Environmental, Social and Governance Report 2024-2025

Gold Peak Technology Group Limited

POWERING A GREENER TOMORROW

賦能綠色未來

Stock code: 40

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About the Group

Gold Peak Technology Group is a global battery and electronics company with an aspiration to become one of the leaders in providing energy and sound solutions that enlighten and empower lives, and with sustainability as a focus.

The parent company, Gold Peak Technology Group Limited ("Gold Peak" or the "Company", and together with its subsidiaries, the "Group"), was established in 1964 and has been listed on the Stock Exchange of Hong Kong since 1984. Gold Peak holds a majority stake at 86.18%* in the Singapore-listed GP Industries Limited ("GP Industries") as its major industrial investment vehicle.

Gold Peak focuses on R&D of new battery technology and B2B battery business, whilst GP Industries develops its consumer batteries, and audio businesses in consumer products. The Group has built renowned brand names for its major product categories, including **GP** batteries, **GP Recyko** rechargeable batteries, **KEF** premium acoustic products and **Celestion** professional speakers.

GP Energy Tech International Pte. Limited ("GP Energy Tech"), formed to charter sustainability as the core of business, is the Group's major subsidiary committed to delivering sustainable innovations as well as rechargeable battery advancement for enhanced energy storage solutions.

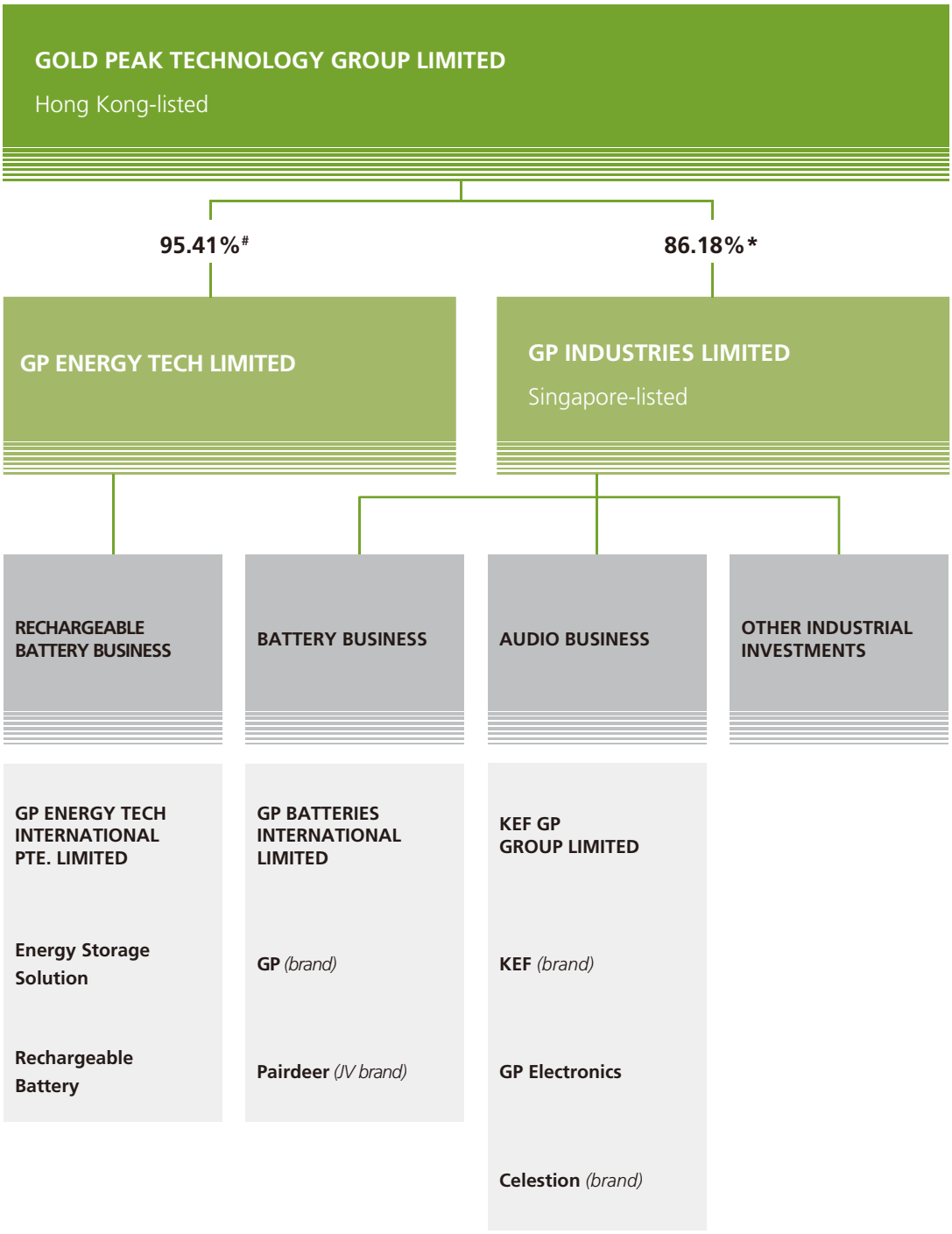
The Group has a strong and extensive manufacturing, R&D and distribution network spanning over 10 countries. Its revenue for the financial year ended 31 March 2025 ("FY2025") amounted to HK$6.9 billion and its total assets exceeded HK$7.5 billion. Including the significant operations of its various divisions, the Group currently employs a workforce of more than 6,000 worldwide.

Talents and teamwork are essential to the Group's growth journey. The Group prioritises the well-being of its team members and fosters a collaborative working environment that promotes sustainability, quality, excellence and innovation.

The Group recognises sustainability as an important strategic deployment and responsibility for business continuity and regenerative growth. The Group will continue to ride on its experience and strength to innovate, empower lives and co-create a sustainable future.

* As at 24 June 2025

Group Structure



* Percentage stated denotes respective shareholding held by Gold Peak as at 24 June 2025

\# Comprises direct interest of 85.59% held by the Company and indirect effective interest of 9.82% held through GP Industries Limited as at 24 June 2025

Board Statement

Driving Sustainability with Governance and Environmental Commitments

As a leading company in the battery, audio, and electronics industries, Gold Peak Technology Group is committed to integrating Environmental, Social, and Governance (ESG) principles into our operations. Over the past year, we have made significant progress in advancing our sustainability agenda, reflecting our commitment to responsible corporate citizenship and long-term value creation.

With a mission to excel in sustainable battery manufacturing, we continue to harness regional expertise, advanced automation, and AI-driven innovations to enhance our competitiveness and environmental performance. For the year ended 31 March 2024 ("FY2024"), **GP Energy Tech** achieved a **12% year-over-year reduction in direct (Scope 1), indirect (Scope 2), and other indirect (Scope 3) emissions (Category 6: Business Travel – Air Travel)**, verified by the Carbon Trust. This was driven by our adoption of energy-efficient technologies and increased use of renewable energy across key production sites.

Further demonstrating our commitment to environmental stewardship, **six of our battery manufacturing facilities** earned **Zero Waste to Landfill Platinum or Gold validation** from UL Solutions. These certifications underscore our ongoing efforts to reduce waste and improve resource efficiency, setting new benchmarks within our industry.

To accelerate our sustainability journey, we have **enhanced the structure of our Sustainability Steering Committee**, appointing segment business leaders as executive sponsors and functional heads as committee members. This update ensures more substantial alignment between our strategic objectives and ESG priorities, embedding sustainability deeper into our business operations.

Recognising the evolving ESG landscape, we have conducted **targeted training for our Board of Directors ("Board") and senior management** on sustainability trends, regulatory developments, and material issues. These sessions equip our leadership with the knowledge to make informed, future-ready decisions.

Looking ahead

With the Board's full endorsement, the Group is committed to achieving **net-zero carbon emissions in Scopes 1 and 2 by 2050**. In the year ahead, we will translate this ambition into actionable plans by integrating ESG targets into group-wide strategies and performance appraisals. Initiatives will focus on further reducing our carbon footprint, improving energy efficiency, and driving sustainable practices across all operations.

We are deeply grateful to our Board, management team, employees, shareholders, investors and business partners for their ongoing support and collaboration. Their collective commitment has been vital to our achievements and will remain essential as we continue advancing toward a more sustainable future.

With a shared vision and steadfast commitment to ESG excellence, **Gold Peak Technology Group** is confident in leading the way toward a greener, more resilient, and innovatively sustainable tomorrow, empowering lives through responsible growth in the battery, audio and electronics industries.

Victor LO Chung Wing
Chairman & Chief Executive
31 July 2025

Sustainability Highlights

During FY2025, the Group has achieved significant milestones in sustainability and ESG practices:

- In February 2025, the Company submitted a Letter of Intent to invest approximately US$150 million for setting up a cutting-edge Nickel-zinc battery manufacturing facility and R&D centre in the Johor-Singapore Special Economic Zone (JS-SEZ) in Malaysia for the expansion of its sustainable energy solution business.

- The Group has been presented "BDA Brand Award 2025 – Grand Award of the Year" by the Hong Kong Designers Association, which recognises our commitment to brands, design, innovation, and sustainability.

Environmental, Social and Governance

- GP Batteries has secured the EcoVadis COMMITTED Badge.

- A factory in Thailand under GP Electronics & Acoustics Co., Ltd. received "Green Industry Level 2 – Green Activity" certificate from the Department of Industrial Works, Thailand.

- A battery factory in Dongguan, China was upgraded to Platinum Validation of UL Zero Waste to Landfill Platinum, following two battery plants in Malaysia attaining Platinum Validation in FY2024.

- GP Batteries and two factories in China were named "EcoPartners" of the BOCHK Corporate Low-Carbon Environmental Leadership Awards by Federation of Hong Kong Industries.

- GP Batteries was presented the "Wastewi$e Certificate – Good Level" and recognised as a "Hong Kong Green Organisation" by Environmental Campaign Committee, HKSAR for its achievements in multiple environmental aspects, particularly in reducing waste, energy, air emission, noise impact and carbon footprint.

- GP Batteries was awarded "100% HK Branding Award – Greater Bay Area ESG Sustainable Corporate Award" organised by Greater China Association of Branding Industry to recognise its continued efforts in advancing ESG practices to achieve sustainable development.

- Two battery factories in China and Malaysia have gained "ESG Award for Safety Culture – Silver Award" while other two battery factories in Malaysia and Vietnam were presented "Bronze Award" by Institute of Safety & Health Practitioners.

Figure 1. 100%HK Branding Award – GBA ESG Sustainable Corporate Award 2024 and BOCHK Low-Carbon Environmental Leadership Awards 2023 – EcoPartner

About This Report

Reporting Scope

As part of the Group's annual reporting exercise, this ESG report (the "Report") provides an overview of the Group's ESG performance for FY2025. The Report covers the ESG performances of the Group's Hong Kong headquarters and the major overseas manufacturing plants and premises.

Reporting Standards and Principles

This Report has been prepared in accordance with the "Environmental, Social and Governance Reporting Code" (the "ESG Reporting Code") of the Main Board Listing Rules of The Stock Exchange of Hong Kong ("HKEX"), with reference to the two International Financial Reporting Standards ("IFRS") Sustainability Disclosure Standards ("IFRS S1 and S2"). The disclosure obligations and the following reporting principles have been strictly followed to define the content and the presentation of the Report:

- **Materiality:** The Group conducted stakeholder engagement and materiality assessment and report the material topics that reflect significant ESG impacts that substantively influence its business and stakeholders.

- **Quantitative:** ESG performances of the Group are discussed and compared with measurable results. This Report provides explanations for all quantitative information disclosed and enables meaningful interpretation by identifying patterns and trends.

- **Balance:** The information presented in this Report is balanced, fair, and accurate so that an unbiased picture of the Group's performance can be presented. Any forms of selections, omissions, or misleading presentation formats are strictly prevented.

- **Consistency:** This Report uses consistent methodologies to allow year-to-year comparisons of ESG data. Deviations from the methodologies will be explained, if any.

Stakeholder Engagement and Materiality

Stakeholder Engagement

Stakeholder feedback plays a vital role in shaping the Group's sustainability strategy and supporting its long-term success. The assessment of material ESG topics is guided by both internal and external perspectives, ensuring that the Group's actions reflect the priorities and expectations of its stakeholders. A strong understanding of these expectations allows the Group to proactively identify and respond to emerging risks and opportunities across its operations.

The Group is committed to maintaining regular and transparent engagement with stakeholders. By broadening its communication channels, the Group encourages stakeholders to share their views, concerns, and experiences, while also keeping them informed of key developments. The table below outlines the primary channels through which the Group engages with its various stakeholder groups on an ongoing basis:

Figure 2. Key Stakeholders and Methods of Engagement

Key Stakeholders	Methods of Engagement
Employees	• Formal and informal internal communications
Customers	• Regular meetings • Customer satisfaction surveys • Customer hotline
Suppliers	• Suppliers' assessment • Suppliers' training
Shareholders	• Annual and interim reports • Annual general meetings • Investor relations management
Government and regulatory authorities	• Periodic reports and returns • Ongoing dialogues
Local communities	• Community services

Materiality Assessment

Taking into account both internal and external factors, the Group conducted a comprehensive materiality assessment to identify the ESG issues of greatest relevance to its stakeholders. Representatives from various stakeholder groups were invited to assess the significance of a curated list of potential material topics. The assessment process is comprised of the following key steps:

1. **Issue Identification:** A preliminary screening of relevant ESG topics was conducted with reference to the HKEX ESG Reporting Code and a benchmarking review of material issues disclosed by industry peers was performed.

2. **Stakeholder Engagement:** Key internal and external stakeholders were engaged through structured surveys to gather their perspectives and ratings on each ESG topic.

3. **Prioritisation:** Insights from the issue identification and stakeholder engagement stages were consolidated to determine the most critical ESG risks and opportunities.

4. **Validation:** The identified material issues were reviewed and validated to ensure alignment with the Group's strategic priorities and stakeholder expectations.

The resulting materiality assessment reflects a diverse range of topics that are closely tied to the Group's mission, strategic direction, resource allocation, and industry-specific trends. The following materiality matrix illustrates the level of importance to stakeholders (y-axis) and their significance to the Group's business continuity (x-axis). Accompanying this matrix is a list of material topics, which serves as a guide to locate the corresponding sections in this report, demonstrating how the Group is addressing these critical areas of concern.

Figure 3. Materiality Matrix

Tier 1	High Importance	Issues that are critical to the Group's core business operations and have substantial impacts on stakeholders and the environment
Tier 2	Moderate Importance	Issues that have a moderate impact on the Group's business and stakeholders and the environment
Tier 3	Relatively Low Importance	Issues that have a relatively low impact on the Group's business and stakeholders and the environment

Material Topics

FY2025 Ranking	Material Topic	Trend	FY2024 Ranking (Relative)	Corresponding sections
1	Product Safety and Quality	=	1	Social Responsibilities – Customer Relations and Satisfaction
2	Business Ethics and Anti-corruption	↑	4	Social Responsibilities – Business Ethics; Sustainability and ESG Governance – Anti-corruption
3	Ethical Employment Practices and Labour Rights Protection	↑	7	Social Responsibilities – Human Capital
4	Talent Recruitment, Development and Caring	↑	10	Social Responsibilities – Human Capital
5	Sustainable Growth	↓	3	Environmental Stewardship – Emissions, Waste, Use of Resources; Social Responsibilities – Value Chain Management
6	Occupational Health and Safety	↓	2	Social Responsibilities – Occupational Health and Safety
7	Sustainability Governance and Risk Management	↑	8	Sustainability and ESG Governance
8	Supply Chain Management and Responsible Sourcing	↓	5	Social Responsibilities – Value Chain Management
9	Waste Management and Packaging Optimisation	↓	6	Environmental Stewardship – Waste, Use of Resources; Social Responsibilities – Product Innovation and Responsibility
10	Climate Change and Greenhouse gas ("GHG") Emissions	↑	11	Environmental Stewardship – Emissions; Climate Change Management
11	Resource, Water, and Energy Management	↓	9	Environmental Stewardship – Emissions, Waste, Use of Resources
12	Diversity, Equal Opportunity, and Inclusivity (DEI)	=	12	Social Responsibilities – Human Capital
13	Community Investment and Engagement	↑	14	Social Responsibilities – Human Capital, Community Investment
14	Biodiversity Conservation	↓	13	Environmental Stewardship – Nature-related Resources and Biodiversity

● Environmental ● Social ● Governance

Sustainability and ESG Governance

The Group is firmly committed to fulfilling its social responsibilities by embedding sustainability considerations into the formulation and execution of its corporate strategies. This includes:

- Proactively monitoring the environmental and resource impacts of its operations.
- Ensuring full compliance with labour laws and regulations to safeguard employee rights.
- Maintaining a safe and healthy working environment.
- Providing employees with the training and resources needed to support their long-term development.

