COP, along with the fulfilment of green building certifications. The Group has been making great progress in meeting the targets. For further details, please refer to the sections on Environmental Commitment and Awards and Accreditation.

ENVIRONMENTAL PROTECTION

ACHIEVING BETTER ENERGY PERFORMANCE AND REDUCING CARBON EMISSIONS

Given the inherent nature of data centres, SUNeVision recognises its responsibility as an energy intensive company, and we are thereby committed to identifying solutions to mitigate climate change. We believe that decarbonisation within the building and exploring alternative energy sources are significant strategies for lowering our GHG emissions and reducing reliance on fossil-based energy sources. This year, we have taken a significant stride forward by securing a six-year agreement to purchase RECs from CLP Power. As our business continues to grow and demand for data services rise, we have seen our energy consumption and GHG emissions rise accordingly, especially as we continue to onboard new tenants at the latest MEGA IDC. To continuously monitor our performance, we have tracked our Carbon Usage Intensity ("CUE"), measured as our emissions from total data centre electricity use divided by the customer IT electricity use, and have seen a decreasing trend. In order to mitigate our contributions to climate change, we will continue to pay extra attention to articulating the enhancement of energy efficiency and sourcing renewables to offset the growth in demand.

Indicator	FY24/25	FY23/24
Total Energy Consumption	568,965,017 kWh	492,949,283 kWh
Total scope 1 and scope 2 (market-based) GHG Emission	233,473 tonnes CO_2e	216,095 tonnes CO_2e
Carbon Usage Effectiveness	0.663 kg CO_2e/IT kWh	0.696 kg CO_2e/IT kWh

Our data centre designs embody a range of green designs and solutions in different aspects:

MEASURES IMPLEMENTED

Cooling

Chiller plants upgrade/improvements

- MEGA IDC is using High Chilled Water Supply Temperature Chiller, which has enhanced energy efficiency, reliability, and compatibility with advanced cooling technologies compared to traditional water-cooled chillers
- The catcher design allows for better efficiency at MEGA IDC, as the system can operate at all number of local chillers at higher efficiency instead of reserving a standby chiller for redundancy and fault tolerance
- Different sizes of air-cooled chillers are used at MEGA Gateway for various loading demands in order to save energy usage
- The installation of a high-efficiency water-cooling system in the MEGA IDC and MEGA Plus reduce energy use for cooling
- Chiller plant replacement and upgrade from air-cooled to water-cooled chiller unit resulted in an improvement in the COP from 4.3 to 7.4 at MEGA Fanling

Environmental refrigerant usage

- The designated use of non-chlorofluorocarbon based refrigerants at MEGA Plus, MEGA Two, Mega Fanling, MEGA Gateway and MEGA IDC reduce direct GHG emissions. Among them, MEGA IDC uses HCFO-R1233ZD, offering ultra-low global warming potential

Other environmental system design improvements

- The adoption of the Water Leak Detection System at MEGA-i, MEGA Plus, MEGA Two, MEGA Fanling, MEGA Gateway, HKIS-1 and MEGA IDC to detect water leakage such that our Computer Room Air Conditioning can operate at its optimal energy efficiency
- Automatic Temperature Control system is used at MEGA IDC, MEGA Gateway and MEGA Plus to maximise energy efficiency, i.e. auto-setting in switching off the air conditioning during nighttime
- Time schedule and temperature control of Fan Coil Units or Variable Refrigerant Volume systems are used at MEGA Gateway, MEGA Plus and MEGA Fanling to save energy usage
- The temperature control of equipment rooms via air conditioning is monitored and regulated to prevent overcooling

ENVIRONMENTAL PROTECTION

MEASURES IMPLEMENTED

Lighting

- The use of LED lightbulbs in MEGA Plus, MEGA-i, MEGA Two, MEGA IDC, MEGA Fanling, MEGA Gateway and HKIS-1 reduce energy consumption
- Occupancy sensors are installed in MEGA Plus, MEGA IDC, MEGA Gateway and the data hall of MEGA Fanling to control the use of lights in order to save energy usage

Energy use and supply

- Entered into a six-year agreement with CLP Power to purchase site-specific RECs directly tied to the solar farm at South East New Territories Landfill in Tseung Kwan O operated by an affiliate of SHKP group
- Implementation of lithium-ion battery-powered uninterruptible power supply ("UPS") system across MEGA Gateway, MEGA IDC, MEGA-i, HKIS-1 and MEGA Fanling, enhances energy efficiency by reducing power conversion losses compared to traditional valve-regulated lead-acid ("VRLA") batteries used in UPS system. Additionally, these lithium-ion batteries have a longer lifespan, which helps minimise waste and reduce emissions by requiring fewer replacements
- Purchase of iRECs to offset the carbon emission from our general building's electricity usage
- Installation of solar panels at MEGA Plus contributes to the generation of renewable energy and further reduces carbon footprint
- Our employees are encouraged to switch off idle electrical appliances to minimise non-essential energy consumption
- Alternative communication channels, such as video conferencing and conference calls, are preferred over unnecessary business travel

Building design and control

- Planting of grass on the walls and roof at MEGA Plus, MEGA Gateway and MEGA IDC to reduce heat from sunlight
- Installation of Building Management System ("BMS") at our data centres to ensure the equipment operates in an efficient manner
- Application of iPaint introduced by local startup i2Cool for the generator containers at the roof areas at MEGA Two, MEGA Fanling, as well as the ground level of HKIS-1 cable landing station. The iPaint has been also applied to the chiller condensers at the roof areas of MEGA Two, which is able to reflect most of the sunlight and thermal heat back into space, reducing outdoor surface temperature and indoor temperature, thereby saving energy for mechanical ventilation
- All interior paints and coatings, interior adhesives and sealants, flooring, composite wood, ceilings, walls, thermal, and acoustic insulation and furniture used comply with relevant Volatile Organic Compounds ("VOC") emissions and VOC content standards at MEGA Plus, MEGA IDC, MEGA Fanling and MEGA Gateway

CASE STUDY

iPaint Cooling Innovation

SUNeVision pioneers the application of iPaint, a patented passive radiative cooling technology utilising high solar reflectivity for electricity-free heat dissipation. Implemented across critical infrastructure at MEGA Two, MEGA Fanling and HKIS-1, this innovation demonstrably reduces surface temperatures by approximately 2˚C. At MEGA Two specifically, the solution delivers an estimated annual energy savings of 17,255 kWh. We are now progressing to scalable deployment across our facility portfolio to revolutionise thermal management sustainability.

ENVIRONMENTAL PROTECTION

CLEAN TECHNOLOGY

The Group recognises the significant role of green technology in achieving carbon neutrality by 2050. Therefore, we will continuously explore opportunities in various clean technology investment, particularly in electrical vehicles and renewable energy.

To promote the use of electrical vehicles and support the Hong Kong Roadmap on Popularisation of Electric Vehicles, we have provided private vehicle parking spaces equipped with electric vehicles ("EV") charging stations in MEGA Gateway and MEGA IDC. Furthermore, our Company has switched the vehicles of the Group from petrol to electricity, achieving 100% EV adoption during the reporting period, contributing to the decrease in diesel consumption.

We also maximise our use of renewable energy by installing solar panels at MEGA Plus, which has generated 28,913 kWh of renewable electricity annually, marking a critical step toward decarbonisation and sustainable energy management. In addition, we purchased 11,000 MWh of hydroelectric power during the reporting period and obtained corresponding iRECs to offset the carbon emissions from our general buildings' electricity usage.

CASE STUDY

Hong Kong's first privately-funded landfill solar farm

SUNeVision has entered into a six-year agreement with CLP Power Hong Kong Limited ("CLP Power") to procure 100% site-specific Renewable Energy Certificates (RECs) directly tied to the solar farm at the restored South East New Territories Landfill in Tseung Kwan O. This pioneering initiative was developed in collaboration with Green Valley Landfill Limited – a joint venture between Sun Hung Kai Properties Limited, Veolia Group and CITIC Pacific Limited. During the reporting period from 1 January to 30 June 2025, we successfully procured 500,000 kWh of RECs from CLP Power, which achieved a reduction of 190 tonnes of carbon emissions, equivalent to the CO_2 absorption of about 10,000 trees.

This REC procurement establishes a closed-loop sustainability framework, directly tying the environmental benefits of the solar facility to SUNeVision's energy consumption. It addresses the growing demand for green data infrastructure driven by artificial intelligence ("AI") and digitalisation while advancing the company's commitment to achieving 100% clean energy use by 2050.

MANAGING WASTE AND CONSERVING RESOURCES

Waste Management

Our waste management is underpinned by our Environmental Policy, which incorporates the 4R principle: reduce, reuse, recycle and replace. We also echo the government's vision as suggested by the Waste Blueprint for Hong Kong 2035, in which one of the main focuses is waste reduction.

Waste Reduction and Recycling

To promote recycling and facilitate waste sorting, we have set out three-colour waste separation bins at the majority of our data centres. Our data centres employ the authorised building cleaning contractor responsible for recycling collection. To reduce waste at the source, we have been encouraging a paperless working approach in all data centres and office areas, such as implementing e-leave systems and purchase request system, which enables us to minimise a significant amount of paper consumption. While using paper is inevitable, we procure paper products from sustainably managed forests and recycled and controlled sources. Apart from paper, we target to increase the recycling rate of electronic waste and other materials including retired computers and electronic equipment in the office by donating them and extending the life cycle of equipment. In addition, the computers and electronic devices are collected by building management office for recycling in our majority data centres.

Waste Disposal

Where waste generation is unavoidable, we ensure that all hazardous and non-hazardous waste is properly processed in accordance with the local law and regulations. Hazardous waste generated from our operations, including fluorescent light tubes and VRLA batteries (if any) from the UPS, are collected and undergo appropriate treatment by licensed vendors in our data centres. Instead of VRLA, the majority of our data centres have been starting to use lithium-ion batteries, which offer several advantages in terms of hazardous waste compared to other battery technologies. These advantages include reduced hazardous materials, lower toxicity, better recyclability, lower landfill impact, and safer disposal. During the reporting period, hazardous waste generated at the majority of our data centres was promptly handled by licensed vendors to minimise any risk of contamination.