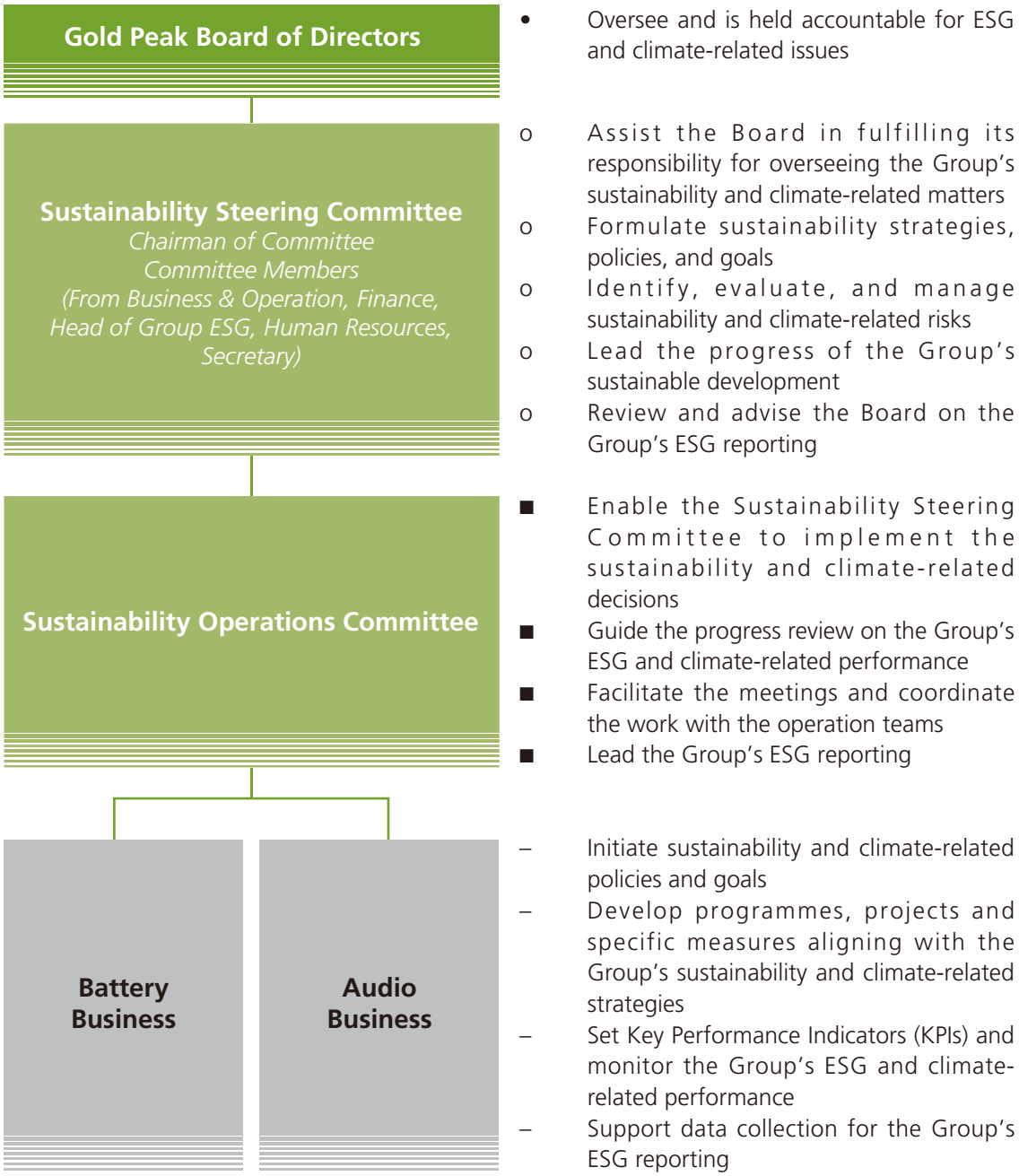
To support this commitment, the Group has established a robust sustainability and ESG governance framework. This framework serves as the foundation for integrating sustainability into business operations, while also ensuring that stakeholder interests and expectations are effectively considered in strategic planning and decision-making. It also facilitates clear communication and delineates roles and responsibilities across the organisation for addressing ESG matters, including climate-related risks and opportunities.

Overview of the Sustainability and ESG Governance Structure

The Group's governance structure is designed to embed sustainability into all facets of its operations. At the highest level, the Board provides strategic oversight and direction, ensuring that sustainability considerations are aligned with the Group's long-term vision. Supporting this, the Sustainability Steering Committee is responsible for implementing sustainability initiatives and managing ESG-related risks across the organisation.

The following provides an overview of the Group's sustainability and ESG governance framework:

Figure 4. Sustainability and ESG Governance Structure



In light of increasing public scrutiny and growing stakeholder expectations surrounding climate-related issues, the Group is committed to strengthening its sustainability governance framework to ensure more systematic oversight and effective management of climate-related risks and opportunities.

Governance Mechanism and Frequency of Communication

The Sustainability Steering Committee is responsible for regularly reporting to the Board on sustainability and climate-related matters, ensuring these critical topics receive consistent attention and strategic oversight. While updates are formally provided on an annual basis, additional reporting may be conducted as necessary in response to emerging risks or developments. The Committee is convened by the Head of Group ESG Initiatives, who oversees the Group's ESG-related matters on a day-to-day basis and plays a central role in integrating sustainability into operational decision-making. This top-down governance structure ensures that the Board is equipped with timely and relevant information to support informed decisions on climate-related risks and opportunities.

Governance Body and Individual Responsibilities

The oversight of sustainability and climate-related issues rests with the Board, which holds ultimate responsibility for ensuring that these matters are appropriately managed across the Group and its subsidiaries. The Sustainability Steering Committee, operating under the Board's endorsement, plays a key supporting role by coordinating the implementation of sustainability initiatives and managing ESG-related risks and opportunities across the organisation.

The Group's governance structure is supported by clear documentation of roles and responsibilities, as outlined in the Group's Climate Change Policy and the Terms of Reference of the Sustainability Steering Committee. These documents articulate the Group's strategic approach to climate change, encompassing mitigation, adaptation, resilience building, and disclosure. The Climate Change Policy sets out guiding principles for reducing the Group's environmental impact and strengthening its resilience to climate-related challenges. Meanwhile, the Terms of Reference define the specific responsibilities and expectations of the Committee and its members, thereby ensuring accountability and effective execution of the Group's sustainability strategy.

Skills and Competency of the Board on Sustainability Management

Ensuring that the governing body and senior management possess the necessary skills and competencies to effectively oversee sustainability and climate-related strategies remains a cornerstone of the Group's ESG governance approach. The Group provides ongoing training and development opportunities to directors, executives, and management teams to strengthen their understanding of emerging sustainability challenges, international best practices, and evolving regulatory requirements. These capacity-building efforts are designed to support informed oversight and strategic decision-making at the highest levels of the organisation.

The Convenor of the Sustainability Steering Committee, who also serves as the Head of Group ESG Initiatives, plays a critical leadership role in guiding the Group's ESG agenda. With a relevant academic background and extensive practical experience in managing ESG-related matters, the Convenor provides expert insights and facilitates cross-functional coordination to ensure sustainability considerations are embedded across the Group's operations.

Beyond enhancing the capabilities of its governing body, the Group recognises the importance of fostering ESG awareness and accountability throughout the wider organisation. To this end, the Group is actively working on embedding sustainability-related KPIs into employee performance evaluation frameworks. By doing this, we aim to reinforce the alignment between individual responsibilities and the Group's overarching sustainability objectives, ensuring that ESG considerations are integrated into day-to-day operations and performance expectations at all levels.

Figure 5. Summary of work performed by Sustainability Steering Committee in FY2025 and up to the date of this ESG report

- Updated the Board on the Group's sustainability and climate related reporting matters, including update from consultancy on climate-related risk identification and gaps on reporting;
- Laid groundwork to formulate sustainability strategies and goals towards achieving Net Zero for Scopes 1 and 2 emissions by 2050;
- Identified initial opportunity for colleagues across business units and functions to contribute towards ESG;
- Offered ESG training to Directors and senior executives, and spearheaded further progress on the Group's sustainable development; and
- Reviewed and considered the ESG report of the Group for the approval by the Board.

Internal Controls and Procedures

The Group employs a comprehensive set of internal controls and procedures to oversee sustainability and climate-related risks and opportunities, ensuring these considerations are systematically integrated into its business operations and decision-making frameworks. These mechanisms are designed to operate in coordination with other internal functions, including enterprise risk management, compliance, and financial planning, thereby supporting a cohesive and cross-functional approach to sustainability governance.

Climate-related risks are explicitly embedded in the Group's broader risk management framework, as articulated in the Group's Climate Change Policy. This policy mandates the incorporation of climate risks into the Group's enterprise risk management and internal control systems, which are subject to oversight by the Audit Committee. This approach ensures that material sustainability and climate-related risks are evaluated alongside other strategic and operational risks, allowing for more informed mitigation planning and business resilience.

To further institutionalise sustainability across its operations, the Group has introduced function-specific controls aimed at managing material ESG issues. For instance, sustainability considerations have been formally incorporated into procurement processes. The Group's newly adopted Sustainable Procurement Policy serves as a top-down mechanism to guide procurement decisions, ensuring that environmental and social criteria are evaluated when selecting products, services, and suppliers. This policy enables the Group to influence supply chain behaviour and encourage the adoption of more responsible sourcing practices.

Moreover, the Group is progressively enhancing its capacity to assess and respond to the financial implications of sustainability and climate-related risks. These considerations are increasingly factored into capital planning, investment evaluations, and long-term business strategies, enabling the Group to align financial decision-making with its broader sustainability objectives.

Anti-corruption

The Group is firmly committed to preventing corruption, bribery, extortion, fraud, and money laundering, and to complying with all applicable anti-corruption laws and regulations. All employees are strictly prohibited from offering, receiving, or soliciting bribes or kickbacks, or engaging in any conduct that seeks to gain improper business advantages.

To reinforce this commitment, the Group has implemented a whistle-blowing policy that enables employees and external parties to report suspected misconduct in good faith and without fear of retaliation. Reports can be made through a confidential channel. Where investigation is warranted, the Head of Internal Audit leads the process, supported administratively by the Executive Directors, who may also engage an independent external party if appropriate. The identity of the whistle-blower is kept strictly confidential, and any form of retaliation is explicitly prohibited.

The Group's Code of Conduct requires all employees to comply with the laws of their respective jurisdictions, including anti-corruption and other ethical business conduct laws. In addition, the Group's Guidelines on Business Ethics and Integrity apply to employees, suppliers, and contractors, promoting ethical conduct across the value chain.

During FY2025, the Group remained fully compliant with all relevant laws and regulations related to anti-corruption. Training sessions were conducted to reinforce employee awareness of anti-corruption requirements and associated risks. No legal cases involving corrupt practices were brought against the Group or its employees during the year.

Figure 6. Anti-corruption training

Sustainability Strategy and Approach

The Group is committed to leading the industry in sustainable battery manufacturing and accelerating the transition to a greener future. Recognising its responsibility to minimise environmental impact, the Group actively implements its Zero-Positive Strategy and adopts a comprehensive product life cycle approach to sustainability.

As a key innovation engine within the Group, GP Energy Tech is pioneering a sustainable and environmentally responsible battery manufacturing model. Through the development of nickel-based technologies, GP Energy Tech delivers secure, reliable, and low-impact energy solutions that support a net-zero future. Its product portfolio is designed to serve a broad spectrum of applications, including smart homes, data centres, intelligent transportation systems, uninterruptible power supply systems, and renewable energy storage.

Figure 7. "Zero-Positive" Strategy

- Established an environmental management system certified with ISO 14001 standards, which focus on various environmental topics including product manufacturing, design, research & development and product life cycle management
- Prioritise cleaner manufacturing processes and circular economy
- Improve energy efficiency and deploy renewable energy in factories
- Implement air quality and sewage control measures to minimise environmental impact
- Implement water recycling system to conserve water resources
- Continuously enhance manufacturing process and quality control to minimise waste generation
- Certified under UL's Zero Waste to Landfill programme to divert over 95% of waste from landfill
- R&D focuses on using eco-friendly and recyclable raw materials, as well as utilising recycled materials
- Promote the use of rechargeable batteries through improved features such as increased recharge cycles and shorter charging time
- Support local battery recycling programmes to minimise waste and utilise products as raw materials for new ones to create a circular economy
- Explore easily recyclable packaging materials and reduce plastic use in end-product packaging and transportation

Figure 8. Uninterrupted Power Supply and Emergency Lighting

Decision Making with Sustainability Considerations

At Gold Peak, sustainability and climate-related considerations are increasingly embedded into the Group's overarching business strategy, investment planning, major transactions, and risk management processes. The integration reflects the growing importance of environmental resilience and long-term value creation. The principles outlined in the Group's Climate Change Policy provide the foundation for this integration, which involves the careful evaluation of trade-offs associated with climate-related risks and opportunities, including:

1. **Climate-conscious Procurement:** Climate and sustainability considerations are systematically incorporated into the Group's procurement practices, guided by the Sustainable Procurement Policy. These efforts aim to support the use of low-carbon and energy-efficient products and materials across the supply chain, promoting a more sustainable procurement ecosystem while contributing to the reduction of the Group's overall carbon footprint.

2. **Risk Management:** Climate-related risks are integrated into the Group's risk management policy and internal control framework, which are overseen by the Audit Committee. This ensures that climate and sustainability-related risks are managed in parallel with other key business risks. The Group's ESG data management platform continues to serve a critical role in this process by enabling timely access to relevant metrics and analytics for informed risk assessments and mitigation planning.

3. **Informed Decision-Making:** Senior management actively evaluates sustainability-related factors as part of the Group's strategic and operational decision-making. This includes consideration of short-term implementation costs against long-term benefits such as climate resilience, regulatory preparedness, and reputational enhancement. In this context, the Group continues to explore and utilise green and sustainability-linked financing instruments, such as green loans, to secure dedicated financial resources that can support the achievement of its sustainability goals. Moreover, ESG-related investment planning and the potential implications of carbon pricing mechanisms – such as carbon tax – are also factored into financial and capital expenditure decisions to ensure long-term alignment with climate transition priorities.

4. **Stakeholder Collaboration and Contingency Planning:** Recognising the systemic nature of climate-related risks, the Group works closely with key stakeholders – including suppliers, logistics providers and customers – to identify and implement mitigation measures. This includes the development of contingency plans to address disruptions caused by climate-induced events, such as extreme weather and supply chain interruptions, thereby enhancing the Group's adaptive capacity.