Furthermore, we strive to manage waste not just within our operation, but also extend our expectations to our contractors. Construction waste generated by our contractors at our construction and renovation sites at different data centres is properly disposed of to designated facilities.

In the future, we will continue to monitor our waste generation periodically. We also target to further promote waste recycling and continue identifying possible opportunities to further reduce waste generation.

ENVIRONMENTAL PROTECTION

Water Management

The use of cooling water is prevalent and indispensable to our operation of data centres, and our water is provided by the Water Supplies Department. While the Group does not encounter any problems in sourcing water for our daily operations, we are committed to making every effort to promote better water usage. As stipulated in our Environmental Policy, we strive to conserve water by implementing a range of water-related initiatives. For instance:

(i) Automatic faucets are installed at MEGA Plus, MEGA IDC and MEGA Gateway.

(ii) Chemical dosing treatment is conducted before releasing used water from cooling towers into drainage at MEGA-i, MEGA Plus, MEGA Fanling, HKIS-1, MEGA IDC and MEGA Gateway.

(iii) The rainwater collected by the rainwater harvesting system will be used in water-cooled chillers.

(iv) The Water Leak Detection System is installed in all areas such as data halls, electrical rooms, and corridors on data hall floors with chilled water pipes running. It is designed to promptly identify leaks from taps, pipes, or valves, with detection signals transmitted to the BMS for real-time alarms and monitoring.

(v) A pressured compensated dripping system for irrigation of the green wall at MEGA Gateway, MEGA Plus and MEGA IDC have been installed to reduce water use.

As the Group plans to expand its business, more water-cooled chillers will be installed in data centres. In face of an increasing trend in its absolute amount of water consumption, the Group will continue to identify possible solutions, for instance, water recycling programmes, and more frequent inspections of water leakage, to minimise its water consumption intensity.

ADOPTING MITIGATION AND RESILIENCE MEASURES TO ALLEVIATE CLIMATE RISKS

Climate Risk Management

Climate change imposes both physical and transitional risk for our business. Especially for data centres, a stable temperature is essential to maintain equipment operation. Extreme weather such as typhoons, flooding and extreme heat could cause a negative impact on our operations. To strengthen resilience against extreme weather, we have implemented both mitigation and adaptation measures to address climate risks holistically. In addition, in light of stricter government restrictions and regulations, more pressure has been placed on energy intensive business, and a transition to low-carbon facilities will be the new normal for the development of data centres. Despite the challenges ahead, the Group is continuously identifying solutions to adapt and mitigate climate change.

The Group has identified the following climate related risks and corresponding mitigation measures:

CLIMATE OPPORTUNITIES IDENTIFIED

- Increase of resource efficiency by Innovative technologies
- Improve market competitiveness by sustainable products and services

CLIMATE RISKS IDENTIFIED

- Operation impact from typhoons and flooding
- Responding to low carbon emission due to government policy and rule
- Responding to extreme heat

CLIMATE RISK MITIGATION MEASURES

- Flood gate installed
- Emergency response plan
- Adverse weather drill
- Solar panel pilot project in MEGA Plus
- Increase Lithium battery usage
- Obtaining iRECs
- Green building design
- Facility equipment withstanding temp >40℃ during operation
- Back up chillers with N+1 configuration will be switched on during extreme heat weather

During the reporting period, the Group reviewed its' scenario analysis to examine the effects of material physical risks including flooding, sea level rise, typhoon, and extreme heat, as well as transition risks such as policy and legal, reputation and market risks under different plausible futures. On top of that, opportunities like resource efficiency and products and services are identified. Aligning with our parent company, two scenarios were selected (Turquoise and Brown Scenarios) to assess the physical and transition risks over short/medium-term (2030) and medium/long-term (2050) time horizons. These timeframes also align with both the Hong Kong Government and the Group's target on achieving carbon neutrality by 2050. Climate change variables under the two scenarios reference publicly available datasets from organisations such as World Resources Institute ("WRI") and National Aeronautics and Space Administration ("NASA"), incorporating various factors including flood depth, change in maximum temperature and sea level rise etc. These factors are mapped against the Group's three major asset types in Hong Kong – data centres, subsea cable landing stations, and cable network.

ENVIRONMENTAL PROTECTION

	Turquoise Scenario	Brown Scenario
Associated Models Referenced	• RCP 2.6 • SSP 1 • IEA SDS • NGFS Orderly pathways	• RCP 8.5 • SSP 5 • IEA STEPS • NGFS Hot house world pathways
Associated Temperature Rise	1.5˚C to 2˚C above pre-industrial levels by 2100	3˚C above pre-industrial levels by 2100
Economic Development	Inclusive growth respecting environmental boundaries	Fossil fuel-driven growth and technological advancement
Energy Transition	Swift shift from fossil fuels to renewable energy	Continued reliance on fossil fuels
Corporate Behaviour	Dedicated to lower-carbon operations and climate action objectives	Profit-centric model valuing financial gains over environmental/social impacts
Policy Implementation	Stringent climate policies with detailed short-term targets	Lack of short-term action plans due to institutional/political/economic challenges
Physical Risk	Low	High (worsening extreme weather events)
Transition Risk	High (structural economic transition challenges)	Low

Timeframe	Representative year
Short/medium-term	Up to 2030
Medium/long-term	Up to 2050

Physical Risk

The preliminary analysis shows that our data centres are exposed to increasing instances of flooding under both climate scenarios across the mid-term and long-term time horizon, with Tseung Kwan O facing higher flood depths than the other locations within our portfolio. To mitigate potential flood risks, the Group has already implemented preventive measures by installing flood gates at our data centres. Additionally, sea level rise will increase the flood exposure of our subsea cable landing station at Chung Hom Kok. Typhoons will continue to bring risks of disrupting operations and damaging building equipment at our data centres and subsea cable landing stations under both scenarios. The Group has developed a comprehensive emergency response plan and installed backup power generators to address these risks. Furthermore, adverse weather drills were conducted at MEGA Fanling, MEGA Gateway, MEGA Plus, MEGA Two, MEGA-i, and MEGA IDC data centres in June 2025. These drills aim to enhance employee preparedness, minimise operational disruptions, and evaluate the effectiveness of emergency procedures and equipment. Recommendations from the exercises will be integrated into our ongoing efforts to refine response protocols and address gaps in preparedness, ensuring continuous improvement in crisis management. Temperatures in Hong Kong will also continue to rise under both scenarios. While the impact on our cable network is limited, we have installed back-up chillers with N+1 configuration at our data centres. This helps ensure a stable temperature is maintained in our data centres.

Transition Risk

Transition risks for the Group involve a complex landscape requiring strategic foresight. Adapting to evolving regulations is crucial to comply with climate policies. Failure to adjust swiftly could lead to fines, litigations, and increased compliance costs. Thus, investments in employee training are essential to meet emerging ESG regulations. The potential introduction of carbon pricing also poses financial challenges. Moreover, responding to changing market dynamics, SUNeVision must meet client demands for low carbon services, necessitating iREC/GEC procurement to offset emissions. Embracing sustainable practices has become not only an ethical imperative but also a strategic necessity to maintain market competitiveness. Within the shifting energy landscape, which involves a transition towards cleaner and more sustainable energy sources, cost-saving opportunities are present if electricity consumption patterns remain consistent. Furthermore, upholding the Company's reputation is critical to avoid negative impacts like revenue decline. Therefore, balancing transparent communication on sustainability while avoiding greenwashing is vital to maintaining stakeholder trust in our climate commitments.

Opportunities

Drawing insights from our assessment, integrating climate opportunities into the Group's strategic framework can significantly bolster its sustainability initiatives. By leveraging resource efficiency within data centres, SUNeVision can not only drive cost savings but also position itself as a preferred choice for customers seeking environmentally conscious data solutions. Disclosing the financial impacts of its products and services as part of the sustainability transition presents a unique opportunity for SUNeVision to showcase the tangible benefits of its sustainable practices. This transparency not only enhances the Group's reputation but also attracts investors and customers looking to align with eco-friendly businesses.

In the future, the Group will conduct a more in-depth financial impact assessment for both physical risks and transition risks under the respective scenarios of Turquoise and Brown.

ENVIRONMENTAL PROTECTION

OUR CERTIFICATION AND AWARDS

Environmental sustainability is ingrained in every aspect of our operation. SUNeVision has set its sights on continually improving the environmental performance from data centre design to environmental management. To support environmental friendly operation, the Environmental Management System ("EMS") established at MEGA-i, MEGA Plus, MEGA Two and MEGA Gateway are accredited with ISO14001:2015. MEGA IDC has become our newest data centre to obtain ISO14001:2015 accreditation during FY2024/25.

Throughout the year, we have continued to improve our data centres' sustainable management. Within our asset portfolio, we have received the highest Excellent grade in the Management category of "BEAM Plus Existing Buildings Version 2.0 Selective Scheme" for MEGA-i, MEGA Plus and MEGA Two. Additionally, MEGA Gateway and MEGA IDC have achieved LEED Gold certification for Building Design and Construction, while MEGA Plus has secured LEED Gold certification for Core and Shell Development.

UNSDG ACHIEVEMENT AWARDS HONG KONG 2025 – MERIT AWARD & RECOGNISED PROJECT

SUNeVision is honoured to receive the Sustainable Organisation Merit Award at the UNSDG Achievement Awards Hong Kong 2025, organised by the Green Council, marking our third consecutive year of recognition. Additionally, we are proud to announce that our project, "Purchase of CLP Power's Renewable Energy Certificates Exclusively Linked to GVL's Solar Farm," has been awarded the UNSDG Recognised Project, marking a significant new milestone in our ongoing efforts to promote renewable energy and reduce our carbon footprint.