Setting and Monitoring Sustainability Targets

The Group maintains a structured and strategic approach to setting and monitoring its sustainability targets, with oversight and direction from multiple governance levels. The Board holds ultimate responsibility for overseeing the Group's sustainability performance, including the establishment of climate-related goals. The Sustainability Steering Committee, reporting directly to the Board, is tasked with formulating target-setting strategies and monitoring implementation progress. The Sustainability Operation Teams support these efforts by coordinating data collection, performance evaluation, and internal communication across the Group's operations.

To enhance data transparency and performance tracking, the Group has adopted an enterprise-wide data management platform that consolidates ESG data from its business units. This platform facilitates the regular review of key environmental indicators – such as greenhouse gas emissions, energy consumption, and waste generation – enabling data-driven decision-making and timely identification of improvement areas. By centralising ESG-related information, the system supports both internal management processes and external reporting requirements.

Recognising the role of performance incentives in advancing sustainability objectives, the Group has also initiated an internal review to explore the integration of ESG performance indicators into executive remuneration structures. This is intended to align leadership accountability with the Group's long-term sustainability goals, particularly in relation to climate risk management and emissions reduction.

FY2025 marks a major milestone for Gold Peak as the Group formally announces its science-informed GHG emissions reduction targets, which encompass Scope 1 and Scope 2 operational emissions. Building on its ongoing decarbonisation roadmap, the Group has established interim and long-term reduction targets as follows:

- **a 20% reduction by 2030 compared to the FY2024 baseline;**
- **a 60% reduction by 2040; and**
- **the achievement of net-zero operational emissions (i.e., 100% reduction) by 2050.**

The GHG emissions reduction targets reflect our growing commitment to climate action and form a core part of our broader sustainability agenda. The Group is currently developing and refining a set of internal mechanisms and tools to track progress against these targets and identify priority decarbonisation measures across its operations.

Looking ahead, the Group continues to prioritise education and awareness-building as key enablers of sustainable transformation. The Group will strengthen its internal capacity through targeted training for directors and management, ensuring alignment with emerging regulatory developments and stakeholder expectations. We will complement our efforts with broader engagement initiatives aimed at empowering employees and enhancing the integration of sustainability into operational practices.

Environmental Stewardship

The Group's operations face potential vulnerabilities from environmental factors, including GHG emissions, natural resource consumption, and waste generation. The majority of GHG emissions stem from the use of grid-supplied electricity in manufacturing processes. In response, the Group is prioritising the adoption of energy-efficient production techniques, investing in energy-saving equipment, and developing products designed to reduce overall energy consumption and associated emissions.

To systematically manage its environmental performance, the Group has implemented a robust environmental management system, with most of its factories certified under the ISO 14001 standard.

Throughout FY2025, the Group remained fully compliant with all relevant laws and regulations governing air and GHG emissions, water and land discharges, and the management of hazardous and non-hazardous waste.

Emissions

As part of its ongoing efforts to combat climate change, the Group continues to actively identify opportunities to reduce GHG emissions across its operations. In accordance with the Group's Environmental Policy, all facilities are required to identify and document their GHG emission sources and maintain updated emission records. This includes tracking and reporting both Scope 1 emissions from sources owned or controlled by the Group, and Scope 2 emissions from purchased electricity and energy consumption. To further strengthen data accuracy and reliability, the Group encourages facilities to conduct regular carbon audits.

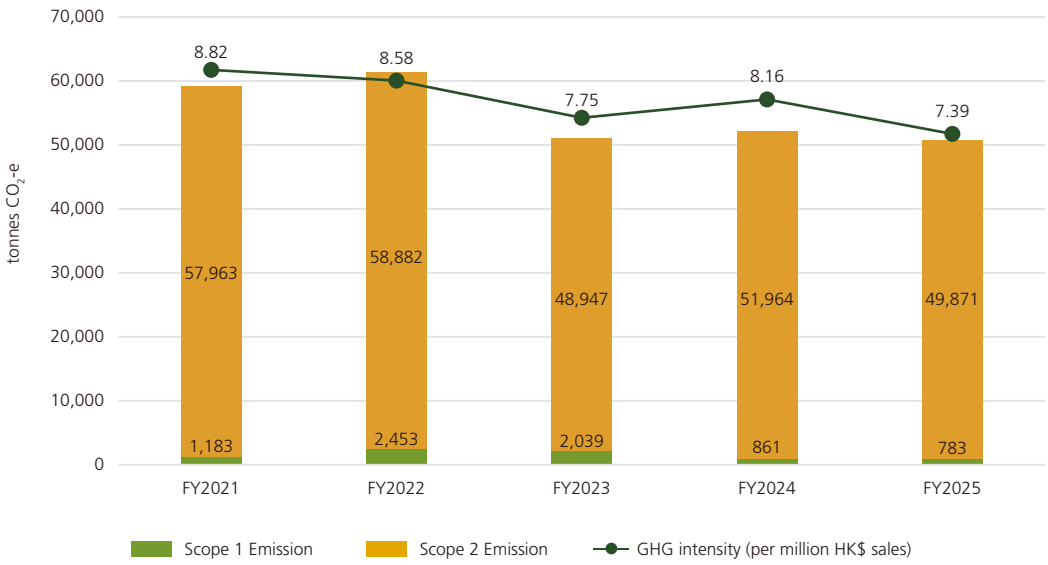
Direct carbon emissions primarily result from the consumption of diesel in generators and forklifts, as well as petrol and diesel used in company-owned vehicles. To reduce these emissions, the Group monitors fuel use closely and exercises control over diesel generator operations and company vehicle usage. In addition, the Group is gradually transitioning from diesel-powered forklifts and vehicles to electric alternatives, supporting long-term decarbonisation goals.

Indirect carbon emissions are largely attributable to electricity consumption from the grid. To manage this, the Group has implemented a range of energy-saving measures and efficiency improvements across its facilities. A minor portion of indirect emissions also stems from outsourced logistics and business air travel. To minimise these impacts, the Group promotes the use of virtual meetings and advocates paperless operations.

The Group's FY2024 GHG emissions have been restated to reflect updates in emission factors, calculation methodology and scope which are explained in more detail under "Metric and Targets" section of this report. After restatement, total direct GHG (Scope 1) and indirect GHG (Scope 2) emissions amounted to 52,825 tonnes of CO_2 equivalent (tCO_2e). Scope 1 and Scope 2 emissions represented approximately 2% and 98% of the Group's total GHG emissions, respectively.

During FY2025, the Group's total Scope 1 and Scope 2 GHG emissions amounted to 50,654 tCO_2e. Scope 1 emissions accounted for approximately 2% of the total, while Scope 2 emissions constituted the remaining 98%. The reduction in Scope 2 emissions was primarily driven by a reduction in energy usage and a change in energy mix that utilises more renewable energy.

Figure 9. GHG Emissions for the Year ended 31 March 2025[1]



[1] Greenhouse gases covered in this report include CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3.

To advance towards its long-term net-zero carbon emissions goal, the Group continues to implement targeted measures to reduce its carbon footprint, with a particular focus on increasing the use of renewable energy to replace grid electricity. In FY2025, the Group generated over 3,000,000 kWh of electricity from its solar photovoltaic systems. In addition, the Group employs solar water heaters, which convert solar energy into heat, and air-to-water heat pumps that extract thermal energy from ambient air to heat water. It has also replaced fossil fuel vehicles with electric vehicles, further reducing reliance on conventional energy sources.

The Group also prioritises energy efficiency enhancements across its operations. Key initiatives include the widespread adoption of LED lighting, the installation of inverters in discharge facilities to optimise power usage, and the replacement of centralised air conditioning systems with zonal air conditioners that allow greater flexibility and efficiency by aligning operation with actual occupancy patterns.

Through these efforts, the Group aims to make a tangible contribution to climate change mitigation while maintaining a sustainable and responsible operational model.

To enhance the credibility of its environmental disclosures, the Group engaged an independent third party to conduct assurance on its FY2025 GHG emissions. This assurance process serves to validate the accuracy and completeness of its GHG accounting, and reinforces the Group's commitment to transparency, accountability, and continuous improvement in climate-related performance. Please refer to the Appendix on pages 76 to 80 of this Report for the assurance statement.

GP Energy Tech Achieves Carbon Trust Verification for Carbon Reduction

GP Energy Tech has successfully achieved a verified 12% reduction in its organisational carbon footprint for FY2024. This reflects its strong commitment to sustainability and demonstrates the effectiveness of its carbon reduction efforts across regional operations.

This progress has been driven by several key initiatives, including the enhancements to factory operating processes, where innovative systems allow the reuse of heat generated during certain manufacturing stages in other parts of the production process, minimising energy waste. GP Energy Tech has also deployed energy-efficient machinery, optimised LED lighting systems, and installed advanced sensors to significantly reduce energy consumption. Additionally, ongoing monitoring and refinement of operational efficiency will further ensure a long-term impact on sustainability.

This achievement underscores GP Energy Tech's dedication to systematically reducing carbon emissions across all aspect of operations and highlights its proactive role in driving a greener, more sustainable future.

Solar panels installed on the rooftop of the manufacturing facility in Dongguan, China

To further minimise environmental impact, the Group actively works to reduce air pollutant emissions across its operations. In battery manufacturing, volatile organic compounds (VOCs) are treated using biological trickling filters, while dust emissions are controlled through cloth bag and water spray dedusting systems. In audio manufacturing, emissions mainly arise from the use of glue and paint in speaker production. As these materials cure, solvents such as toluene and xylene may be released. The Group mitigates these risks by strictly using solvents classified as "preferred" or "usable," continuously monitoring emission levels, and phasing out high-risk substances.

To further reduce emissions, the Group is adopting natural alternatives to petroleum-based products – such as water-based systems, gels, and low-toxicity substitutes – and implementing cleaner production methods, including resistance welding in place of soldering where applicable.

Waste

Waste Generated during Manufacturing

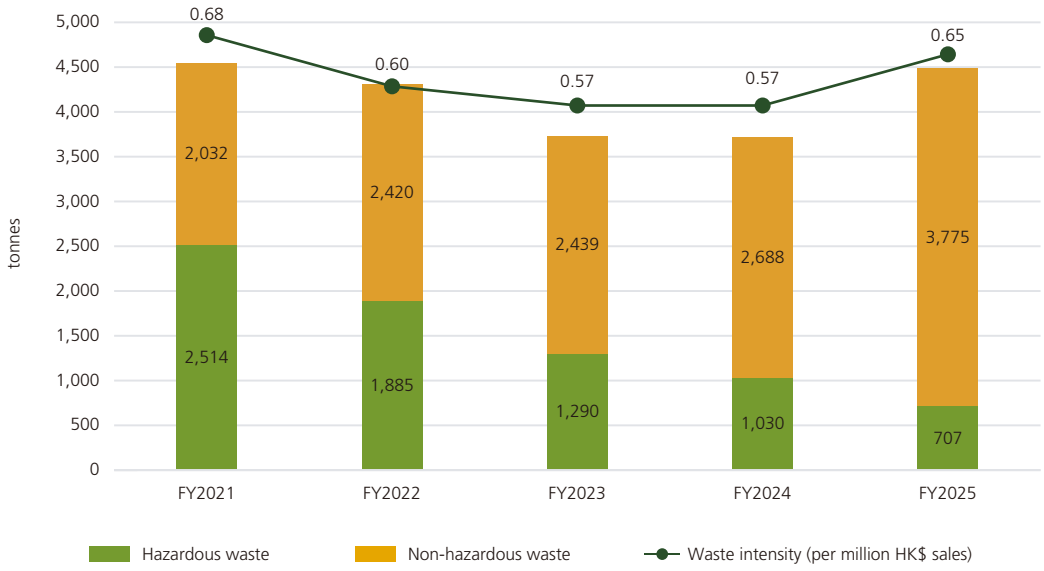
In line with its Environmental Policy, the Group has established standardised procedures for managing hazardous and non-hazardous waste, aiming to minimise waste generation and promote resource recycling. The policy mandates regular monitoring, proper segregation, and environmentally responsible disposal of waste, with strict adherence to legal requirements and detailed record-keeping.

Hazardous waste, including nickel, manganese, metals, mineral oil-water emulsions from defective batteries, and contaminated materials such as rags, containers, and solvents, is centrally stored in designated warehouses with clear labelling. Assigned personnel record waste volumes in ledgers, and licensed recycling companies are engaged for collection and treatment, minimising risks to soil, water, and air.

Non-hazardous waste, such as scrap cardboard, wood, plastics, metals, food, and office waste, is sorted into recyclable and non-recyclable categories. Recyclables like copper wire and solder oxide are recovered, while non-reusable waste is handled by refuse treatment providers. The Group also adopts innovative waste solutions – for example, in Dongguan, China, food waste is processed by licensed firms to breed black soldier flies, producing insect protein and organic fertilisers.

In FY2025, the Group generated 4,482 tonnes of waste (FY2024: 3,718 tonnes), comprising 707 tonnes of hazardous waste (FY2024: 1,030 tonnes) and 3,775 tonnes of non-hazardous waste (FY2024: 2,688 tonnes). We have improved the completeness of data by including more waste streams in our statistics in FY2025 after an internal review that contributes to higher waste level.

Figure 10. Waste Produced for the Year ended 31 March 2025



The Group is committed to reducing overall waste and improving its diversion rate from landfills. This includes collaborating with suppliers to redesign packaging, promoting sustainable packaging solutions, and raising customer awareness of the 3R principles – reduce, reuse, and recycle.

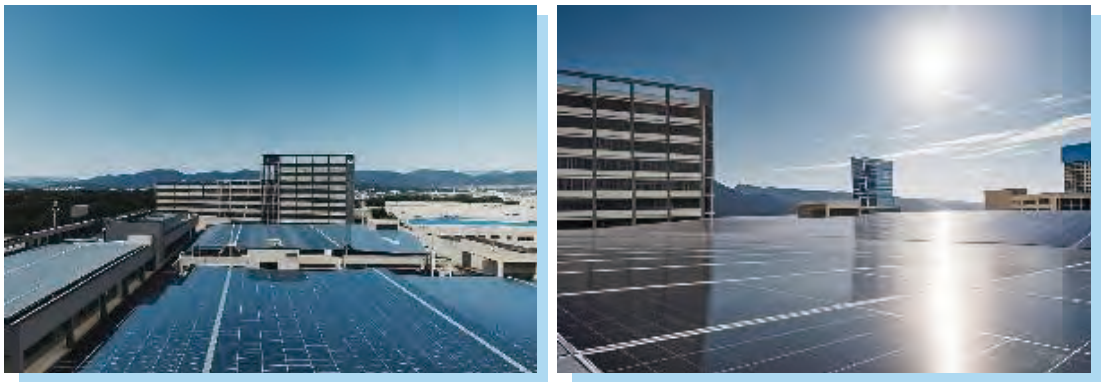
Our factory in Dongguan, China obtained UL Zero Waste to Landfill Platinum Validation during FY2025, signifying a 100% waste diversion rate. Together with two factories in Malaysia, the Group now has three factories that have achieved Platinum Validation. In addition, three other factories located in China, Malaysia, and Vietnam were awarded Gold Validation, recognising a diversion rate of over 95%. These distinctions underscore the Group's ongoing commitment to maximising waste diversion across its production processes and advancing sustainable manufacturing practices.

Figure 11. UL Environmental Claim Validation ("ECV") certificate for Zero Waste to Landfill

GP Electronics Drives Sustainable Operations: Solar Power and Green Certification

During FY2025, GP Electronics achieved notable progress in its ESG initiatives, focusing on environmental sustainability and employee wellness. A major milestone was the launch of the Solar Energy Project at GP Electronics (Huizhou) Co., Ltd. ("GPE Huizhou Factory") in March 2025, which reduced reliance on non-renewable energy and carbon emissions. The factory further enhanced its environmental performance through energy-efficient system upgrades and water conservation measures.

These efforts led to a reduction in electricity intensity (kWh/HK$ sales), from 0.00984 in FY2024 to 0.00956 in FY2025, representing a year-over-year reduction of 2.85%.



Large-scale of solar panels installed at GPE Huizhou Factory
for increased use of renewable energy

Meanwhile, GP Electronics and Acoustics Co., Ltd. ("GPE Thailand Factory") obtained Level 2 Green Industry Certification from the Department of Industry, Thailand for its commitment to environmental responsibility and sustainable operations.

GPE Thailand Factory Obtained Level 2 Green Industry Certification

Raw Materials and Recyclability for Products

Circularity lies at the core of the Group's product design philosophy. The Group continually seeks to enhance the recyclability of its products while increasing the use of recycled and sustainable materials in both products and packaging. For example, GP Recyko rechargeable batteries and chargers are packaged in user-centric paper materials, and 90% of the battery materials by weight are recyclable at end-of-life. Certain GP Recyko battery models have received UL Environmental Claim Validation (UL ECVP 2809) for containing at least 10% recycled content, with plans underway to further increase this proportion. Through these efforts, the Group transforms end-of-life materials into valuable resources, conserving natural assets and advancing its vision of circular economy.

The Group also organises regular recycling initiatives. During the Mid-Autumn Festival, the Group launched a "Mooncake Tins Recycling Programme" by placing dedicated collection boxes in office cafeterias. The collected tins were sent to recycling stations for proper processing, reinforcing employee awareness of waste reduction in everyday practices.

Use of Resources

Energy Consumption

To conserve natural resources, the Group implements a wide range of efficiency-enhancing measures aimed at optimising resource use and promoting recycling wherever possible. Guided by its Environmental Policy, the Group strives for the efficient use of energy, water, and materials, with a clear objective to reduce overall energy demand while increasing the share of renewable energy in its operations to realise its carbon reduction targets.

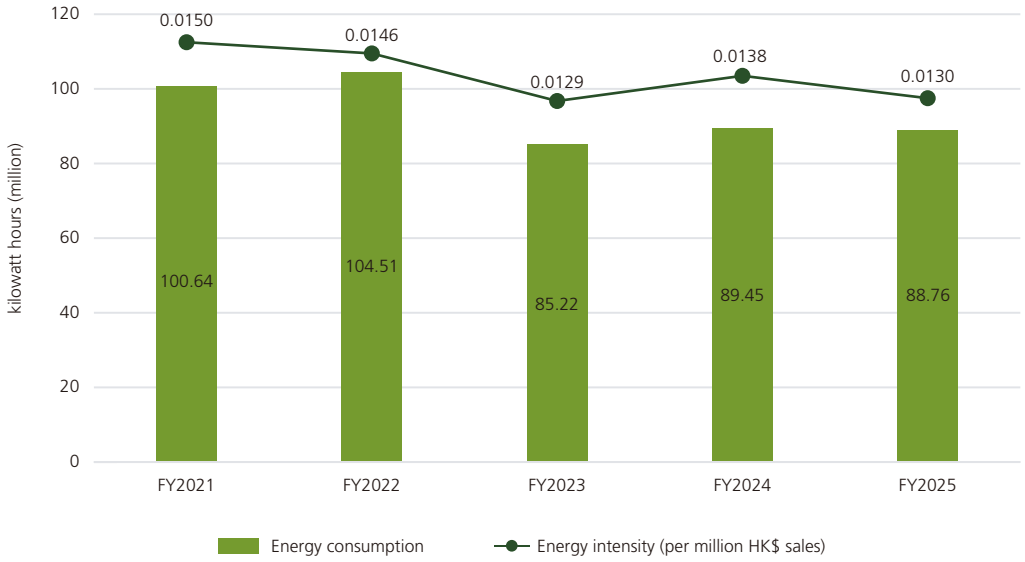
The Group adopts a cradle-to-grave perspective in evaluating the environmental impact of its products. Beyond upstream measures, such as material efficiency and packaging optimisation, the Group also addresses environmental impacts during product usage. To improve energy efficiency in the use phase, product designs are continuously refined to minimise self-discharge and reduce energy loss during standby charging – demonstrating the Group's commitment to developing environmentally responsible and energy-efficient solutions.

Operational energy consumption is closely monitored and evaluated to support lean and sustainable manufacturing. Energy performance is an important consideration in capital investment decisions, with new equipment prioritising energy-efficient features and technologies. The Group actively promotes the use of green energy through the installation of solar systems and related renewable energy infrastructure.

Green building principles are also embedded into facility design. These include maximising natural lighting through the use of windows and courtyard glass, installing underground utilities to improve headroom, using glass partitions, replacing outdated lighting with LED tubes, and implementing zonal lighting systems. To foster energy-saving behaviours among staff, the Group has placed reminder signage near power switches and produced educational videos to promote green office practices.

In FY2025, the Group achieved a reduction in both total energy consumption and energy intensity, reflecting the effectiveness of its ongoing efficiency initiatives. The Group remains firmly committed to expanding its use of renewable energy and continuously improving energy performance across all operations.

Figure 12. Energy Consumption for the Year ended 31 March 2025[2]



[2] Energy consumption mainly includes electricity purchased from external parties and determined by direct measurements based on metre readings, as well as the city gas purchased from external parties.

A Smart Logistics System tailored for its multi-storey facility is implemented in the Group's audio factory in Huizhou, China. The entire system is centrally managed by an integrated warehouse control system, which is linked to the factory's enterprise resource planning system. This integration enables lean production management and energy efficiency by enhancing operational efficiency, streamlining material flow, optimising inventory control, and improving overall resource allocation.

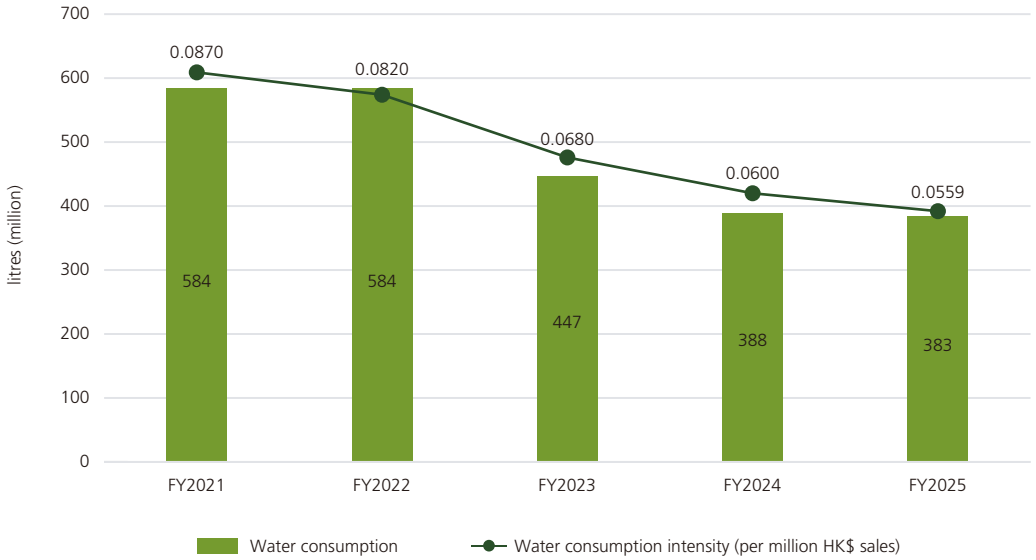
Water Consumption

The Group maintains continuous oversight of water consumption to ensure its operations are conducted with a strong commitment to conserving water resources. Efforts to minimise water usage include the installation of low-flow faucets, the adoption of water-saving practices, and the ongoing evaluation of water reduction strategies across facilities.

To further enhance water efficiency, the Group ensures that water supply systems and equipment are properly maintained and integrates water-efficient washing systems into its operations. In several production plants, water is recycled and reused for non-potable purposes such as floor cleaning, battery washing, spray dedusting, and laundering dusty uniforms and containers.

In FY2025, the Group continued to achieve a reduction in its total water usage and water usage intensity. There were no reported incidents of poor water quality affecting the Group's manufacturing processes, nor were there any challenges in securing water supplies that meet operational requirements. The Group's manufacturing operations are not located in areas identified as being under high water stress, thereby further reducing the risk of water scarcity impacting its business.

Figure 13. Water Consumption for the Year ended 31 March 2025



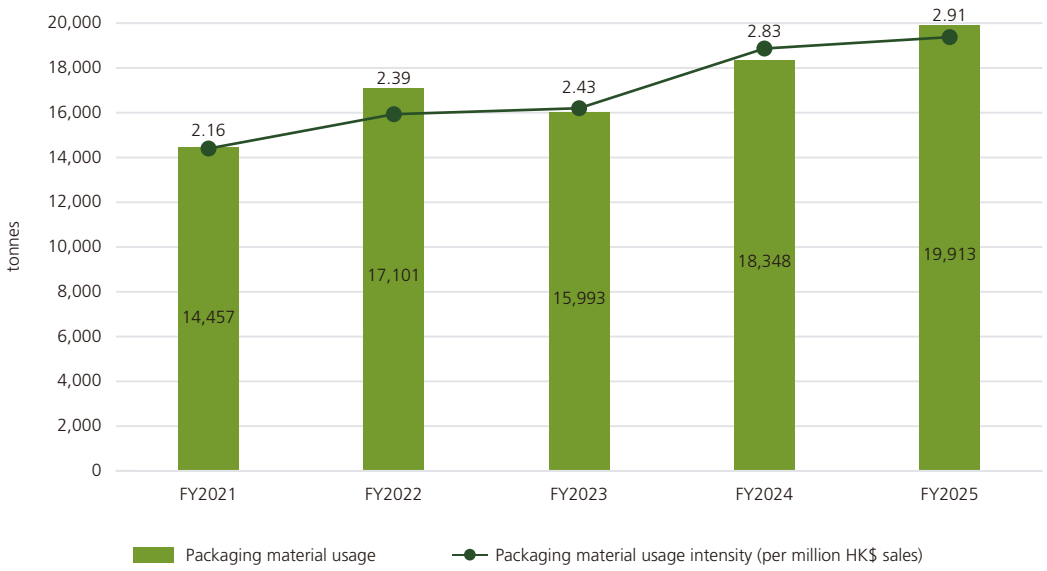
Packaging Materials Usage

The Group continues to enhance its packaging practices to reduce environmental impact and support resource efficiency across the value chain. The Group remains committed to designing packaging that minimises waste generation while safeguarding product integrity and user functionality. Eco-friendly materials – such as Forest Stewardship Council (FSC) certified paper – are employed across product categories, and efforts are made to avoid excessive or unnecessary packaging elements. Wherever feasible, packaging is designed to be easily reusable or recyclable to enable circularity, such as facilitating material recovery for reuse, conversion into energy, or composting.

The Group uses a range of packaging materials, including cartons, plastics, metals, and plywood pallets. In recent years, the use of virgin plastic has been actively reduced, with biodegradable alternatives introduced to replace conventional single-use plastic components. For selected consumer alkaline battery products, the Group also utilises soy-based inks – an environmentally friendly, biodegradable substitute – for packaging print applications.

During FY2025, usage of packaging materials increased, which was attributed to higher production levels and changes in the product mix.

Figure 14. Packaging Material Usage for the Year ended 31 March 2025



Roadmap to Packaging Sustainability

In pursuit of more sustainable packaging practices, the Group has established a clear and progressive roadmap during FY2025, centred around three strategic directions: optimised structural design, material reduction or elimination, and responsible material substitution. These principles are reflected in the Group's long-term transition targets for both plastic and paper packaging components:

Key Strategic Directions:

- Optimised Structure: Smaller, more compact designs with easily separable components.
- Reduce or Eliminate: Digitalisation of user manuals and reduction in plastic content.
- Substituting Materials: Prioritisation of recyclable, FSC-certified, recycled, and non-toxic (PVC-free) alternatives.

The Group is building its packaging revamp roadmap according to these key directions, aiming to eliminate virgin plastic use, expanding the use of recycled and sustainably sourced fibres, and complying with emerging regulations and meeting customer expectations.

Nature-related Resources and Biodiversity

The Group's Environmental Policy reflects its strong commitment to minimising the environmental impacts of its operations and conserving natural resources. Sustainability is embedded at the core of the Group's product development and manufacturing processes, with active support for battery recycling initiatives and continuous enhancement of product features and packaging designs to reduce environmental impact. This dedication to environmental stewardship extends across the supply chain, where the Group actively promotes cleaner production practices.

In addition to improving operational sustainability, the Environmental Policy also underscores the Group's responsibility to reduce the environmental footprint of its end-products. The Group rigorously complies with international and local regulations governing chemical substances and restricted materials. Going beyond compliance, it proactively reduces the use of hazardous substances in its products to mitigate environmental harm at the end-of-life stage and to protect nature-related resources.

The Group is also attentive to the effects of its operations and products on local ecosystems and biodiversity. It advocates circular economy principles by designing products with enhanced recyclability and degradability, aiming to ease pressure on landfills, conserve finite resources, and reduce pollution risks to wildlife and habitats. These efforts help protect natural ecosystems, support biodiversity, and foster a more sustainable environment.

As a testament to these efforts, GP Batteries was presented with the "Wastewi$e Certificate – Good Level" and recognised as a "Hong Kong Green Organisation" by the Environmental Campaign Committee, HKSAR for its achievements in multiple environmental aspects.

Climate Change Management

The Group is aware of the evolving global climate and the potential implications of climate-related risks and opportunities for its business. In response to the release of the IFRS S2 standard by the International Sustainability Standards Board (ISSB) and the HKEX's enhanced climate-related reporting standard, the Group has begun disclosing climate-related information in alignment with the standard in the report. The Group aims to provide its investors and other stakeholders with a more comprehensive and nuanced understanding of its climate practices and the potential impacts of climate change on its operations, focusing on four pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

Governance

The Group adopts an integrated approach to managing ESG-related – including climate-related – risks and opportunities, ensuring that these critical considerations are fully embedded within its overarching sustainability governance framework. Detailed information on the Group's climate governance structure, including the specific roles and responsibilities of governing bodies and key individuals, can be found in the "Sustainability and ESG Governance" section of this report. That section provides a comprehensive overview of how sustainability and climate-related considerations are incorporated into the Group's strategic planning and decision-making processes.

Strategy

The Group has utilised the Turquoise and Brown climate scenarios to assess the impact of climate change on the Group's business operations. The Turquoise scenario represents a strongly declining emissions trend and global mean temperature increase well below 1.5 to 2.0 degrees Celsius by the end of the century. The Brown scenario represents a rising emissions trend and a global mean temperature increase of above 3 degrees Celsius by the end of the century. Additionally, the Group has undertaken a comprehensive city-level scenario analysis for key asset locations, including Hong Kong, Mainland China, and Malaysia, to understand the specific impacts of these scenarios on these regions.

Climate-related Risks

The Group has examined the potential impacts of both physical and transition climate-related risks that may affect its operations, assets, and long-term business viability. Physical risks refer to the direct consequences of climate change – such as rising temperatures, shifting precipitation patterns, and sea-level rise – which could disrupt operations and damage infrastructure. Transition risks, on the other hand, arise from regulatory shifts, market expectations, and technological changes associated with the global transition to a low-carbon economy.