Our sustained leadership in integrating the UNSDGs into our operations, culture, and strategic initiatives is highlighted by these distinctions, driving meaningful environmental and social progress. The accolades also demonstrate our commitment to advancing sustainable innovation across all data centres, fostering inclusive growth, and delivering positive outcomes. By prioritising renewable energy adoption, cutting-edge green technologies, and community engagement, we continue to deliver long-term value to our customers, employees, stakeholders, and society, as well as to lead the transition to a sustainable future.

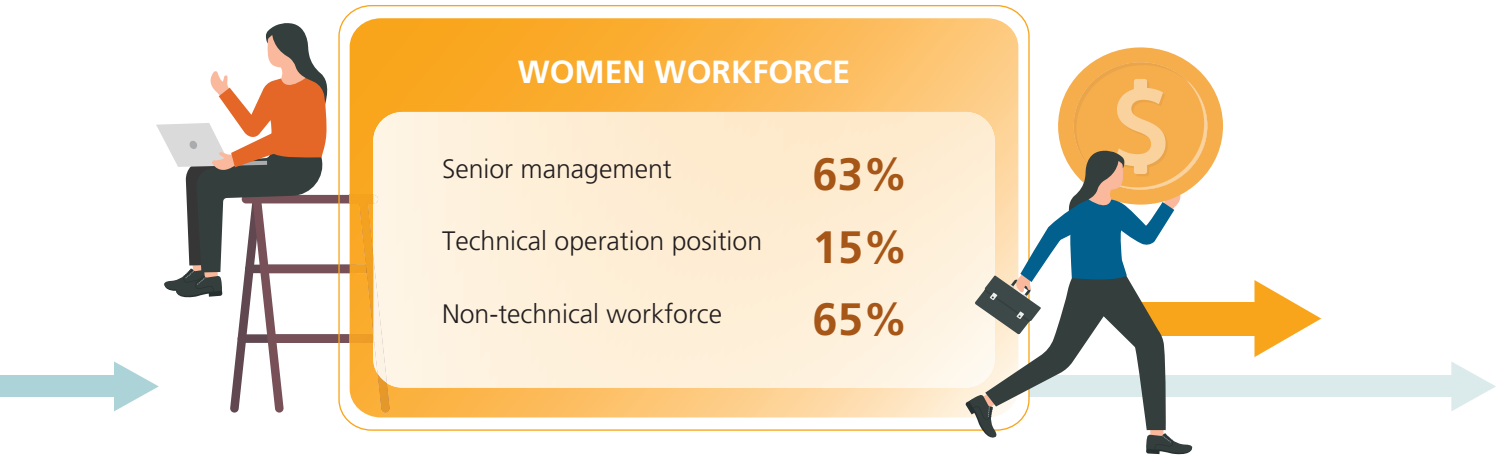
GROW WITH OUR PEOPLE

DIVERSITY, EQUITY AND INCLUSION

We uphold employee diversity, equality and inclusion in our business. We promote equal access to opportunities for all our employees and create a diverse, harmonious workplace environment.

Women in Management

SUNeVision has created an environment where women play active roles at the Group's decision-making level. 63% of our leadership and management positions are held by women. 2 female leaders are playing key roles in driving our sales and business development.



GROW WITH OUR PEOPLE

Valuing Diversity and Inclusion

We are committed to promoting diversity, equality and inclusion in our daily work. Our strong belief in providing equal opportunities to employees, regardless of race, colour, religion, gender, national origin, marital status, age and disability, has been underpinned in our Recruitment Policy, Employment Policy and Code of Conduct. These policies assure a workplace that is free from discrimination and sexual harassment, and that employees are treated with mutual respect.

We dedicated substantial resources and attention towards broadening the composition of our technical operations team, traditionally dominated by male workers e.g. engineers and security positions, by providing more technical operations positions to female workers. Women currently represent 15% of our technical operation positions and 65% of our non-technical employees.

We have conducted our recruitment search overseas to complement and reinforce our belief in diversity.

EMPLOYEE ENGAGEMENT AND WELLBEING

Engage Our People

The culture of SUNeVision is inspired and guided by our defined Vision, Mission and Values ("VMV"). Our values, namely collaboration, ownership, courage and innovation, have drawn us together cohesively to build our success together. Specific VMV trainings are provided to new joiners to help them embrace the same values with us. To protect our employee's wellbeing, our Employment Policy covers medical benefits, compassionate leaves, work arrangement during critical weather and workplace health and safety.

We treasure the voice of our employees by providing different forms of two-way communication platforms such as our staff intranet, which covers 100% employees, and our annual staff satisfaction survey. Based on our latest working environment satisfaction survey, we have achieved a response rate of 93%, with a satisfaction rate of 85% in 2025.

WORKING ENVIRONMENT SATISFACTION SURVEY

Response rate	93%
Satisfaction rate	85%

Grievance Policy

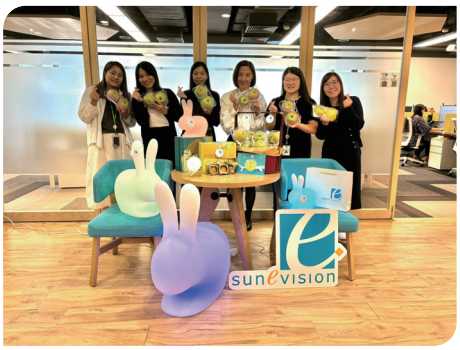
The clear guidelines laid down by our Grievance Policy ensure that the voices of our employees are being heard without any restrictions. Any cases received will be handled as a high priority by a dedicated leadership team. Employees may file written grievances to their immediate superiors through email, phone calls, or in-person meetings. The situation may also be escalated to higher levels of management, such as the department head, the director of human resources and administration, if the immediate supervisor is involved in the case. If necessary, the cases would be escalated to top management. To guarantee that the cases will be handled promptly, responses to the grievances must be made within 14 working days and all grievances will be handled with confidentiality.

Fun and Caring Environment

SUNeVision strives to create a fun and caring work environment by providing various non-monetary benefits for all our permanent and contract employees. Employees appreciate our Casual Wear Policy, which allows for flexible and relaxed attire at work. To ensure our employees connect with each other socially, we engage in regular activities, such as sports, festival celebrations, staff parties and dinners. This year, we continued "Surprise Friday", our monthly staff engagement party, featuring takeout from trendy restaurants during teatime, allowing staff to enjoy a relaxed break. This initiative has been very popular with employees, boasting a participation rate of over 90%. Building on the establishment of our Staff Club last year, we have expanded its initiatives in 2024 to organise regular employee activities and volunteer programmes. Engagement is further strengthened through curated lunch-sharing sessions that explore diverse topics, such as Paris 2024 Olympics insights and Dr. Sun Yat-sen's historical narratives.

2024 Christmas Party Event

Festive gatherings such as Christmas and Mid-autumn, as well as summer parties were hosted for our employees. These gatherings facilitated colleague engagement through seasonal celebrations and reflections on yearly achievements. Attendees participated in social activities accompanied by refreshments and a lucky draw. Demonstrably successful in boosting morale, the events strengthened appreciation for our corporate culture.



2024 Mid-autumn Party Event

Prioritising Employee Well-Being

We care about our employees' health and wellbeing. We also provide complimentary staff shuttle bus service at different data centre sites to assist our shift duty employees in commuting to work more efficiently and comfortably. To allow our employees to celebrate their most meaningful life moments, we provide leave days to celebrate their birthdays, marriages, and the birth of newborn children, and gifts for marriage and newborn children. In addition, employees are permitted early departure during designated festivals to spend time with their families.

Promoting Health and Family Wellness

Dedicated eMPF help desks and assistance sessions are operated to facilitate mandatory provident fund registration for all eligible employees. Recognition of long-serving staff is formalised through Long Service Awards, while Retirement Awards honour retirees' contributions, cultivating organisational appreciation and colleague belonging. Furthermore, enhanced support programmes include the "SHKP Group Undergraduate Scholarship Scheme" providing financial aid for eligible employees' children pursuing bachelor's degrees.

Various health talks, such as online workshops "Micro-moments for Relaxation" and "The Power of Multidimensional Thinking" under our Positive Health Series, and comprehensive free health check-ups are arranged to raise employees' awareness of a healthy lifestyle. Other than providing medical and dental plans to our employees, as well as seasonal flu vaccinations to safeguard staff during winter months, we also extend the medical and dental coverage to employee's spouses and dependents. We also offer a price discount to family members of our employees on annual health check-up programme.

Festive Cheers for 2025 Chinese New Year

GROW WITH OUR PEOPLE

To combat stress which may arise from personal or work circumstances, we have implemented an "Employee Assistance Programme" ("EAP") for both employees and their family members. The EAP offers professional, confidential, behavioural counselling service through a 24-hour hotline to employees and their family members in order to address their personal issues, and foster a balance between work and personal life.

The Group actively encourages the promotion of these benefits and activities to enhance employee bonding and boost morale, contributing to a 7% reduction in our turnover rate during the reporting year. This achievement reflects our commitment to fostering a positive workplace culture where employees feel valued and engaged. By prioritising well-being and connection among our employees, we aim to create an environment that not only attracts talent but also encourages long-term satisfaction.

TALENT ACQUISITION AND DEVELOPMENT

Talent Acquisition

At SUNeVision, our people are our greatest assets. We place priority in hiring exceptional talent. We have employed extensive channels to recruit the best talents. Our participation in various career expos, campus recruitment, recruitment talks and professional sharing sessions in universities, as well as recruitment days arranged by government bodies enable us to reach the new generation of the highest potential youth. This engagement not only helps us identify and attract top candidates but also strengthens our succession pipeline by ensuring a steady influx of fresh talent ready to take on future leadership roles within our organisation. An internal "Employee Referral Programme" is also implemented to help us recruit talents.