The following physical and transition risks have been assessed for their impacts on business across short-, medium- and long-term time horizons as indicated below:

- Short-term: 2030
- Medium-term: 2050
- Long-term: 2090

Physical Risks			
Risk Categories	**Potential Risks**	**Time Horizon**	**Potential Business Impact**
Acute	Increase in highest temperature and hot days above 35 degrees Celsius.	Medium – Long	Higher temperatures can lead to increased cooling costs for manufacturing facilities, impact employee health and productivity, and strain energy resources.
	Increase in extreme rain days.	Medium – Long	Extreme rainfall can cause flooding, disrupt supply chains, damage infrastructure, and lead to production downtime.
	1-in-100-year extreme sea level.	Long	Higher sea levels can threaten coastal facilities, increase the risk of flooding, and necessitate significant investments in flood defence systems and infrastructure resilience.
	Increase in longest dry spell days.	Medium – Long	Prolonged dry spells can affect water supply for manufacturing processes, increase the risk of wildfires, and impact the availability of cooling water for facilities.
Chronic	Increase in annual mean temperature.	Medium – Long	Rising mean temperatures can lead to higher energy consumption for cooling, affect employee health and safety, and exacerbate wear and tear on equipment.
	Increase in total annual rainfall.	Medium – Long	Increased rainfall can lead to flooding, disrupt transportation and logistics, and cause delays in production and delivery schedules.
	Relative sea level rise.	Long	Rising sea levels can threaten coastal manufacturing sites, increase the risk of saltwater intrusion, and require substantial investments in protective infrastructure or relocation of manufacturing sites.

Transition Risks			
Risk/ Opportunity Category	**Potential Risks/ Opportunities**	**Time Horizon**	**Potential Business Impact**
Policy and Legal	Increased production costs due to carbon pricing and carbon tax.	Short – Medium	The most direct impact of carbon pricing is the increase in production costs for businesses reliant on carbon-intensive processes. This can lead to higher operational costs as companies pay more for carbon emissions, potentially reducing profit margins.
	Reliance on non-renewable electricity sources leading to higher costs and regulatory risks.	Short – Medium	Businesses that continue to rely on non-renewable energy sources may face increased costs as these resources become more expensive due to diminishing availability, increased regulation, and taxes on emissions. The potential increase in costs can be exacerbated by price volatility, making financial planning more challenging.
Market	Carbon pricing and tax may incentivise companies to early comply with the potential regulations and innovate on low-carbon technologies and products.	Short – Long	Companies that proactively comply with carbon regulations, seek innovations, and lead in sustainability can enhance their market positioning. Early compliance and innovative low-carbon products can provide a competitive advantage, attracting customers, partners, and investors who prioritise sustainability.
	Opportunities in energy efficiency improvements and renewable energy adoption.	Short – Long	In the long-term, implementing energy-efficient technologies is likely to substantially reduce energy consumption, leading to lower utility bills. Over time, the cost savings generated can be substantial, particularly for industries such as manufacturing.

Transition Risks			
Risk/ Opportunity Category	**Potential Risks/ Opportunities**	**Time Horizon**	**Potential Business Impact**
Market	Opportunities to transition to renewable electricity sources, reducing carbon footprint and operational costs.	Medium – Long	Utilising renewable energy sources helps companies stay ahead of regulatory requirements, reducing the risk of non-compliance penalties. By transitioning to renewable energy, companies can attract green financing options, including bonds and grants dedicated to sustainability projects.
	Costs of raw materials may rise due to climate change impacts on supply chains, such as increased frequency of extreme weather events disrupting mining and transportation. Regulatory changes aimed at reducing carbon emissions may also lead to increased costs for carbon-intensive materials.	Short – Long	As the prices of raw materials increase, whether due to climate change impacts on supply chains or regulatory changes aimed at reducing emissions, production costs for manufacturers inevitably rise, which may compress profit margins and potentially affect the financial health of the Group.
	Opportunities in supply chain optimisation, circular economy practices, and developing alternative materials with a lower carbon footprint.	Short – Long	The pressure to reduce raw material costs can drive innovation in supply chain management, pushing firms to optimise logistics, reduce waste, and improve inventory management. Alternative materials that are less carbon-intensive may also be developed, potentially opening up new business opportunities.
	Shift towards sustainable and eco-friendly products (which may lead to increase in production and procurement costs in the short to medium term).	Short – Medium	Transitioning to products with sustainability features often entail initial increases in production and procurement costs. These can arise from sourcing more expensive sustainable material, investing in new manufacturing processes, or complying with environmental certifications and standards.

Transition Risks			
Risk/ Opportunity Category	**Potential Risks/ Opportunities**	**Time Horizon**	**Potential Business Impact**
Technology	Fluctuating electricity costs due to unstable energy cost and supply are affecting manufacturing expenses.	Short – Long	Fluctuations in production costs such as the price of electricity may lead to unstable product prices.
Reputation	Opportunities in capturing new market segments and investor interest through sustainability initiatives.	Short – Medium	As consumer demand for sustainable products grows, companies that effectively meet this demand can sharpen their competitive edge and access new segments of the market. Companies that successfully adapt to changing consumer preferences often see enhanced reputation and brand loyalty, leading to increased customer acquisition and retention.

The identified risks and opportunities may influence various aspects of the Group's operations, financial performance, and long-term strategic positioning. In particular, the following areas within the business model and value chain are considered key impact hotspots:

- **Supply Chain Sustainability:** Risks associated with the sourcing of key chemicals, metals, and electronic components used in the Group's products highlight the importance of responsible procurement. Ensuring environmental and social compliance across the supply chain is critical for reducing upstream climate-related vulnerabilities and supporting resilience.

- **Product Lifecycle Management:** Climate-related risks underscore the need to strengthen sustainability throughout the entire product lifecycle. This includes designing products for energy efficiency, durability, and end-of-life recyclability, while continuing to expand relevant initiatives to support responsible disposal and circularity.

- **Renewable Energy Integration:** The global transition to low-carbon energy presents opportunities. The Group is advancing the development of battery solutions that support renewable energy applications – including data centre uninterrupted power supply (UPS) systems, intelligent transportation networks, and renewable energy storage systems – capitalising on rising demand for decarbonisation-enabling technologies.

- **Customer Engagement and Sustainable Innovation:** The Group also recognises that climate-related risks are influencing consumer expectations and market dynamics. In response, the Group is enhancing efforts to educate customers on sustainability issues, strengthen brand equity through responsible product positioning, and promote broader adoption of sustainable alternatives. This includes accelerating the launch of environmentally friendly products and packaging backed by evidence-based sustainability attributes.

The Group is currently in the process of collecting relevant data to perform a financial impact assessment of climate-related risks. This assessment will enable a more informed understanding of the potential financial implications associated with climate change. Results and implications of the assessment will be disclosed in the next reporting year.

During FY2025, the Group did not observe any potential material adjustments to the carrying amounts of assets or liabilities for the next reporting period as a direct result of the identified climate-related risks and opportunities.

Mitigation and Adaptation Plans

To address the identified climate-related risks and seize emerging opportunities, the Group is progressively integrating climate considerations into its core business strategy and operational frameworks. A comprehensive set of mitigation and adaptation measures has been formulated to build long-term organisational resilience and support the low-carbon transition. These measures include:

- **Infrastructure Resilience:** Manufacturing facilities are being upgraded with enhanced stormwater management, flood defence mechanisms, and temperature-control systems to withstand extreme weather events.

- **Workforce Wellbeing:** Measures such as improved cooling systems, hydration support and rest areas have been implemented to safeguard employee health and safety during extreme temperature events.

- **Geographic Diversification of Operations:** Production capabilities for key products are strategically distributed across multiple manufacturing sites in different geographical locations to minimise disruption risk arising from climate-related incidents in any single location.

- **Supply Chain Resilience:** To avoid over-reliance on single-source suppliers, the Group is broadening its supplier base and establishing multiple sourcing channels to enhance procurement stability.

- **Renewable Energy Investment:** Continued investment in solar and other renewable energy sources supports the Group's transition away from carbon-intensive energy and enhances long-term energy cost stability.

- **Energy Efficiency Enhancement:** Advanced energy management systems and energy-efficient equipment are deployed across operations to reduce energy consumption and operating costs.

- **Sustainable Materials R&D:** Resources are being allocated to research and development of alternative, recycled, and low-impact materials to reduce reliance on carbon-intensive inputs.

- **Circular Economy Practices:** The Group continues to expand product and packaging recyclability, improve reuse and recycling within manufacturing processes, and support local end-of-life recycling schemes in our business locations.

- **Regulatory Monitoring and Compliance:** Ongoing tracking of regulatory developments, including carbon pricing mechanisms and emissions reporting requirements, ensures the Group maintains full compliance and stays ahead of evolving expectations.

- **Stakeholder Engagement and Transparency:** Dialogue with customers, investors, local authorities and other stakeholders is strengthened to align with rising sustainability expectations and foster climate-related transparency.

- **Climate Risk Assessment and Forward Planning:** Periodic assessments are conducted to evaluate climate vulnerabilities and inform the Group's mitigation and adaptation strategies.

The Group anticipates a gradual transition towards a circular and low-carbon business model, focusing on the design of products that emphasise durability, repairability, and recyclability. In parallel, the Group is strengthening its investment in product research and development to incorporate more environmentally friendly features, ensuring its offerings remain relevant and resilient in a carbon-constrained future. With the establishment of Group-wide GHG emissions reduction targets, the Group will continue to allocate resources to support the realisation of these targets. This includes, for instance, increasing the adoption of renewable energy from both self-generated and externally purchased sources to decarbonise operational processes. The Group remains committed to refining and enriching its climate transition plan over time, ensuring that it remains robust, actionable, and aligned with international best practices and stakeholder expectations.

Climate Resilience

A climate-resilient business model and strategy are essential for safeguarding the Group's long-term sustainability and competitiveness amid an evolving climate landscape. By embedding climate-related considerations into core operations, the Group aims to proactively manage both physical and transition risks, while leveraging new opportunities associated with the low-carbon transition. The Group demonstrates its ability to build resilience by continuously reviewing and adjusting its strategic and operational decisions across short-, medium- and long-term horizons. Its approach is underpinned by several key areas:

1. **Financial Resources and Flexibility:** The Group regularly reviews the adequacy and flexibility of its financial resources to ensure effective responses to climate-related challenges, including extreme weather events, regulatory tightening, and market shifts. Its financial management framework is designed to enable timely investments in adaptive measures and emerging opportunities, ensuring long-term value creation in a carbon-constrained economy.

2. **Asset Management and Adaptability:** Climate-related risks are incorporated into asset management and capital planning decisions. The Group's capacity to redeploy, upgrade, or retrofit assets ensures continued operational stability under various climate scenarios. This includes provisions for preventive maintenance and adaptive infrastructure investment to address rising exposure to climate extremes.

3. **Multi-Location Strategy and Supply Chain Diversification:** A key enabler of the Group's climate resilience is its multi-location manufacturing strategy. By distributing production sites across multiple countries and regions, the Group achieves geographic risk diversification, reducing its vulnerability to climate-related disruptions at any single location.

4. **Investment in Climate Resilience and Innovation:** The Group continues to invest in climate-related mitigation and adaptation initiatives, including the development of energy-efficient and environmentally responsible products, the integration of renewable energy into operations, and the enhancement of supply chain resilience. These measures are instrumental in mitigating climate exposure while also positioning the Group to meet emerging consumer and regulatory expectations for sustainable solutions.

As part of its scenario analysis and climate resilience assessment, the Group recognises that uncertainties remain in climate projections, policy developments, and technological advancements. Nevertheless, through its proactive strategy – supported by strong financial discipline, agile operations, and a geographically diversified footprint – the Group is well-positioned to withstand and adapt to climate-related risks over varying time horizons, while aligning its business model with the global transition to a low-carbon economy.

Strategy to Achieve Climate-related Targets

In response to the growing urgency of climate change and in alignment with global decarbonisation pathways, the Group has established GHG emissions reduction targets to guide its transition toward a low-carbon operating model. The targets serve as a strategic benchmark for the Group's climate action and reflect its intent to manage and mitigate climate-related risks while capitalising on new business opportunities in the evolving sustainability landscape.

To support the achievement of these targets, the Group has adopted an integrated climate strategy that aligns business functions, investment priorities, and operational practices with decarbonisation objectives. The Group maintains cross-functional coordination to ensure that climate-related targets are embedded into business planning, capital investment decisions, and risk management frameworks.

Risk Management

Climate-related risk management is an essential component of the Group's approach to sustainability and overall business resilience. The Group employs comprehensive processes and policies to identify, assess, prioritise, and monitor climate-related risks and opportunities.

Identifying, Assessing, Prioritising, and Monitoring Climate-related Risks

Processes and Inputs:

To identify the relevant climate-related risks, the Group gathers inputs from various sources, including management, operational teams, external sustainability professionals, suppliers, customers and investors. This multi-stakeholder approach helps identify a comprehensive range of climate-related risks that may affect the Group. Parameters such as carbon emissions, resource scarcity, regulatory changes and stakeholder expectations are considered during the identification process.

Scenario Analysis:

The Group utilises scenario analysis to inform its identification of climate-related risks, assessing both the Turquoise and Brown scenarios to understand the range of emerging risks and their potential impacts on its business. The chosen scenarios help explore different pathways and outcomes, enabling the Group to develop robust strategies for mitigation and adaptation.

Risk Assessment:

The Group leverages publicly available climate databases and third-party consultant inputs to assess the nature, likelihood and magnitude of climate risks. For physical climate risks, the Group analyses the trajectories of severity and intensity compared to global averages under different climate scenarios. For transition climate risks, the Group evaluates the potential business implications by drawing on insights gained from climate databases and the professional inputs provided by the management of its different business units.

Risk Prioritisation:

The Group integrates and prioritises climate-related risks alongside other types of risks by considering their materiality, significance, and potential long-term impact. The prioritisation process involves assessing the alignment of risks with its strategic objectives, stakeholder expectations, regulatory requirements, and industry best practices. This integrated approach ensures that climate risks are managed within the broader context of the Group's overall risk management practices.

Monitoring:

The Group continuously monitors climate-related risks over time – this includes regularly reviewing its Climate Change Policy and evaluating KPIs to promptly identify and address changes in risk profiles or emerging risks.

Identifying, Assessing, Prioritising, and Monitoring Climate-related Opportunities

The Group uses similar processes to identify, assess, prioritise and monitor climate-related opportunities, including leveraging scenario analysis and inputs from third-party sustainability professionals to explore potential opportunities arising from climate-related trends and developments.

Metrics and Targets

The Group recognises that robust and transparent climate-related metrics and targets are essential for steering its decarbonisation efforts and aligning corporate strategy with global and jurisdictional climate goals. In FY2025, the Group made significant progress by establishing its first set of GHG emissions reduction targets, marking a pivotal step in enhancing its climate accountability and accelerating its transition to a low-carbon operating model.

The Group accounted for its GHG emissions using the operational control approach, which includes 100% of the GHG emissions from operations over which it has full operational control. For FY2025, the Group's GHG emissions inventory cover the emissions of the Company and its subsidiaries.

The following table presents the FY2025 Scope 1 emissions of the Group by entities and the seven major greenhouse gases regulated by the GHG Protocol:

Scope 1 (tonnes)	Battery Business	Audio Business	GP Energy Tech	Group headquarters
CO_2	488.211	186.126	12.692	23.471
CH_4	0.021	0.009	0.001	0.003
N_2O	0.058	0.033	0.006	0.011
HFCs	0	39.527	3.027	–
PFCs	–	–	–	–
SF_6	–	–	–	–
NF_3	–	–	–	–

Monitoring Targets

To reinforce its climate strategy, the Group utilises a variety of quantitative metrics to monitor progress, manage risks, and guide decision-making. These metrics, including absolute emissions in tCO_2e, emissions intensity indicators, and investment volumes linked to sustainability and climate objectives, form the foundation of the Group's climate performance management.

At the operational level, the Group tracks and analyses Scope 1 and Scope 2 emissions on a monthly and quarterly basis through an internal ESG data management platform. This enables timely identification of trends, benchmarking across facilities, and course correction where necessary. Progress toward climate-related targets is regularly reviewed at the management level and integrated into broader business planning and risk oversight processes.

Climate Financing and Internal Carbon Pricing

In addition, the Group has established a climate-related financing strategy to support the implementation of its transition initiatives. Rather than allocating a dedicated fund solely for climate-related projects, the Group integrates climate actions directly into its core operations and capital planning. A key financial instrument the Group adopted is the use of sustainability-linked loans (SLLs) and green loans, which incentivise performance on pre-defined sustainability metrics.

At the end of FY2025, the Group held a total of HK$1,343 million outstanding SLLs and green loans. These financial instruments will serve an increasing role as our capital enablers.

While the Group does not currently apply an internal carbon pricing mechanism to investment decisions or other financial analyses, it is actively monitoring regulatory developments and emerging global practices in this area. The Group continues to assess the potential financial implications of carbon pricing schemes and remains open to future adoption where appropriate.

Our Targets

In FY2025, the Group formally introduced its first set of GHG emissions reduction targets. These targets are designed to guide the organisation's medium- and long-term decarbonisation efforts. The details of the targets are as follows:

- **Target Type:** The Group has adopted a series of progressive, quantitative, absolute emissions reduction targets. The Group acknowledges the importance of emissions removal and offset mechanisms in global net-zero pathways; however, at present, no carbon credits – either nature-based or technology-based – are used to meet the targets. The Group is focused on decarbonising its own operations through direct action and will continue to assess the future role of high-integrity offsets should operational abatement potential be exhausted.

- **Coverage:** The GHG emissions reduction targets apply to Scope 1 and Scope 2 emissions across all operations owned or controlled by the Group, covering its entire geographic and business footprint. The Group's GHG inventory is prepared in accordance with the GHG Protocol and includes all six GHGs recognised under the Kyoto Protocol, namely: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF_6); as well as nitrogen trifluoride (NF_3), which falls under the reporting scope of the GHG Protocol.

- **Base Year and Target Period:** The base year for measuring progress is FY2024. The full target period extends to FY2050.

- **Ultimate Objective:** The Group aims to achieve net-zero Scopes 1 and 2 GHG emissions by 2050, in alignment with the Hong Kong Government's 2050 net-zero pledge and the objectives of the Paris Agreement. While the current targets are not derived from a sectoral decarbonisation pathway, the Group plans to explore alignment with internationally recognised target-setting methodologies, such as the Science Based Targets initiative (SBTi), by 2040. The Group is also committed to progressively enhancing the ambition, credibility, and transparency of its targets over time.

- **Interim Targets:** To ensure structured progress and accountability, the Group has established two interim absolute reduction targets:

    - Achieve a 20% reduction in Scopes 1 and 2 GHG emissions by 2030

    - Achieve a 60% reduction in Scopes 1 and 2 GHG emissions by 2040

Reviewing Targets

Interim performance data is analysed on a monthly and quarterly basis, allowing for timely management responses and continuous improvement. To ensure consistency and relevance, the target review process is conducted annually as part of the Group's ESG strategy review and reporting cycle, which includes evaluation of emissions data, assessment of internal and external developments (such as new regulations, market conditions, or technological innovation), and engagement with relevant business units to determine whether any revisions to targets or methodologies are warranted. While the targets have not yet undergone third-party validation, the Group anticipates fully aligning with the SBTi framework by 2040, at which point external validation will be pursued.

Base Year Emissions

In line with best practices under the GHG Protocol, base year emissions may be recalculated where structural, methodological, or data quality changes materially impact the integrity or comparability of the baseline. The Group will perform such recalculations if the change reaches a materiality threshold of 5% or higher. Accordingly, during the FY2025 reporting cycle, the Group undertook a recalculation of its base year emissions to ensure that progress toward targets is measured against a consistent and reliable reference point.

Two key adjustments were made to the base year emissions data:

1. Update of Grid Emission Factor (GEF) for Malaysian Operations:

The Group adopted an updated and more representative GEF for calculating Scope 2 emissions from purchased electricity in its Malaysian operations. The revised GEF more accurately reflects the actual regional emission intensity specific to the location of the Group's Malaysian facilities.

2. Removal of R22 from GHG Inventory:

In order to align with the GHG Protocol, the Group removed R22 refrigerant from its inventory of reportable greenhouse gases. Although R22 (chlorodifluoromethane) is an ozone-depleting substance, it is not included among the seven GHGs covered under the Kyoto Protocol and the GHG Protocol, and therefore not required for inclusion in corporate GHG accounting under internationally recognised standards.

Social Responsibilities

Human Capital

As at 31 March 2025, the Group was supported by a motivated workforce of about 6,130 employees (2024: 6,130) worldwide. The composition of the Group's workforce as at 31 March 2025 is set out as follows.

Figure 15. Workforce Structure as at 31 March 2025

By gender	
Male	47.2%
Female	52.8%

By age group	
<30	27.9%
30–50	57.9%
>50	14.2%

By employee category	
Senior Management	2.0%
Middle Management	9.5%
General Staff	29.3%
Worker	59.2%

By geographical region	
Mainland China	61.7%
Hong Kong	5.7%
Singapore	0.4%
Other Asian Countries	27.9%
Overseas	4.3%

Gold Peak places its people at the heart of its sustainable growth model, underpinned by a steadfast commitment to fostering a diverse, inclusive and equitable workplace. We champion equal opportunities in recruitment, promotion and remuneration, ensuring that talent from all backgrounds can thrive. Our investment in employee well-being and capability development – from comprehensive onboarding and human rights training to ongoing professional and wellness programmes – reinforces a culture of respect and continuous learning. Equally, we maintain rigorous safety and health standards across all sites, with proactive risk management, certified systems and targeted initiatives designed to safeguard every individual. Together, these measures demonstrate the Group's holistic approach to human capital, driving both organisational resilience and the long-term fulfilment of our people.

Diversity and Equal Opportunities

The Group is committed to fostering an inclusive and diverse workplace. Firmly believing that enhanced diversity is crucial for attracting and retaining top talent, the Group actively promotes diversity, anti-discrimination, and equal opportunities, irrespective of employees' gender, race, or religion.

Our goal is to create a model work environment that upholds human rights, fosters equal opportunities, and eliminates discrimination across all aspects of the business. To achieve this, we have implemented the Equal Employment Opportunities Policy, ensuring that every job applicant and employee receives fair treatment in employment and promotion opportunities, with decisions based solely on personal capability and suitability.

Furthermore, the Group has introduced the Harassment-free Workplace Policy to guarantee that employees work in an environment free from discrimination and harassment. These policies underscore our dedication to creating a respectful, inclusive, and equitable workplace for all.

We celebrate and promote diversity by recognising international and local festive occasions. On International Women's Day, we honour our female employees with flowers and gifts across various operational sites, acknowledging their contributions and advocating for gender equality. On Vietnam Women's Day, we hosted a sports event to promote women's well-being and foster a spirit of camaraderie and healthy competition, highlighting our commitment to their health and empowerment.

Figure 16. Muslim Fasting Gift

Figure 17. Celebrating Women's Day

Employee Well-being

Prioritising employee well-being remains a core pillar of the Group's people strategy. To promote engagement and team cohesion, various factories regularly organise sports and recreational activities for employees. The Group celebrates traditional festivals such as Chinese New Year and the Mid-Autumn Festival by distributing festive gifts as a token of appreciation and goodwill across offices and manufacturing sites. Furthermore, the monthly tradition of celebrating employees' birthdays continues to foster a supportive and inclusive workplace culture that reinforces staff morale and a strong sense of belonging.

Figure 18. Festival Celebration Parties for Employees in Different Countries

Figure 19. Employee Birthday Celebrations

The Group places great importance on arranging team-building events that facilitate communication among employees, enhancing workplace culture and atmosphere. These efforts create a positive and cohesive environment, fostering a sense of unity and collaboration, and ensuring that the Group and its employees can work together more effectively towards shared goals.

Figure 20. Team Building & Outing

The Group recognises its employees as one of its most valuable assets and is committed to offering equitable and competitive remuneration packages. Remuneration policies and compensation structures are regularly reviewed to ensure alignment with prevailing market standards across the Group's operating regions. Eligible employees may receive discretionary incentives that reflect both the Group's overall performance and individual contributions. Contributions to retirement benefit schemes also form an integral part of the total compensation offering. This comprehensive and market-aligned approach strengthens the Group's ability to attract, motivate, and retain high-calibre talent, reflecting its enduring commitment to the well-being and development of its workforce.

Figure 21. Long Service Award

The Group launched a series of professional development workshops aimed at promoting holistic wellness for its employees. These sessions covered a diverse range of topics, including leadership skills, running and business/life skills, first aid, and Chinese dietary medicine, among others. The primary objective was to equip the workforce with the knowledge and skills necessary to enhance their health, boost productivity, and achieve a better work-life balance. By investing in these workshops, the Group demonstrates its commitment to fostering a healthier and more engaged workforce, ultimately contributing to both individual and organisational success.

Figure 22. Insights Discovery Workshop

Figure 23. Turnover Rate[3] in FY2025

By gender	
Male	15.9%
Female	18.5%

By age group	
Below 30	31.6%
30–50	12.1%
Over 50	19.3%

By employee category	
Senior Management	16.3%
Middle Management	15.8%
General Staff	17.5%

By geographical region	
Hong Kong	21.6%
Mainland China	13.5%
Overseas	21.3%

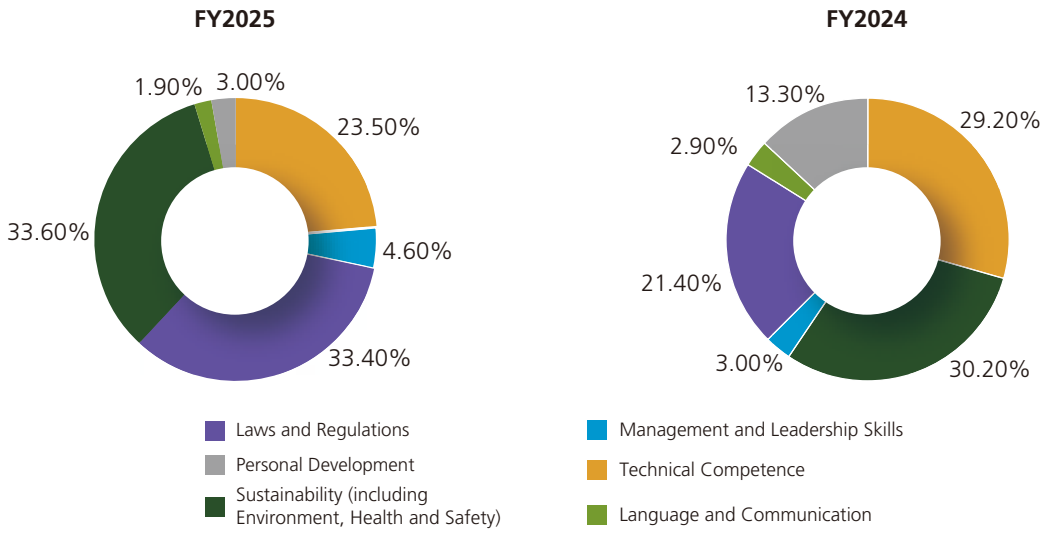
[3] Calculated based on the total number of employees hired by the Group at the end of FY2025 and excluding workers.

The Group is committed to investing in the growth and development of its employees through a comprehensive range of training programmes aimed at enhancing both technical and interpersonal competencies, thereby equipping staff for long-term career progression. A broad spectrum of learning opportunities is offered, encompassing topics such as business compliance and ethics, occupational safety and health, sustainability, and personal development. Wellness-related training sessions are also provided to support holistic employee well-being.

To ensure new employees are aligned with the Group's values and practices from the outset, structured orientation programmes are conducted. These sessions introduce the Group's sustainability vision and familiarise newcomers with key policies and initiatives related to environmental stewardship, social responsibility, and workplace safety.

During FY2025, a total of 49,560 hours (2024: 55,180 hours) of training excluding new joiner orientation, were provided to employees. A significant portion of the training in FY2025 was dedicated to sustainability, covering topics such as responsible practices, employee health and safety, waste management, emergency response, and regulatory compliance. The percentage of staff training hours by topic is shown as follows.

Figure 24. Percentage of Staff Training Hours by Topic[4]



[4] Excludes the number of training hours attributed to orientation programmes for new employees.

The percentage of employees trained and the average training hours for FY2025 are detailed as follows.

Figure 25. Percentage of Employees Trained and Average Training Hours in FY2025

By Gender	Male	Female	Total
No. of employees	2,897	3,233	6,130
Percentage of employees trained	86.8%	94.6%	90.9%
Average training hours (Including orientation programmes)	17.4	12.6	14.9
Average training hours (Excluding orientation programmes)	8.6	7.6	8.1

By Employment Category	Senior management	Middle management	General staff	Workers	Total
No. of employees	123	581	1,796	3,630	6,130
Percentage of employees trained	52.1%	71.0%	85.5%	98.1%	90.9%
Average training hours (Including orientation programmes)	9.8	10.9	14.1	16.1	14.9
Average training hours (Excluding orientation programmes)	9.6	10.3	12.1	5.7	8.1

During FY2025, the Group remained fully compliant with all applicable laws and regulations relating to employment matters, including those governing compensation and benefits, recruitment, promotion, working hours, leave entitlements, termination, social insurance, equal opportunity, diversity, anti-discrimination, and other aspects of employee welfare. Dedicated complaint channels are in place to allow employees to report suspected violations to designated personnel, with all information handled in strict confidence.

The Group maintains a zero-tolerance stance towards child and forced labour, as outlined in its Human Rights Policy & Fair Labour Practices. Identity documents of all job applicants are rigorously verified during recruitment to ensure compliance with legal minimum age requirements.

GP Batteries and GP Energy Tech, the Group's battery segment and rechargeable battery segment holding companies respectively, are members of amfori and adhere to the Business Social Compliance Initiative (BSCI) standards. As part of their commitments, the factories under the two entities undergo regular independent factory audits, which include site inspections and employee interviews to assess compliance with labour standards, including the prohibition of child and forced labour.

In the event of any non-compliance, the Group takes prompt and decisive action, including root cause investigation and the implementation of corrective measures to prevent recurrence.

No incidents of child or forced labour were identified during the reporting year.

Occupational Health and Safety

The Group is committed to fostering a safe and healthy culture that encompasses all employees and business partners. Safety is a fundamental aspect of the Group's business strategy and a critical factor in decision-making. To ensure this, the Group has implemented comprehensive safety management mechanisms, including staff training, safety design for equipment and tools, governance policies, standard operating procedures, regular safety audits, and reward and control practices. Safety performance is a key criterion in the selection of suppliers and service providers, and failure to meet these standards can result in contract termination.

During FY2025, four sites under GP Batteries and GP Energy Tech were awarded the "ESG Award for Safety Culture," which demonstrates the Group's strong commitment to promoting a robust safety environment.

Figure 26. Asia Safety Management Summit

The Group is committed to maintaining a safe and healthy working environment through the implementation of comprehensive policies and procedures. These include emergency response plans (e.g., fire and chemical spills), hazardous chemicals management, dust control systems, safety manuals, personal protective equipment (PPE) regulations, and occupational health guidelines. Adherence to these measures helps safeguard employees from occupational risks.

Visitor safety is also prioritised. All visitors to factory operation areas receive safety briefings and must wear appropriate personal protective equipment. Entry is restricted for those who do not comply, ensuring health and safety standards are upheld.

Occupational health and safety performance is integrated into the Group's business evaluation framework. The Group follows the ISO 45001 Occupational Health and Safety Management System to minimise workplace risks and enhance working conditions. Several factories have obtained ISO 45001 certification.

The Group is highly cautious about the chemicals used in its products. Hazardous chemicals can persist in the environment, bioaccumulate through the food chain, and ultimately pose risks to human health and the environment. The Group adheres to global chemical compliance requirements and conducts chemical tests under various conditions. The use of chemical substances in the manufacturing process is also crucial for protecting the environment and ensuring customer health and safety. The Group strictly follows the standards set forth in international and local regulations, including those on the restricted substances list.