Talent Development

Talent development is our key people strategy to fuel business growth. We respect individual employees' need for specific career growth in their preferred areas of expertise and interest, as well as their personal growth objectives. To support these ambitions, we provide a clear career path of advancement, alongside tailored development opportunities such as stretch assignments, job rotations, and special projects. These initiatives are complemented by formal performance appraisals to identify high-potential employees. We then work with Department Heads to customise development plans tailored to their career aspirations, accelerating their career trajectories through targeted growth opportunities.

Our talent pipeline strategy ensures critical roles are prepared for succession through fast-tracking career growth and assigning early people management responsibilities. This approach not only builds a ready talent pool for organisational sustainability but also fosters a culture of continuous learning. Employees benefit from internal trainings in leadership, technological knowledge, and cross-functional skills, while external training costs are covered under our Training Sponsorship and Educational Sponsorship Policy. By offering diverse exposures and development pathways, we maximise employees' potential to achieve both personal and organisational goals, ultimately driving sustainable business success.

Focus Area	Training Topics
Leadership Training	• Presentation skills • Performance management • Personal development • Communication and negotiation skills
Job Specific/Industry Related Training	• Market trends • Client-facing techniques • Heath and safety • Sustainability • Analytic application • Social media marketing • E-commerce technology • Customer service • Anti-discrimination Ordinance • Business ethics

Internal Training and Graduate Programme

MAJOR DISCIPLINES OF THE INTERNAL TRAINING PROGRAMME

- Leadership Development
- Job Skills Development
- Personal Development

Job Skills Development

To develop a diverse team of professionals and keep our talents up-to-date with industry trends, we earmark a company-wide and structured training programme focusing on three major disciplines, namely leadership development, job skills development, and personal development. The trainings are delivered in various forms including online courses, seminars, webinars, workshops and others. During the reporting period, we have provided artificial intelligence training under the Technology Upskilling Series. These flexible sessions equip employees with cutting-edge digital competencies essential for technological evolution. Meanwhile, we also provide on job training to Technician and Facility Engineer for application of Registered Electrical Worker License.

Leadership Development

The Group Management Trainee and Graduate Engineer Programme provides fresh graduates with a tailored on-the-job training experience to launch their careers in the dynamic technology sector. Specifically, our parent company's Group Management Trainee Programme is designed to cultivate future leaders through a structured five-stage talent pipeline over 2 years, offering trainees a clear fast-track career path to the role of Functional Director. Participants will rotate through host functions while receiving cross-departmental attachment training, classroom instruction, and coaching sessions to build both functional expertise and managerial competence. We also have a summer internship programme offered to undergraduates to give them an early understanding of a potential career in our industry.

GROW WITH OUR PEOPLE

External Training

Apart from internal trainings, we also provide external training sponsorship for all permanent employees by partnering with external institutions. For example, we work with the Hong Kong Independent Commission Against Corruption ("ICAC") every year to arrange a training on anti-corruption and updated legislations for all full-time and part-time staff, executive directors, and contract employees, such as the Business Ethics Webinar by ICAC. During the reporting period, we have also collaborated with Technological and Higher Education Institute of Hong Kong to set up a work-study degree in Building Services Engineering Programme.

We have collaborated with the Hong Kong Institute of Engineers ("HKIE") to implement the well-structured two-year Scheme "A" engineering training scheme for Graduate Engineers, which develops and nurtures graduates to achieve the goal of becoming a chartered engineer with the full HKIE professional status. Also, we have partnered with educational institutions, e.g. the Vocational Training Council to develop a comprehensive apprentice programme, providing potential talents with on-the-job training and valuable practical experience to foster their professional development.

Training Sponsorship for Personal Development

In addition to the designated training programmes, we support employees' continuous learning for personal growth. Therefore, we provide training sponsorship to all employees including contract employees and nominate potential employees to attend professional examinations and training courses that are related to or required for their job duties. Employees can apply for full reimbursement of course fees upon course completion. We offer educational sponsorship to full-time employees, so that they can pursue a degree programme or obtain certain professional qualifications, and fulfill their career aspirations. This notably includes a two-year sponsored Diploma Course for Technician Apprentices, incorporating on-the-job training with mentorship and dedicated study leave. In order to support the continued education for our employees, examination leave is also offered upon request.

PERFORMANCE MANAGEMENT AND REWARDS

Robust Performance Management Process

We are committed to ensuring transparency in our performance management process. It is an important process which allows management to share the business objectives, provide ongoing feedback, recognise employees' contributions, and formulate individual development plans. To drive a high-performance culture, in addition to the formal annual performance review conducted for each individual, formal and informal coaching and feedback will be given to employees during the year. We also highly appreciate the contributions of our staff by giving long service awards to affirm their efforts.

100%
of employees completed performance reviews every year

Equitable Merit-based Compensation

We maintain a compensation pay structure that is competitive with the market. We regularly benchmark our pay structure with market data, to ensure that our compensation is equitable and competitive. Our employees are evaluated through a formal appraisal system and fairly rewarded based on their performance. The merit-based compensation includes salary, bonus and long-term incentives of stock options. Besides compensation, we provide various staff benefits such as enhanced pension scheme, medical plan, travel, mobile and shift allowance, overtime pay, full-paid sick leave, marriage leave, birthday leave, examination leave, compassionate leave, vaccination leave, maternity and paternity leave on top of annual leave to compensate employees as part of the total reward package.

We also ensure strict compliance with relevant labour laws and regulations, including but not limited to the Employment Ordinance, Sex Discrimination Ordinance, Disability Discrimination Ordinance, Employee Compensation Ordinance, Personal Data (Privacy) Ordinance, Inland Revenue Ordinance, Mandatory Provident Fund Schemes Ordinance, Minimum Wage Ordinance and Prevention of Bribery Ordinance. Meanwhile, the Group's business is not exposed to the risk of engaging in child and forced labour. Disclosures on our policy and compliance with relevant laws and regulations on this topic are therefore not applicable.

HEALTH AND SAFETY

Occupational Health

The health and safety of employees is of our utmost concern. In this regard, we always ensure full compliance with all regulatory requirements, including the Occupational Safety and Health Ordinance (Cap. 509) and the Guidance of Safety Management System ("SMS") under the Labour Department of the HKSAR Government. Although our business operation is not typically associated with high health and safety risks, we established a Corporate Health and Safety Policy and continue demonstrating our commitment to promoting a safety culture by reviewing the Corporate Health and Safety Policy.

To maintain the highest occupational safety and health standards across the Group, occupational health and safety measures are adopted and implemented. We strictly require all staff and contractors conducting construction work on our sites to receive the Construction Industry Safety training. We also require job-related staff to go through the Industrial Health and Safety Training and first aid courses. Specific health and safety training are provided to relevant staff to enhance safety awareness and knowledge such as safe working at height, first aid, automated external defibrillators, fire prevention, unloading dock, and permit system trainings.

GROW WITH OUR PEOPLE

The Group's Site Health and Safety Committee regularly reviews our sites' health, safety performance and provides feedback from sites. Additionally, a Health and Safety Manager is designated to review and strengthen our Health and Safety controls to ensure the Company provides a safe working environment. General safety rules are implemented on sites. We also regularly review the risk register log to identify and mitigate health and safety risks at work, and conduct regular safety inspections to identify potential risks and hazards in the workplace. A permit-to-work system is developed for high-risk work areas such as confined spaces and hot work in data centres.

0%
Work-related fatalities remain zero

Attributed to our efforts to protect our employees' health and safety, there have been no work-related fatalities during the reporting period, the number of work-related fatalities has remained zero in the past three recorded years, and lost workdays remain at a minimum level of 0.01% this year.

SUPPLY CHAIN MANAGEMENT

SUPPLY CHAIN MANAGEMENT HIGHLIGHTS

STRATEGIES AND MANAGEMENT

To ensure a sustainable and ethical supply chain, our procurement process is guided by the Procurement Policy and Procedure. The Procurement Team oversees the execution of the policies and procedures of procurement, manages the list of qualified suppliers and contractors, and ensures all employees involved in procurement comply with the policies. There were no concluded legal cases regarding corruption within the Group during the reporting period.

PROMOTING A RESPONSIBLE AND SUSTAINABLE SUPPLY CHAIN

Our dedication to corporate responsibility extends to our suppliers. We understand that engaging with our suppliers and contractors is essential, as we aim to reduce our social and environmental impact throughout our value chain. We adhere to the practices below during the procurement process:

- Engage environmental consultants to evaluate our construction plans and materials, ensuring specific certification and statutory requirements are met;
- The mechanical and electrical design, and facilities operations of the data centres to be designed for use with energy efficient equipment;
- Encourage the use of environmentally friendly materials in our operations;
- Select electrical products which comply with relevant industry standards to ensure no hazardous substances are used; and
- Avoid single-use disposable products and prioritise the use of reusable, recyclable or highly durable products.

To minimise the environmental impact of our supply chain, we also promote the use of accredited environmentally preferable products and equipment of all types among our suppliers and contractors, and incorporate the 4R Principles (Reduce, Reuse, Recycle and Replace) into the contractor/supplier selection and procurement processes.

SUPPLY CHAIN MANAGEMENT

Additionally, we incorporate environmental and social factors into the procurement decision-making process. To support local economic growth and to reduce carbon emissions from transportation along the supply chain, we prioritise our purchases from local suppliers. During the reporting period, over 99% of our suppliers were locally based.

UPHOLDING HIGH QUALITY STANDARDS

Addressing the rising expectations of sustainable supply chains from stakeholders, we demand that all suppliers adhere to a consistent standard that goes beyond legal requirements. In addition to evaluating the quality of products and services from suppliers, we also consider the suppliers' commitment to social responsibility and their environmental performance. We have established protocols for soliciting tenders and perform reviews to better track the performance of our suppliers. The Procurement Team and Project Managers conduct a general review of the quality of products and services' performance, including the environmental performance of all qualified suppliers on a regular basis. A scoring deduction in the tender evaluation and performance review will be considered if suppliers fail to meet our standards or requirements.