Various measures related to occupational health and safety are implemented across the Group. Workers are required to undergo regular occupational health checks to detect work-related injuries and diseases. The Group's Hong Kong headquarters and several factories are equipped with Automated External Defibrillators (AED), and all operation areas have fire extinguishers in place to handle emergencies.

On-site safety audits are conducted in factories to assess safety issues at the operational level, including dust control, prevention of occupational diseases, and fire safety. After each site audit, the findings related to potential risks are meticulously recorded and communicated. Subsequently, the appropriate follow-up actions are implemented to effectively address the identified issues.

The Group has organised a comprehensive suite of safety training programmes, encompassing first-aid training, emotional and stress management, and health seminars. First-aid training is provided to employees across various operational locations, with the number of certified employees exceeding local regulatory requirements to ensure qualified first aiders are always available in emergencies. Safety and occupational health courses are mandatory in the orientation programmes for new employees joining the production plants, including training on first aid and the safe handling of hazardous and chemical materials.

Figure 27. On-Site Health & Safety Trainings

Risk management has been instrumental in preventing major injury cases. The Group has identified various work-related hazards with the potential to cause severe injuries, including chemical exposure, fire and explosion risks, electrical hazards, and physical hazards. To mitigate these risks, the Group has implemented a range of safety measures, such as providing PPE, introducing engineering controls, offering training on safe work practices, and conducting routine safety audits and risk assessments.

During FY2025, the Group fully complied with all laws and regulations aimed at ensuring a safe working environment and protecting employees from occupational hazards. There were 23 cases (2024: 13 cases) of workplace injury[5], resulting in a loss of 764 working days (2024: 362 working days). The Total Recordable Incident Rate (TRIR) of the Group is calculated at 0.361 for FY2025. There were no work-related fatalities for permanent and contract employees in the past three years, including FY2025. The Group remains committed to further reducing work injury cases by enhancing staff awareness and creating a safer working environment.

[5] A workplace injury refers to harm or physical damage that occurs to an employee while performing their job duties or within the work environment.

Value Chain Management

The Group's value chain initiatives reflect its commitment to sustainability, product responsibility, and ethical business practices. Key areas of focus include:

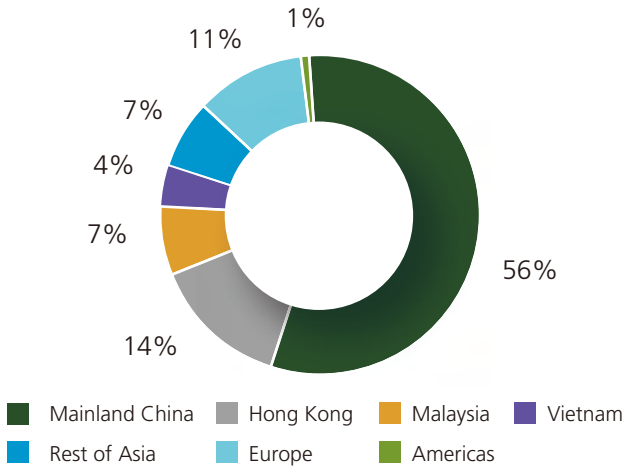
- Collaborating with suppliers to ensure alignment with the Group's sustainability standards and values.
- Driving product innovation by developing environmentally friendly and responsible product designs.
- Enforcing strict quality control to uphold high standards of product safety and performance.

- Ensuring ethical marketing by maintaining truthful, non-discriminatory communications.
- Engaging with customers to better understand their expectations and incorporate their values into product development.
- Supporting local communities through active engagement to address social and environmental challenges.

Supply Chain Considerations

During the FY2025, the Group had a total of 840 suppliers. The distribution of these suppliers by geographical region is detailed below.

Figure 28. Number of suppliers by geographical region



As committed in its Sustainable Procurement Policy, the Group engages procurement partners to embrace the same rigorous environmental and social criteria. The Supplier Code of Conduct outlines the Group's commitment to ethical, legal, and socially responsible business practices. It sets clear standards for suppliers, covering areas such as business ethics, anti-corruption, conflict of interest, fair competition, data privacy, intellectual property, labour and human rights, environmental sustainability, and safety and health. Suppliers are also expected to minimise environmental impacts, manage energy consumption and greenhouse gas emissions, and handle waste responsibly.

During the past year, GP Batteries and GP Energy Tech implemented their first Sustainable Procurement Policy. This policy underscores the Group's dedication to ethical, legal, and environmentally and socially responsible business practices. It sets out the sustainability criteria that the Group considers when selecting suppliers and making indirect procurements, emphasising the importance of minimising environmental impact throughout the product or service lifecycle. Key aspects include green procurement criteria, responsible sourcing of critical minerals, and other ethical and safety standards.

In line with its commitment to responsible supply chain management, GP Batteries and GP Energy Tech have established a comprehensive Supply Chain Due Diligence Policy. The policy aims to address the environmental and social risks inherent in its supply chain, aligning with internationally recognised standards such as the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

Supplier Evaluation and Monitoring

To strengthen governance over its external partnerships, the Group has implemented a comprehensive supplier evaluation mechanism under its Responsible Supplier Management System. Suppliers are required to complete detailed questionnaires assessing their compliance with environmental, safety, and social responsibility standards. Internal teams conduct audits using structured checklists, perform rigorous evaluations, and validate samples to ensure ongoing compliance and risk management across the supply chain. Findings from these audits inform ongoing supplier engagement and capacity-building efforts.

Looking ahead, the Group will continue to strengthen the integration of sustainability considerations into its supplier evaluation and selection processes. Currently, sustainability accounts for 5% of the supplier audit criteria, reflecting the Group's commitment to responsible sourcing. The Group plans to progressively increase the weighting of these criteria, encouraging continuous improvement and reinforcing shared responsibility among its suppliers.

Capacity Building for Supplier on Sustainability

Emphasising collaboration, the Group provides targeted training to strategic suppliers on key topics such as corporate social responsibility, environmental regulations, and waste management. Suppliers are encouraged to align with the Group's sustainability vision, and preference is given to those with active environmental initiatives.

Product Innovation and Responsibility

The Group has dedicated considerable resources and effort to its research and development centres, with a focus on the development of new products and the integration of advanced equipment. With the Group's extensive manufacturing and distribution network, the Group is committed to responsibly produce and deliver its products across the globe.

Quality Single Use Batteries

With options of alkaline, carbon zinc and lithium batteries, GP single use batteries help our customers to get the most out of the devices with reliable optimal power.

The newly introduced improved Ultra+ alkaline battery series incorporates the brand-new G-TECH and four significant technical advancements. Using high-density Zinc S powder and high purity graphite in multiple ring cores, combined with innovative structure and patented leakage prevention, the new batteries provide power that is more durable for users. The design of the unique nylon sealing ring prevents battery leakage, providing a safe battery that children and family members can trust and rely on.

Unleashes up to 200% power*

A great choice for all your high energy-consuming appliances.

* In the electrical performance test under the simulated high-power discharge mode, the average discharge time is up to 200% compared to the minimum average discharge time of IEC 60086-2:2021.

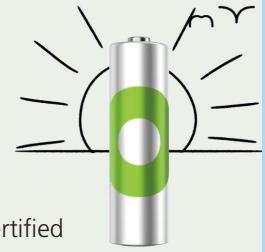
A Greener Battery to support Circular Economy

Through its flagship Nickel Metal Hydride (NiMH) rechargeable battery line, GP Recyko, and other GP-branded offerings, the Group actively promotes the adoption of rechargeable batteries among consumers worldwide. Designed with circular economy principles in mind, GP Recyko aims to reduce reliance on virgin raw materials and minimise landfill waste, thereby lowering its overall carbon footprint and environmental impact across the product lifecycle. The use of paper-based packaging and recyclable materials further reduces plastic usage and enhances recyclability.

A standout innovation under the GP Recyko line is Charge 10 – the world's fastest NiMH rechargeable battery system, offering a full charge in just 10 minutes. This breakthrough reflects the Group's continued investment in advanced manufacturing, engineering, and product design excellence.

To make a planet friendly choice, look for the green circle

- All GP Recyko products are packaged in user-centric paper packaging.
- All GP Recyko batteries are manufactured in the Group's facilities, which have achieved Zero Waste to Landfill (ZWTL) validation from UL.
- Over 90% of the entire battery pack, including the box, for all GP Recyko battery products can be recycled.
- Selected cell models of GP Recyko batteries are certified as containing more than 10% recycled materials.*



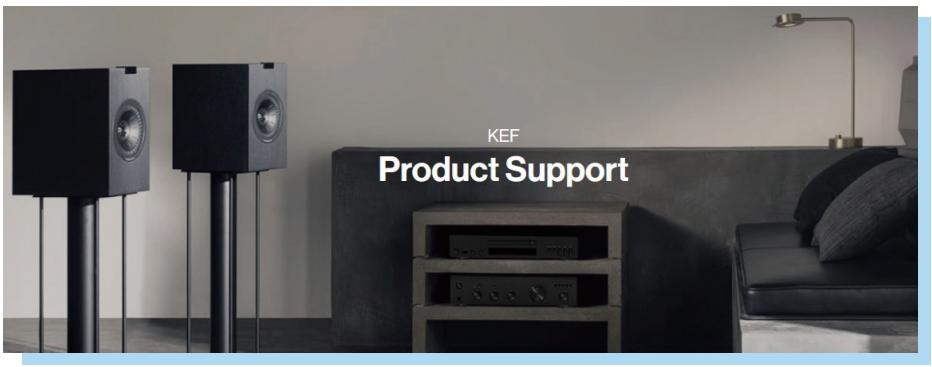
* For GP Recyko AAA 650/800/850/950 mAh and GP Recyko AA 1300/2000/2100/2600 mAh rechargeable batteries.

Continuous R&D on Sound Technology

In tandem with the Group's commitment to minimising environmental impact, KEF, a trailblazer in high-fidelity audio, continues to push the boundaries of sound technology innovation. KEF's relentless pursuit of perfection is driven by a singular focus: to deliver a truly immersive listening experience with breathtakingly natural sound that lets customers connect with music on a deep level. From R&D to product design, engineering, and manufacturing, the Group is dedicated to crafting products that consistently exceed expectations, marrying exceptional quality with outstanding performance.

The LS Wireless Collection is a series of all-in-one high-fidelity music systems developed to transform your entertainment experience by delivering the power of high-fidelity sound streamed from any source and connected to any home audio device.

Customer Relations and Satisfaction



Customer trust and safety are central to the Group's operations. Purchases of GP and KEF products through official websites or authorised retailers come with price transparency, quality assurance, full customer service support, and international warranty coverage.

To better understand customer needs and address concerns, the Group maintains regular communication with industrial clients and provides accessible feedback channels for consumers, including public hotlines and email addresses. All feedback is promptly handled, and performance metrics are continuously reviewed to identify recurring issues. Senior management engages regularly with business units to monitor feedback and resolve operational matters.

A structured complaint handling procedure is in place for both commercial and technical issues. The process follows defined timelines, includes impact assessments, and remains open until senior management confirms resolution. In FY2025, the Group received 809 product- and service-related complaints, all of which were duly resolved.

To manage potential safety issues, the Group has established a comprehensive product recall procedure. This covers internal analysis, external communication, recall logistics, and post-recall corrective actions. In FY2025, no products were recalled for safety or health reasons.

Product Health and Safety

The Group ensures strict adherence to all policies and operational procedures related to product development and quality control to minimise product-related risks. Quality control data is continuously monitored to detect and address potential systemic issues and abnormalities. In response to increasing market demand, the Group has adopted cost-effective automated systems to enhance productivity while maintaining stringent quality standards.

For example, both GP Batteries and GP Energy Tech have implemented data-driven quality management systems and manufacturing processes grounded in the principles of continuous improvement. Key parameters affecting product quality are clearly defined in process management plans and are subject to rigorous controls. The Group has also established a Product Safety and Fail-Safe Design Guideline, which directs product designers to incorporate fail-safe principles and appropriate safeguards to enhance consumer safety. Additionally, a Declaration of Non-use/ Banned Substances has been implemented, requiring suppliers to manage and exclude hazardous substances as outlined in the document.

Safety Design

GP Recyko Charge 10 Ultra-Fast Charger

The charger provides battery analytics features with an LED display indicating charging status and warnings if any non-rechargeable or bad batteries are inserted. Other safety features include power cut-off timer and -dV full charge detection, which helps our customer to avoid over-charging, over-voltage and short-circuits, as well as preventing damage to the battery lifespan.

Comprehensive Quality Certification

To meet regulatory requirements, the Group ensures that all relevant products obtain the necessary certifications and testing reports in accordance with national and international standards. These include IEC 62133-1 (NiMH batteries), IEC 62133-2 (Li-ion batteries), UL 1642, UL 2054, UL 217 (batteries for smoke alarms), the IEC 60086 series (primary batteries), and UN 38.3 (lithium cells/ batteries).

The IEC 62133 series is a globally recognised safety standard for rechargeable batteries used in portable applications. IEC 62133-certified Lithium-ion and NiMH products enable market entry in over 50 countries under the CB Scheme. UN 38.3 certification ensures safe and compliant global shipping of lithium-ion batteries by air or sea, subject to local requirements.

The Group's 9V carbon zinc and alkaline batteries are among the few globally recognised components certified under UL 217 for smoke alarm applications. Additionally, three factories have obtained BIS ISI licenses for the Indian carbon zinc battery market, and the Group has registered relevant NiMH and Li-ion battery models under India's BIS CRS scheme, which is mandatory for secondary battery imports.

The Group also holds the MC Mark for alkaline battery imports into Malaysia, a Certificate of Conformity for carbon zinc batteries in Morocco, and has renewed its battery certification license for alkaline battery imports into Colombia through a successful product surveillance process.

In 2020, the Group launched childproof packaging for coin-sized lithium batteries, incorporating tamper-proof features, child safety pictograms, and warning labels in compliance with IEC 60086-4 (Edition 5) and Australian ACCC requirements.

To support product compliance and performance, the Group operates accredited battery testing laboratories in Mainland China, Hong Kong, and Singapore. These facilities conduct testing against international standards and ensure product reliability. The Group also maintains robust hazardous substance control systems, and most of its factories are certified to ISO 9001 and/or IATF 16949, reinforcing its commitment to quality and regulatory compliance.

Figure 29. ISO 9001 and IATF 16949 Accreditations

Business Ethics

Protection of Intellectual Property

The Group is committed to upholding intellectual property rights and strictly prohibits the use of infringing materials in its operations. It adheres to the core principles of copyright law, and all employees are required to comply with the Group's copyright policy throughout their employment. Any employee found to have knowingly used unauthorised copies of copyrighted works in the course of their duties may face civil and criminal liability.

Information Responsibility, Security and Privacy

The Group is committed to responsible advertising, ensuring that all marketing materials are truthful, accurate, and transparent, with a strong emphasis on sustainability. In line with its environmental principles, the Group prioritises lower-carbon communication channels, such as electronic advertising, over traditional paper-based alternatives.

To ensure compliance with applicable regulations, the Group places particular importance on accurate and transparent product labelling. Clear and comprehensive labelling is essential for building customer trust and promoting responsible business practices. Labels are designed to be easily understood, featuring legible text and appropriate language in accordance with relevant laws and standards.

In parallel, the Group upholds the highest standards of data privacy and information security. A robust framework of internal policies governs the handling of personal data, including the Data Breach Policy, Data Retention Policy, Records of Processing Activity Policy, and other related guidelines addressing consent, storage, transfers, and privacy by design.

Personal data is stored securely, with access restricted to authorised personnel only. The Group does not disclose personal data of employees, customers, or suppliers to external parties without prior consent.

To reinforce these safeguards, the Group regularly conducts cybersecurity awareness training for employees, promoting responsible data handling and the protection of personal information across all stakeholder groups.

Community Investment

At the core of its operations, the Group places strong emphasis on sustainability and the development of resilient, inclusive communities in the regions where it operates. To this end, the Group actively engages with local stakeholders to understand their needs and ensure its business activities are aligned with broader community interests.