PROMOTING ETHICAL BUSINESS CONDUCT

The Group adopts a zero-tolerance approach to corruption. The Board oversees ethical issues in the Group by regularly reviewing the Group's compliance with corporate governance requirements through the Corporate Governance Committee, including regulatory risks, anti-competition and anti-trust agendas. Both our Code of Conduct and Procurement Policy and Procedure outline the expectations for all employees, suppliers and vendors to act ethically with integrity and comply with relevant laws and regulations, including the Prevention of Bribery Ordinance (Cap. 201). Additionally, the Code of Conduct of our parent company covers the prevention of bribery, corruption and money laundering.

To uphold ethical practice and prevent corruption and fraud, various reviews on internal operations and system control audits are conducted on our daily operations throughout the year. Audits are conducted on a risk basis, covering all major operations cycles at a frequency of every 3 years. These audits include the procurement audit to ensure our compliance with the Procurement Policy and Procedure, promoting transparency within the tendering practices and our declaration of Conflict of Interests. The Procurement Team is responsible for monitoring procurement processes and reports any non-compliant cases to the leadership and management, ensuring the integrity of our supply chain. No staff shall receive compensation apart from their remuneration pursuant to employment contracts with the Group, nor accept gifts from suppliers. Any staff compromising or violating the Code of Conduct will be subjected to serious disciplinary action.

Whistle-blowing Policy

Our Whistle-blowing Policy is in place to facilitate our staff and other relevant parties to report any malpractice, impropriety and fraud that comes to their attention. Our staff are encouraged to use the whistle-blowing mechanism when necessary, and external stakeholders such as suppliers are also open to report any malpractice, impropriety and fraud along our supply chain. Staff may choose to raise their concerns anonymously through email or directly report any suspected irregularities or concerns to immediate supervisors, department managers, Internal Audit Department, and Human Resources Department, or the senior management level if necessary. The investigation outcomes and recommendations will be reported timely to the Vice Chairpersons and the Audit Committee, subject to the nature and complexity of the matter. All reported cases are handled promptly and confidentially to protect the relevant parties from retribution or reprisals.

Anti-corruption Training

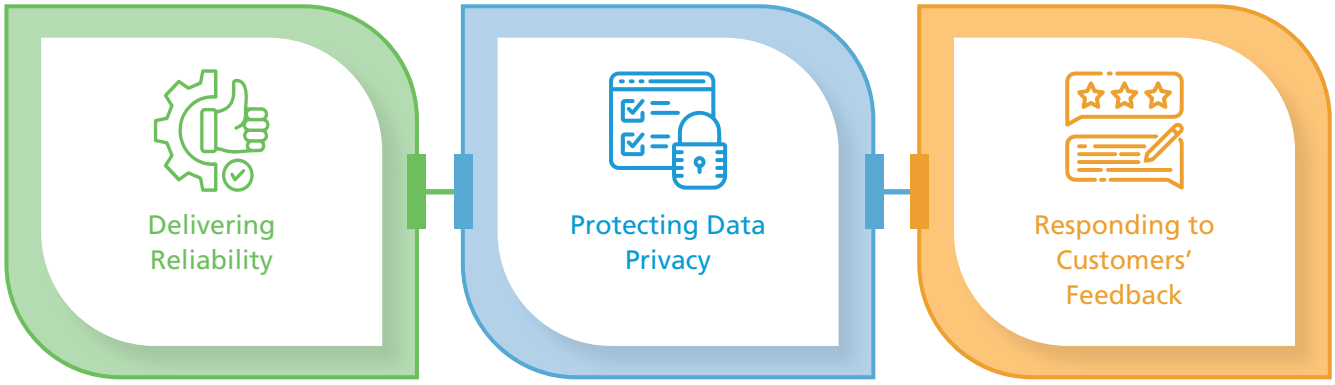
To ensure that the Company operates at the highest level of integrity, we regularly provide ethical standards training, such as anti-corruption training for our employees and business partners. To raise staff's awareness towards anti-bribery, we arrange all full-time and part-time staff, as well as executive directors, to participate in ICAC's training seminars annually which focuses on anti-corruption and updates in related legislations. This year, we also provided anti-corruption training to our top 10 suppliers and contractors in terms of purchasing amount, and relevant training materials and questionnaires were provided to them accordingly.

Self-declaration of Conflict of Interests

According to the Code of Conduct, all staff members involved in the procurement process are required to declare any conflict of interest. Our Procurement Policy and Procedure also requires our suppliers to declare any potential or apparent conflict of interests with members of the Group.

PRODUCT RESPONSIBILITY

PRODUCT RESPONSIBILITY HIGHLIGHTS



STRATEGIES AND MANAGEMENT

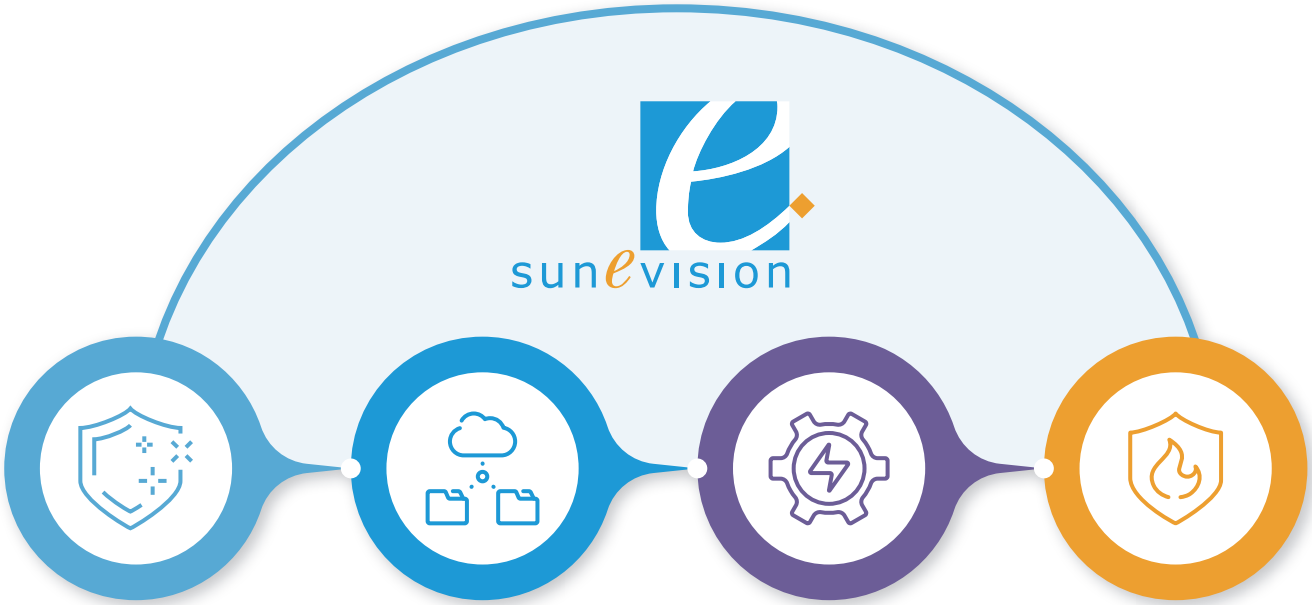
As one of Hong Kong's leading data centres, we strive to provide quality service and improve customer experience. This entails delivering a reliable and excellent service, protecting data privacy, and continuously reviewing our service based on customers' feedback.

In addition to the Personal Data (Privacy) Ordinance (Cap. 486), we are also guided by the Data Privacy and Security Policy, to assure our commitment to upholding physical security and cyber security. Moreover, the Information Technology Service Management System implemented at iAdvantage has been certified with ISO/IEC 20000-1:2018 as a recognition of our data management.

The Group's operation does not include selling or shipping of physical products. Therefore, recalls for safety and health reasons are not applicable to the Group's business. We provide our customers with a wide range of cost-effective, reliable managed services. Supported by sophisticated tools, our professional team handles the day-to-day operations and provides support services to our customers around the clock.

Our operations are not reliant on the creation of intellectual property rights. However, the Group's Information Security Management System is audited yearly by external party, complying with the requirements of ISO/IEC 27001:2022, which ensures our customer's information, including intellectual property, is shielded against potential risks.

There were zero cases relating to intellectual property rights infringement during the reporting year.



Firewall Management

To prevent unauthorised access, we provide well-managed firewall service to protect our customers' mission-critical systems. Besides the security policies, we also set up firewall appliances, and monitor the operational status.

Power Backup

To maintain high uptime availability for customers, our data centres have incorporated multiple-redundancy power supplies supported by UPS and backup power generators.

Remote Hand Support

Through our 24/7 Remote Hand Support service, our experienced technicians, Integrated Operation Centre personnel and engineers offer hands-on assistance to our customers on all critical data centre management tasks.

Fire Protection

Our data centres are equipped with fire protection and suppression systems. These systems include gas-based FM-200/Novec 1230 fire suppression system and double interlock pre-action sprinkler system, to identify and consequently address potential fire hazards.

PRODUCT RESPONSIBILITY

DELIVERING RELIABLE AND EXCELLENT SERVICES

The Group has been widely recognised as an industry leader in data centre excellence, having received several prestigious awards that acknowledge outstanding performance and capabilities. These accolades demonstrate our commitment to delivering world-class data centre services that meet the evolving needs of our clients.

2024 China IDC Industry Overseas Business Leadership Enterprise Award and Innovative Development Award

During the reporting period, SUNeVision received the 2024 China IDC Industry Overseas Business Leadership Enterprise Award and the 2024 China IDC Industry Innovative Development Award from the 19th China IDC Industry Annual Ceremony, recognising our efforts in offering dependable and top-notch services to our customers.

2024 Communications Association of Hong Kong (CAHK) STAR Award – Best Data Centre Gold Award

SUNeVision was honoured with the prestigious 2024 CAHK STAR Award for the Best Data Centre Gold Award. The award recognises the excellence in the design, construction, and operations of MEGA IDC, as well as our unwavering focus on pioneering best-in-class infrastructure and sustainable solutions. By participating in this industry award, we demonstrate our commitment to supporting the IT sector and the development of the broader technology ecosystem.

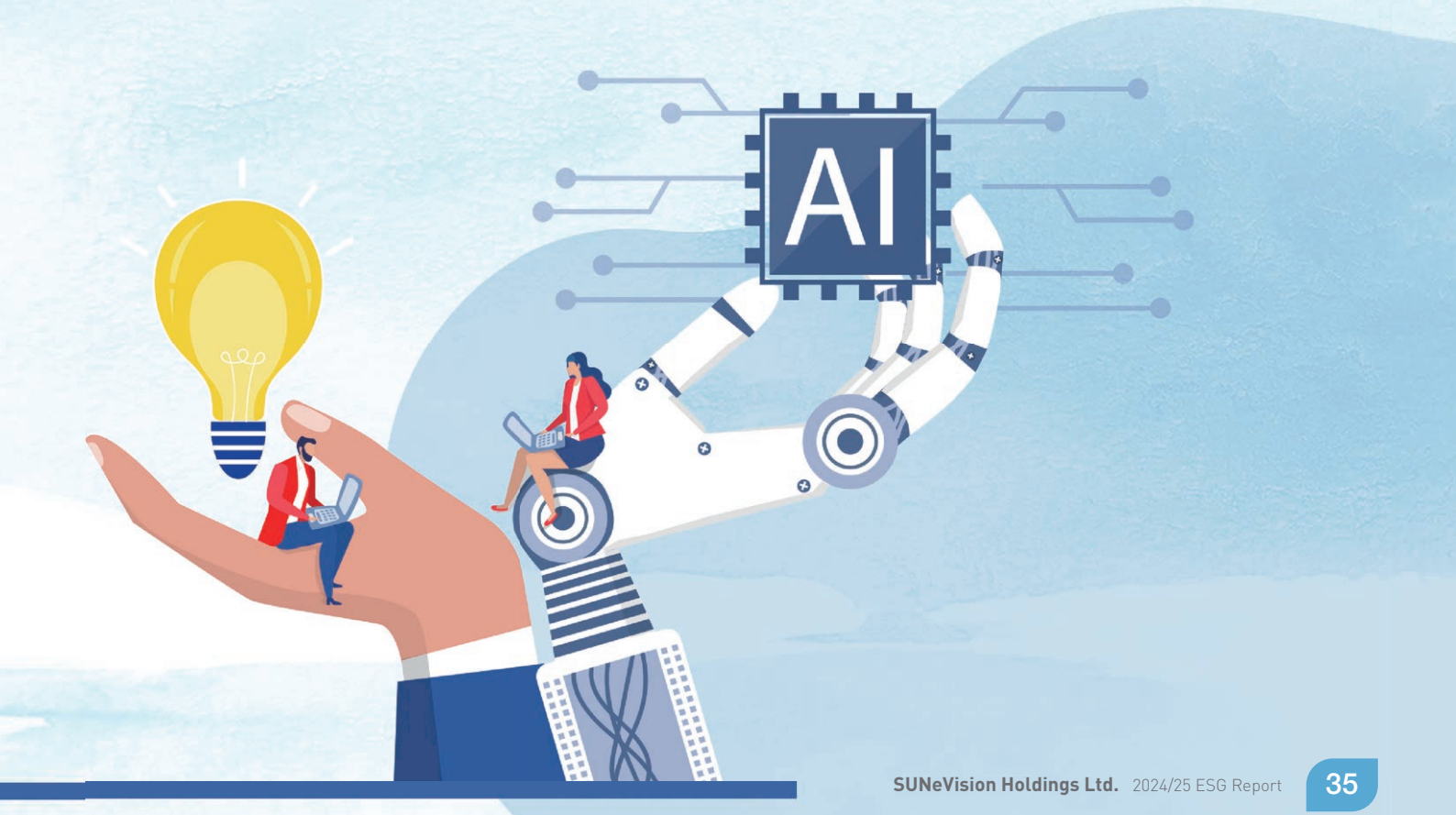
CASE STUDY

SUNeVision partners with DeepTranslate, delivering Reliable AI-Driven Financial Translation Services

In the realm of advanced AI applications in the financial sector, SUNeVision and DeepTranslate have redefined bilingual translation. Through the strategic collaboration that led to DeepTranslate being crowned the victor of SUNeVision's Startup Programme's second cohort, a groundbreaking fusion of neural machine translation technology and human expertise has emerged, setting unparalleled benchmarks for precision and efficacy in financial communication. This alliance underscores a shared commitment to delivering accurate, timely, and regulatory-compliant translations for a diverse array of global institutions, emphasising a dedication to excellence in every linguistic endeavour.

SUNeVision's cutting-edge MEGA Gateway data centre stands as a cornerstone in fortifying the reliability of DeepTranslate's services. Tailored to meet the unique computational demands of AI-driven applications, this facility ensures seamless operations and outstanding performance. Equipped with advanced features such as N+1 redundancy and robust high-capacity support, SUNeVision provides DeepTranslate with the infrastructure necessary to offer uninterrupted translation services, instilling confidence and satisfaction among their clientele, a critical element for navigating expansion within the competitive market landscape.

Moreover, SUNeVision's unwavering focus on security and compliance plays a pivotal role in upholding the integrity of DeepTranslate's service offerings. By adhering rigorously to industry-grade data protection standards and maintaining a fully compliant operational environment, SUNeVision guarantees the safeguarding of sensitive customer information at all times. This emphasis on security not only bolsters the reliability of DeepTranslate's services but also assures clients that their data is handled with the utmost care, fostering trust and confidence in the efficacy of the translated solutions delivered by the partnership.



PRODUCT RESPONSIBILITY

PROTECTING DATA PRIVACY

Data privacy and security is often ranked as one of the most prominent topics in the industry and cyber security issues will be reported to the Board regularly. To address stakeholder concerns and to fulfil legal requirements, we uphold the highest standards in protecting data privacy and security. Therefore, we carry out effective measures to assure both physical and cyber security as well as the stringent protection of data privacy. MEGA-i, MEGA Plus, MEGA Two, ONE, MEGA Gateway and MEGA IDC are ISO 27001 Information Security Management System accredited.

Physical Security

To ensure a high level of security, the following robust security and monitoring measures have been implemented:

1. Use of Access Control System to restrict visitors' access to the data centres. Access cards are issued to authorised visitors for entry to restricted floors under escort by security personnel.

2. Security guard houses in MEGA IDC, MEGA Plus, MEGA Two, and MEGA-i are set up to ensure only authorised individuals and technicians can access the data centre.

3. 24-hour surveillance Closed Circuit Television Surveillance system is installed in all common areas, plant rooms and equipment rooms with digital recording.

4. Visit logs are properly maintained.

5. An electric fence system is implemented in MEGA IDC and MEGA Plus.

6. Worker receptions are set up at MEGA-i and MEGA Gateway to properly segregate authorised vendor access from visitor access to the data centres.

7. Circle lock mantraps are installed at MEGA-i, MEGA IDC, MEGA Plus and MEGA Gateway to prevent tailgating and unauthorised entry to the data centres.

Cyber Security

We employ a mix of proactive and reactive cybersecurity solutions to assure the protection baseline of our IT infrastructure. To safeguard digital assets from potential dangers, we also form strategic partnerships with independent cybersecurity vendors to put security controls in place. The following initiatives have been put into practice:

Category	Measures Implemented
Identification of Risks	**Vulnerability Management –** Going through the whole process of discovery, verification, remediation and testing on regularly discovered vulnerabilities using the latest technology. **Red Team Exercise –** Regularly engaging an external Red Team to evaluate and assess the corporate network and system security provides critical insights and proactive measures to strengthen our defense against sophisticated cyber threats.

Cyber Security

Category	Measures Implemented
Protection of Infrastructure	**Layered Defense approach –** Implementing the Layered defense approach to dramatically increase the difficulty to access our valuable data and digital assets by implementing different security technology in each access platform. **Endpoint Security –** Every workstation is equipped with updated anti-virus, anti-spyware and Advanced Persistent Threat Prevention software. Our cybersecurity team constantly monitors and provides instant incident managements in handling daily cyber threats. **Data Loss Prevention –** On our application and data layer, we implement mobile application management and strong industrial grade encryption on workstations and mobile devices to secure corporate emails, documents and team collaboration tools.
Detection of Risks	**Adoption of Cybersecurity Framework –** Utilising the National Institute of Standards and Technology (NIST) Cybersecurity Framework, which able to significantly bolster the Company defense mechanisms by providing a structured approach to identifying, responding to, and mitigating cyber risks effectively with well-defined policies and guidelines. **Threat Intelligence Information Platform –** A cutting-edge service involving monitoring and alerting on potential confidential data leak in the Internet's black market such as websites passwords and staff company accounts. **Adoption of the latest Cyber Defense Framework –** Implementing the latest security information and event management (SIEM) tool to enhance our cybersecurity posture by providing comprehensive coverage against threats outlined in the MITRE ATT&CK matrix framework.
Response to Risks and Incidents	**Incident Response Management –** Well define the procedure and communication plan between Company and different stakeholders. **Cybersecurity Awareness Training –** Conducted different Cybersecurity Awareness trainings for all employees during the reporting period.
Recovery from Risks	**Backup Infrastructure Enhancement –** SUNeVision has encrypted the second backup files to further protect the data files in the Company server from the attack of ransomware and hackers. **Comprehensive Backup strategy using Cloud backup –** Implementing Metallic (Cloud Backup) to safeguard the Microsoft O365 mailbox and OneDrive to selected employees. Moreover, on premise critical data and digital assets are also encrypted and stored in cloud platform.

PRODUCT RESPONSIBILITY

Safe Handling of Data

While we make use of information collected in the process of making enquires and submitting applications, we strictly comply with the Personal Data (Privacy) Ordinance (Cap. 486), to ensure data is collected and stored for the purpose for which they have been collected. We are obligated to safely protect, store and handle personal data collected from visitors and employees of our facilities. During the reporting period, there were no concluded legal cases relating to leakage or loss of customer privacy data.

Guided by the code of conduct, all employees should protect the personal information of customers and tenants in compliance with the Personal Data (Privacy) Ordinance. To further enhance employees' awareness, trainings on data protection are offered to all employees to equip them with the awareness of data privacy and protection of customers' data.

As stipulated in our Data Privacy and Security Policy, the Company will obtain consent from registered users of the Company website, business partners and customers prior to the collection of information, and the Company does not collect personal data from third parties. Through the Personal Information Statements, the data owner will be informed of the purposes and usage, including the scope of transfer and disclosure and the right to access and correct the collected data. Without the owners' permission, any external parties not included in the Statement will not receive access to such data, and only authorised employees can access, change or delete such data. The Company does not rent, sell, or provide personal data to third parties for purposes other than completing transactions or services. The Company will delete owners' personal data when they are no longer registered users of our company website, business partners and customers.

RESPONDING TO CUSTOMERS' FEEDBACK

SUNeVision understands that customers' engagement and feedback are important for our continuous improvement in service delivery. To better address customers' needs and identify room for improvement, we have set up communication channels such as performance review, which is conducted quarterly to collect customers' feedback and respond to their needs. We also conducted an annual customer satisfaction survey during the reporting period to better capture the voices of our customers.

At SUNeVision, we value both positive and negative customer feedback equally. To enforce effective communication, we have formulated a Complaint Handling Policy and procedure that outline our duties and overarching approach to handling customer complaints, while our Complaint Handling Procedure delineates the steps our employees should take to settle complaints. In addition, the Complaints Handling Management System at iAdvantage is accredited with ISO10002:2018, whereas the procedures of handling complaints at Super e-Technology follows the ISO 9001 Quality Procedure Manual and Quality Manual. All concerns that are received will be addressed promptly by our well-trained staff. During the reporting period, 6 complaints were received relating to communications and data centre services, and the complaints were handled under the existing procedures, which include 24/7 support to the customers. As such, all complaints were handled and resolved in a timely manner.

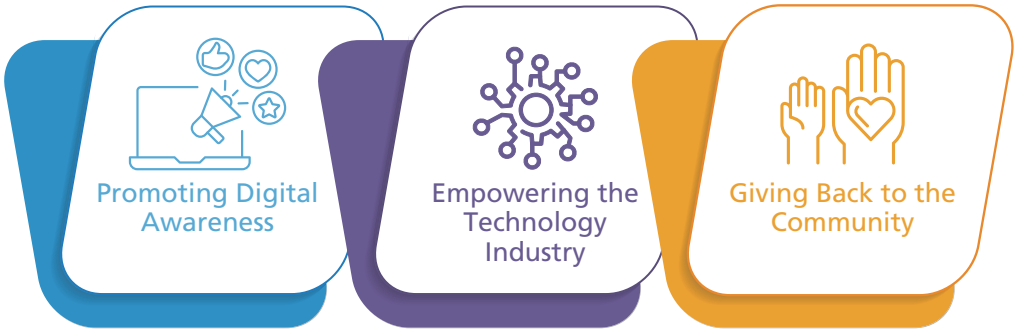
COMMUNITY INVESTMENT

STRATEGIES AND MANAGEMENT

The Group is dedicated to positively impacting and contributing to our society and community. We actively address the needs and add value to the community through volunteering, donations, participation in various industrial programmes and forming partnerships with reputable organisations with respect to the Group's Community Investment Policy, to ensure our activities take into consideration of communities' interests.

We remain focused on partnering with community stakeholders to maximise the impact and effectiveness of our community investment. We reaffirm our commitment to engaging with communities, promoting sustainable practices, and reporting transparency on our ESG efforts, with our aim to create long-term value and driving positive change, economic development, and environmental sustainability.

Our Focus



OUR APPROACH

- Supporting projects, programmes or initiatives that address the needs of the community.
- Building a close partnership with community and non-governmental organisations.
- Encouraging employees to participate in community programmes.

COMMUNITY INVESTMENT

PROMOTING DIGITAL AWARENESS

The Group is dedicated to fostering digital awareness and inclusion in society. By stimulating the flow of talent into the industry, we aspire to enrich the digital infrastructure industry and advance our long-term growth. During the reporting period, SUNeVision actively participated as sponsor and panel speaker in various regional and international data centre and telecommunications industry events e.g. PTC'25, Peering Asia 6.0 and 19th China IDC Industry Annual Ceremony.

Pacific Telecommunications Council ("PTC'25") Conference

SUNeVision actively participated in PTC' 25 in Hawaii from February 19–22, 2025 as a Silver Sponsor. PTC' 25 is Pacific Rim's premier telecommunications event connecting over 8,000 technology leaders from the telecom industry. SUNeVision had fruitful discussions with potential customers and showcased our latest hyperscale data centre, MEGA IDC, along with our one-stop connectivity solutions supporting enterprises' AI journey.

Platinum Sponsor of Peering Asia 6.0

SUNeVision proudly served as a Platinum Sponsor of Peering Asia 6.0, from November 6–7, 2024 in Jakarta, Indonesia. SUNeVision presented how MEGA-i serves as the critical connectivity hub in Asia, providing customers unique access to a dynamic ecosystem of over 300 global partners. Peering Asia is an annual conference organised by the Asia Pacific Internet Exchange Association, in collaboration with various local network operators' groups in the Asia Pacific region.

Gold Sponsor of 19th China IDC Industry Annual Ceremony ("IDCC")

SUNeVision participated in the 19th China IDCC in Beijing from December 19–20, 2024 as a Gold Sponsor. The industry event attracted over 12,000 attendees, connecting technology leaders from diverse industries. Our subject matter expert delivered keynote on the theme of "Future-proofing Intelligent Computing Strategies with Next-generation Data Centres" and joined other expert panelists to discuss on the evolution of intelligent computing in overseas digital infrastructure.

Hong Kong Fintech Week 2024

SUNeVision team participated in the Hong Kong Fintech Week 2024 from Oct 28–Nov 1, 2024. The event gathered global fintech leaders across two dedicated tracks: the Global Forum and the AI & Advanced Tech Forum. The event included major showcases by Chinese Large Language Model and AI companies, and insightful sessions by regulators and exchanges. SUNeVision engaged with attendees to explore cutting-edge trends in AI applications, enabling SUNeVision to gain first-hand insights into emerging AI and Fintech trends, allowing the team to better support customers in adopting advanced digital solutions and building resilient, future-ready financial infrastructure.

International Telecoms Week ("ITW") Asia 2024

SUNeVision participated in ITW Asia 2024 from Dec 4–5, 2024 in Singapore as a Silver Sponsor. SUNeVision also hosted a presentation session on "The Evolution and Future of Data Centre: Hong Kong Spotlights", highlighting the significance of hyperscale data centre in empowering AI applications across regions and the AI trends shaping business with a specific focus on Hong Kong landscape. ITW Asia is the premier event for connectivity and digital infrastructure that attracts over 1,200 attendees from senior stakeholders and industry experts.

EMPOWERING THE TECHNOLOGY INDUSTRY

We recognise the importance of fostering innovation, promoting collaboration, and supporting the growth and development of the technology ecosystem. Through our initiatives and partnerships, we aim to empower the technology industry by providing resources, mentorships and support to graduate students, entrepreneurs, and startup companies. Our efforts focus on equipping these innovators with the soft skills and tools they need to develop cutting-edge solutions, drive technological advancements, and contribute to the industry's growth.

SUNeVision Startup Programme 2024–2025

SUNeVision launched the second year of its SUNeVision Startup Programme. Designed to support startups in Hong Kong and those seeking expansion into the region, the programme accelerates innovation and growth. It connects participants to mission-critical technology partners within SUNeVision's industry- leading ecosystem. This year, the programme provides a comprehensive suite of technological resources and mentorship support to fuel the development of innovative solutions. Participating startups gain access to SUNeVision's AI-ready infrastructure and exceptional interconnection ecosystem, alongside a robust array of cutting-edge technologies offered by programme partners.

SUNeVision Partner Networking Evening

SUNeVision hosted a Partner Networking Evening on Oct 18, 2024 to strengthen our relationships with partners. This event provided a valuable opportunity for us to reconnect and engage in meaningful discussions and exchanged insights with our partners, fostering collaboration and exploring new possibilities for future partnership initiatives.

COMMUNITY INVESTMENT

GIVING BACK TO THE COMMUNITY

We also contribute by supporting programmes and volunteer initiatives which promote healthy, resilient and sustainable community development. To further this commitment, our Staff Club actively inspires and empowers our employees to engage in community activities. These efforts are dedicated to enhancing the well-being of society, with a particular focus on supporting the children, youth, the elderly, and those in need. To date, we have contributed over 140 volunteering hours to these efforts.

SUNeVision x Food Angel by Bo Charity Foundation

30 SUNeVision staff volunteers collaborated with Food Angel, a programme of the Bo Charity Foundation, in their "A Day with Food Angel" initiative on February 14, 2025. Our dedicated employee team worked alongside Food Angel to transform surplus food into nutritionally balanced meal boxes, directly supporting vulnerable community members facing food insecurity. This initiative underscores our commitment to fostering a supportive community and promoting responsible resource utilisation. A donation was contributed to Food Angel, with 105 volunteer hours devoted to this cause.

Participation in The Community Chest Corporate Challenge

In January 2025, the SUNeVision team participated in the marathon of The Community Chest Corporate Challenge sponsored by our parent company, Sun Hung Kai Properties Limited. Committed to making a positive impact and contributing to the well-being of our community, our colleagues participated in the charity run and raised donations accordingly. All donations raised through the event were be allocated to enhance "Rehabilitation & Aftercare Services" supported by The Community Chest of Hong Kong, a local non-governmental organisation committed to assisting the underprivileged in Hong Kong.

Partnering with Feeding Hong Kong to save surplus foods

15 colleagues from the Staff Club, a group formed by employees from various departments to coordinate volunteer social events and activities, engaged in voluntary work in cooperation with Feeding Hong Kong. On September 23, 2024, our dedicated volunteers gathered to sort, inspect, and pack donated food, helping to minimise surplus food that would otherwise be wasted. This initiative not only sought to alleviate food insecurity but also created a meaningful positive impact on the well-being of our community. Volunteers have contributed over 37 hours to make this effort a success.

APPENDIX I – AWARDS AND ACCREDITATION

We have received the following awards and certifications in the reporting year that marks our achievement in driving sustainability.

Awards		
Organiser	**Award**	**Awarded Unit**
Communications Association of Hong Kong (CAHK)	**2024 CAHK STAR Awards** The Best Data Centre – Gold Award	• SUNeVision • MEGA IDC
Environment Bureau of the Hong Kong SAR Government	**Charter on External Lighting** Platinum Award	• JUMBO • MEGA-i
Green Council	**UNSDG Achievements Awards Hong Kong 2025** • Sustainable Organisation Merit Award • Project Award: Recognised Project – Purchase of CLP Power's Renewable Energy Certificates Exclusively Linked to GVL's Solar Farm	• SUNeVision
Internet Data Center Conference (IDCC)	19th China IDC Industry Annual Ceremony: **2024 China IDC Industry Overseas Business Leadership Enterprise Award** **2024 China IDC Industry Innovative Development Award**	• SUNeVision

APPENDIX I – AWARDS AND ACCREDITATION

Awards		
Organiser	**Award**	**Awarded Unit**
Hong Kong Green Building Council Limited	**BEAM Plus Existing Building V2.0 Selective Scheme** Excellent Grade (Management)	• MEGA-i • MEGA Plus • MEGA Two
Hong Kong Quality Assurance Agency	**ISO/IEC 20000-1:2018** Information Technology Service Management System	• MEGA-i • MEGA Plus • MEGA Two • ONE • MEGA Gateway • MEGA IDC
	ISO/IEC 27001:2022 Information Security Management System	• MEGA-i • MEGA Plus • MEGA Two • ONE • MEGA Gateway • MEGA IDC
	ISO 10002:2018 Complaints Handling Management System	• MEGA-i • MEGA Plus • MEGA Two • ONE • MEGA Gateway • MEGA IDC
	ISO 14001:2015 Environmental Management System	• General Office • MEGA-i • MEGA Plus • MEGA Two • MEGA Gateway • MEGA IDC
MSCI ESG Research	**MSCI ESG Ratings A**	• SUNeVision

APPENDIX I – AWARDS AND ACCREDITATION

Accreditation		
Standards Development Organisations	**Standard/ Certification**	**Sites**
Payment Card Industry Security Standards Council	**The Payment Card Industry Data Security Standard**	• MEGA IDC • MEGA Plus • MEGA-i • MEGA Gateway • MEGA Two
Telecommunications Industry Association (TIA)	**ANSI/TIA-942 (Rated-4) Certification**	• HKIS-1 Cable Landing Station
The American Institute of Certificated Public Accountants (AICPA)	**SOC 2 Type II compliance**	• MEGA-i • MEGA Two • MEGA IDC • MEGA Gateway
U.S. Green Building Council	**LEED v4 Building Design and Construction: Core and Shell Development** Gold Certification	• MEGA Gateway • MEGA IDC
U.S. Green Building Council	**LEED 2009 Core and Shell Development** Gold Certification	• MEGA Plus

APPENDIX II – EVENTS

Sponsorship for Data Centre and Telecommunication Industry Events		
Organiser	**Event**	**Sponsorship**
Asia Pacific Internet Exchange Association (APIX)	Peering Asia 6.0	Platinum Sponsor
Asia Pacific Network Operations Group (APNOG)	APRICOT 2025 & APNIC 59	Bronze Sponsor
Hong Kong Network Operators Group (HKNOG)	HKNOG 13.0	Gold Sponsor
IDCC	19th China IDC Industry Annual Ceremony	Gold Sponsor
ITW Asia	ITW Asia 2024	Silver Sponsor
Korea Network Operators Group (KRNOG)	KRNOG 2.0	Silver Sponsor
Market Intelligence Group	17th CIO Executive Summit	Booth Sponsor
Philippine Network Operators Group (PhNOG)	PhNOG 2024	Peering Forum Sponsor
Pacific Telecommunications Council (PTC)	PTC' 25	Silver Sponsor
Singapore Network Operators Group (SGNOG)	SGNOG 11	Silver Sponsor
Vietnam Internet Network Information Center (VNNIC)	VNIX-NOG 2024	Silver Sponsor
Vietnam Internet Association	Vietnam Internet Day 2024	Bronze Sponsor

APPENDIX III – SUSTAINABILITY PERFORMANCE TABLE

Environmental Performance			
	Unit	**FY2024/25[1]**	**FY2023/24**
Greenhouse Gas (GHG) Emissions			
Direct GHG emissions (scope 1)	tonnes CO_2e	1,889	1,564
Indirect GHG emissions (scope 2) without applying international renewable energy certificates (iRECs)[2]	tonnes CO_2e	236,347	219,904
Indirect GHG emissions (scope 2) reduction through iRECs and iRECs	tonnes CO_2e	231,573	214,531
Total GHG emissions[1]	tonnes CO_2e	233,473	216,095
Carbon Usage Effectiveness	kg CO_2e /IT kWh	0.663	0.696
Energy Consumption			
Total electricity consumption[1]	kWh	567,143,624	491,788,380
Total electricity consumption intensity per revenue[4]	kWh/HK$ thousand	174.08	176.33
Total diesel consumption[3]	kWh	1,821,392	1,160,903
Total energy consumption	kWh	568,965,017	492,949,283
Total energy consumption intensity per revenue[4]	kWh/HK$ thousand	174.64	176.75
Waste Generated and Recycled			
Total non-hazardous waste generated	kg	215,290	175,853
Total non-hazardous waste per revenue	kg/HK$ thousand	0.0733	0.066
Total hazardous waste generated[5]	kg	928	18,737
Hazardous waste recycled[5]	%	100%	100%
Total hazardous waste per revenue	kg/HK$ thousand	0	0.007
Water Consumption			
Total water consumption	m^3	353,412	216,489
Total water consumption intensity per revenue	m^3/HK$ thousand	0.12	0.08

1 Reporting scope of data in FY2024/25 covered iAdvantage, Super e-Technology, Super e-Network. The increases in total GHG emissions and energy consumption are primarily due to the additional customer usage in MEGA Gateway, MEGA Fanling, MEGA IDC. These increases are also attributable to the expanded capacity of the operating data centre area.

2 Emission data in Scope 2 is calculated by multiplying electricity consumption and the emission factor from the CLP Group or the Hong Kong Electric Company Limited.

3 The increase in diesel consumption is mainly because more genset loading testings have been done than last year.

4 Adjusted revenue is used to reflect the scale of our power-related operation, which includes all recurring data centre service revenue and power-related cost recoveries.

5 The significant decrease of hazardous waste generated and recycled is due to less UPS battery replacement in this financial year, while there was a UPS battery life-cycle replacement in MEGA Two and Jumbo respectively in last financial year.

APPENDIX III – SUSTAINABILITY PERFORMANCE TABLE

Social Performance		
	Unit	**FY2024/25**
Employee Profile		
Total workforce	no. of people	525
Total workforce by gender		
Technical Operation Employees		
Female	no. of people	63
% of female employee	%	15%
Male	no. of people	348
% of male employee	%	85%
Non-Technical Employees		
Female	no. of people	74
% of female employee	%	65%
Male	no. of people	40
% of male employee	%	35%
Total workforce by age group		
Under 30	no. of people	27
30–50	no. of people	323
Above 50	no. of people	175
Total workforce by employment type		
Full-time	no. of people	525
Part-time	no. of people	0
Total workforce by geographic region		
Hong Kong	no. of people	525
Employee Turnover		
Employee turnover rate	%	16%

APPENDIX III – SUSTAINABILITY PERFORMANCE TABLE

Social Performance		
	Unit	**FY2024/25**
Employee turnover rate by gender[5]		
Female	%	14%
Male	%	17%
Employee turnover rate by age group[6]		
Under 30	%	44%
30–50	%	14%
Above 50	%	15%
Occupational Health and Safety		
Work-related fatalities	no.	0
No. of case of work injury	no.	4
Lost workdays due to work injury	days	15
% of Lost workdays	%	0.01%
Development and Training		
Total workforce trained	no. of people	490
Employees trained by employee category		
Executive	no. of people	20
Manager	no. of people	116
General Employee	no. of people	354
Employees trained by gender		
Female	no. of people	127
% of female employees trained	%	26%
Male	no. of people	363
% of male employees trained	%	74%
Average training hours per employee by employee category		
Executive	hours/employees	2.3
Manager	hours/employees	4.1
General Employees	hours/employees	7.3

5 The turnover rate is calculated by dividing the number of female/male employees who left employment by the total number of female/male employees.

6 The turnover rate is calculated by dividing the number of employees under 30/30–50/above 50 who left employment by the total number of employees under 30/30–50/above 50.

APPENDIX III – SUSTAINABILITY PERFORMANCE TABLE

Social Performance		
	Unit	**FY2024/25**
Average training hours per employee by gender		
Female	hours/employees	5.8
Male	hours/employees	6.4
Supply Chain Management		
Number of Suppliers by geographic location		
Hong Kong	no.	356
Other Regions	no.	2

Employee profile includes seconded employees during the reporting period.

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