The Group's approach to sustainable community development begins with fostering a culture of social responsibility among its employees. This foundation enables the Group to generate lasting, meaningful impact and contribute to the overall well-being of the communities in which it operates.

Since 2014, GP Batteries has served as the exclusive battery supplier and an official sponsor of the Hong Kong Standard Chartered Marathon. This longstanding partnership reflects the Group's advocacy for healthy living and work-life balance. Employees are encouraged to participate in the marathon with family and friends, reinforcing brand engagement while advancing the Group's broader corporate social responsibility agenda.

KEF – Supporting Art, Culture, and Local Communities

At KEF, our commitment to Corporate Social Responsibility fuels our mission to support and nurture **arts and cultural communities**. We connect creators with music lovers through **democratising high fidelity** to deliver emotional experiences.

Through innovative projects and strategic partnerships, we empower creators and artists to explore new horizons in sound and expression. By collaborating with local businesses, we strengthen community ties and drive economic growth. For example, the "**Journey Through Sound**" project brings together sound enthusiasts and immersive explorers, unveiling the transformative power of exceptional sound. The "**Sound of Life**" platform also showcases our dedication to enhancing cultural experiences and promoting artistic talent worldwide.

KEF is passionately committed to enriching the art and culture community. We will deepen our engagement with cultural circles to create meaningful social impact, enhancing communities both locally and globally.

KEF. Listen and believe.

Journey Through Sound – Re-Absorbed organised by the flagship KEF Music Gallery London in August 2024

The Group has actively promoted employee participation in various social responsibility initiatives, such as blood donation, Earth Hour and the Lai See Packet Recycling Campaign. These efforts reflect the Group's dedication to community engagement and sustainability. As a testament to this commitment, the Group has proudly received the Caring Company Logo from the Hong Kong Council of Social Service for 23 consecutive years, highlighting its long-standing contributions to social responsibility and community support.

During FY2025, the Group contributed around 1,900 hours to community activities related to education, environmental concerns, labour needs, health, culture and sport.

ESG Reporting Code Content Index

Material Aspect	Content	Section Index
A. Environmental		
A1 Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions
A1.1	The types of emissions and respective emissions data.	Emissions
A1.2	[Repealed 1 January 2025]	–
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste
A1.5	Description of emissions target(s) set and steps taken to achieve them.	Setting and Monitoring Sustainability Targets
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste
A2 Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Use of Resources
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources

Material Aspect	Content	Section Index
A. Environmental		
A3 The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Nature-related Resources and Biodiversity
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Nature-related Resources and Biodiversity
B. Social		
Employment and Labour Practices		
B1 Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Human Capital
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Human Capital
B1.2	Employee turnover rate by gender, age group and geographical region.	Human Capital
B2 Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Health and Safety
B2.2	Lost days due to work injury.	Occupational Health and Safety
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Health and Safety
B3 Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Human Capital
B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	Human Capital
B3.2	The average training hours completed per employee by gender and employee category.	Human Capital

Material Aspect	Content	Section Index
B. Social		
Employment and Labour Practices		
B4 Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Human Capital
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Human Capital
B4.2	Description of steps taken to eliminate such practices when discovered.	Human Capital
Operating Practices		
B5 Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Value Chain Management
B5.1	Number of suppliers by geographical region.	Value Chain Management
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Value Chain Management
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Value Chain Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Value Chain Management
B6 Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy.	Product Innovation and Responsibility; Customer Relations and Satisfaction; Business Ethics
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Customer Relations and Satisfaction
B6.2	Number of products and service related complaints received and how they are dealt with.	Customer Relations and Satisfaction
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Business Ethics
B6.4	Description of quality assurance process and recall procedures.	Customer Relations and Satisfaction
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Business Ethics

Material Aspect	Content	Section Index
B. Social		
Operating Practices		
B7 Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
Community		
B8 Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
B8.2	Resources contributed (e.g. money or time) to the focus area	Community Investment

Material Aspect	Content	Section Index
Climate-related Disclosures		
(I) Governance		
19(a)	An issuer shall disclose information about: the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	Sustainability and ESG Governance; Climate Change Management
19(a)(i)	– how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	Sustainability and ESG Governance; Climate Change Management
19(a)(ii)	– how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;	Sustainability and ESG Governance; Climate Change Management
19(a)(iii)	– how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	Sustainability and ESG Governance; Climate Change Management
19(a)(iv)	– how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and	Sustainability and ESG Governance; Climate Change Management
19(b)	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	Sustainability and ESG Governance; Climate Change Management
19(b)(i)	– whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	Sustainability and ESG Governance; Climate Change Management
19(b)(ii)	– whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Sustainability and ESG Governance; Climate Change Management

Material Aspect	Content	Section Index
Climate-related Disclosures		
(II) Strategy		
Climate-related risks and opportunities		
20	An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:	Climate Change Management
20(a)	describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	Climate Change Management
20(b)	explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;	Climate Change Management
20(c)	specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	Climate Change Management
20(d)	explain how the issuer defines "short term", "medium term" and "long term" and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	Climate Change Management
Business model and value chain		
21	An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:	Climate Change Management
21(a)	a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and	Climate Change Management
21(b)	a description of where in the issuer's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	Climate Change Management

Material Aspect	Content	Section Index
Climate-related Disclosures		
(II) Strategy		
Strategy and decision-making		
22	An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:	Climate Change Management
22(a)	information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:	Climate Change Management; Sustainability and ESG Governance
22(a)(i)	– current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities;	Climate Change Management
22(a)(ii)	– current and anticipated adaptation and mitigation efforts (whether direct or indirect);	Climate Change Management
22(a)(iii)	– any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan;	Climate Change Management
22(a)(iv)	– how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and	Climate Change Management; Setting and Monitoring Sustainability Targets
22(b)	information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	Climate Change Management
23	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	–

Material Aspect	Content	Section Index
Climate-related Disclosures		
(II) Strategy		
Financial position, financial performance and cash flows		
Current financial effect		
24	An issuer shall disclose qualitative and quantitative information about:	–
24(a)	how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and	Climate Change Management
24(b)	the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Climate Change Management
Anticipated financial effect		
25	The issuer shall provide qualitative and quantitative disclosures about:	–
25(a)	how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	–
25(a)(i)	– its investment and disposal plans; and	–
25(a)(ii)	– its planned sources of funding to implement its strategy; and	–
25(b)	how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	–

Material Aspect	Content	Section Index
Climate-related Disclosures		
(II) Strategy		
Climate Resilience		
26	An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:	Climate Change Management
26(a)	the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	Climate Change Management
26(a)(i)	– the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	Climate Change Management
26(a)(ii)	– the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and	Climate Change Management
26(a)(iii)	– the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	Climate Change Management

Material Aspect	Content	Section Index
Climate-related Disclosures		
(II) Strategy		
Climate Resilience		
26(b)	how and when the climate-related scenario analysis was carried out, including:	Climate Change Management
26(b)(i)	– information about the inputs used, including: (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) time horizons the issuer used in the analysis; and (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);	Climate Change Management
26(b)(ii)	– the key assumptions the issuer made in the analysis; and	Climate Change Management
26(b)(iii)	– the reporting period in which the climate-related scenario analysis was carried out.	Climate Change Management
Risk Management		
27	An issuer shall disclose information about:	–
27(a)	the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:	Climate Change Management
27(a)(i)	– the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	Climate Change Management
27(a)(ii)	– whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;	Climate Change Management
27(a)(iii)	– how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	Climate Change Management
27(a)(iv)	– whether and how the issuer prioritises climate-related risks relative to other types of risks;	Climate Change Management
27(a)(v)	– how the issuer monitors climate-related risks; and	Climate Change Management
27(a)(vi)	– whether and how the issuer has changed the processes it uses compared with the previous reporting period;	Climate Change Management

Material Aspect	Content	Section Index
Climate-related Disclosures		
Risk Management		
27(b)	the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	Climate Change Management
27(c)	the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	Climate Change Management
Metrics and Targets		
Greenhouse gas emissions		
28	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO_2 equivalent, classified as:	–
28(a)	Scope 1 greenhouse gas emissions;	Emissions
28(b)	Scope 2 greenhouse gas emissions; and	Emissions
28(c)	Scope 3 greenhouse gas emissions.	Emissions
29(a)	An issuer shall: measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	Climate Change Management
29(b)	disclose the approach it uses to measure its greenhouse gas emissions including:	Climate Change Management
29(b)(i)	– the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	Climate Change Management
29(b)(ii)	– the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	Climate Change Management
29(b)(iii)	– any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	Climate Change Management
29(c)	for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and	Emissions

Material Aspect	Content	Section Index
Climate-related Disclosures		
Metrics and Targets		
Greenhouse gas emissions		
29(d)	for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	–
Climate-related transition risks		
30	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	–
Climate-related physical risks		
31	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	–
Climate-related opportunities		
32	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	–
Capital deployment		
33	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Climate Change Management
Internal carbon prices		
34(a)	An issuer shall disclose: an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and	Climate Change Management
34(b)	the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.	Climate Change Management
Remuneration		
35	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	Sustainability and ESG Governance

Material Aspect	Content	Section Index
Climate-related Disclosures		
Metrics and Targets		
Industry-based metrics		
36	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	Occupational Health and Safety
Climate-related targets		
37	An issuer shall disclose (a)the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b)any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:	Sustainability and ESG Governance
37(a)	– the metric used to set the target;	Climate Change Management
37(b)	– the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	Climate Change Management
37(c)	– the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);	Climate Change Management
37(d)	– the period over which the target applies;	Climate Change Management
37(e)	– the base period from which progress is measured;	Climate Change Management
37(f)	– milestones or interim targets (if any);	Climate Change Management
37(g)	– if the target is quantitative, whether the target is an absolute target or an intensity target; and	Climate Change Management
37(h)	– how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	Climate Change Management

Material Aspect	Content	Section Index
Climate-related Disclosures		
Metrics and Targets		
Climate-related targets		
38	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	Climate Change Management
38(a)	whether the target and the methodology for setting the target has been validated by a third party;	Climate Change Management
38(b)	the issuer's processes for reviewing the target;	Climate Change Management
38(c)	the metrics used to monitor progress towards reaching the target; and	Climate Change Management
38(d)	any revisions to the target and an explanation for those revisions.	Climate Change Management
39	An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	Climate Change Management
40	For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	–
40(a)	which greenhouse gases are covered by the target;	Climate Change Management
40(b)	whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	Climate Change Management
40(c)	whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	Climate Change Management
40(d)	whether the target was derived using a sectoral decarbonisation approach; and	Climate Change Management

Material Aspect	Content	Section Index
Climate-related Disclosures		
Metrics and Targets		
Climate-related targets		
40(e)	the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	Climate Change Management
40(e)(i)	– the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	Climate Change Management
40(e)(ii)	– which third-party scheme(s) will verify or certify the carbon credits;	The Group did not use any carbon credits in FY2025
40(e)(iii)	– the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	The Group did not use any carbon credits in FY2025
40(e)(iv)	– any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	The Group did not use any carbon credits in FY2025

Appendix: Assurance Statement on Scopes 1 and 2 Carbon Emission Disclosures

ASSURANCE STATEMENT

SGS HONG KONG LIMITED'S ASSURANCE STATEMENT ON GOLD PEAK TECHNOLOGY GROUP LIMITED SCOPE 1 AND 2 CARBON EMISSIONS DISCLOSURES IN FY2024/25

NATURE OF THE ASSURANCE

SGS Hong Kong Limited (hereinafter referred to as "SGS") was commissioned by Gold Peak Technology Group Limited (hereinafter referred to as "GPG") to commence a limited assurance external Assurance. The Assurance is limited to the disclosures of the Scope 1 and 2 Carbon Emissions (hereinafter referred to as the "Disclosures") and for the reporting period 1 April 2024 to 31 March 2025.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance statement is provided with the intention of informing all GPG stakeholders.

RESPONSIBILITIES

The Disclosures, its presentation, and supporting documents provided to SGS are the responsibility of the directors, governing body, and the management of GPG. SGS has not been involved in the preparation of any of the material included in the disclosures.

Our responsibility is to express an opinion on the text, data, graphs, and statements within the scope of Assurance with the intention of informing all the intended users.

ASSURANCE STANDARDS, TYPE, AND LEVEL OF ASSURANCE

SGS performs the engagement based on internationally recognised assurance guidance and standards. The Assurance engagement has been conducted according to the following Assurance Standards:

Assurance Standard	Level of Assurance
International Standard on Sustainability Assurance (ISSA) 5000, General Requirements for Sustainability Assurance Engagements	Limited

SCOPE OF ASSURANCE

The scope of the Assurance was the evaluation of the GPG's submitted subject matter information for possible material misstatements when assessing against the below reporting criteria:

Reporting Criteria / Guidance	
1	WRI/WBCSD GHG Protocol – Corporate Accounting and Reporting Standard (Revised Edition) (for GHG Scope 1 and 2)

Adapted from GP5024 Issue 7 and SG LF0411

This engagement covers Assurance of emission from anthropogenic sources of greenhouse gases included within the organisation's boundary and is based on ISSA 5000.

- The organisational boundary was established following operational control approach.
- Title or description activities: GHG Assurance for GPG in Financial Year 2024/2025
- Location/boundary of the activities: Refer to Annex A
- Physical infrastructure, activities, technologies and processes of the organisation: Development, manufacturing and marketing of batteries (including rechargeable batteries) and related products, and audio products.
- GHG sources, sinks and/or reservoirs included: Sources as presented in the inventory spreadsheet provided by GPG
- Types of GHGs included: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3
- The IPCC 2021 AR6 GWP values are applied in this inventory for Scope 1 emissions with the exception of Natural Gas used in sites in the United Kingdom and South Korea.
- Emission factor:
  - (Scope 1) Direct emissions:
    - Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition)
    - 2024 UK DEFRA Greenhouse Gas Conversion Factors for Company Reporting, Version 1.1
    - US EPA Emission Factors for Greenhouse Gas Inventories Version 15 January 2025
    - China Products Carbon Footprint Factors Database (2022)
  - (Scope 2) Indirect emissions:
    - 0.412 $kgCO_2e$/kWh - SG
      (Announced by Energy Market Authority, Singapore in 2024)
    - 0.774 $kgCO_2e$/kWh - MY
      (Announced by Suruhanjaya Tenaga (The Energy Commission), Malaysia in 2024)
    - 0.399 $kgCO_2e$/kWh - TH
      (Announced by Energy Policy and Planning Office of Thailand in 2024)
    - 0.5856 $kgCO_2e$/kWh – CN (Average National Grid)
      (Announced by Ministry of Ecology and Environment, China in 2024)
    - 0.56 $kgCO_2e$/kWh – VN
      (Referenced in The IFI Dataset of Default Grid Factors v.3.2, April 2022)
    - 0.555 $kgCO_2e$/kWh – KR
      (Referenced in The IFI Dataset of Default Grid Factors v.3.2, April 2022)
    - 0.828 $kgCO_2e$/kWh – PL
    - (Referenced in The IFI Dataset of Default Grid Factors v.3.2, April 2022)
    - 0.20705 $kgCO_2e$/kWh – UK
      (Announced by Department for Environment, Food & Rural Affairs, UK in 2024)
    - 0.3517 $kgCO_2e$/kWh – US
    - (Announced by the Environmental Protection Agency, US in 2025)
    - 0.38 $kgCO_2e$/kWh – HK (CLP)
      (Announced by CLP Power Hong Kong Limited in 2024)
    - 0.383 $kgCO_2e$/kWh – DE
      (Referenced in National and European Emission Factors for Electricity in 2024)
    - 0.475 $kgCO_2e$/kWh – JP
      (Announced by Tokyo Electric Power Company Holdings in 2024)
- GHG information for the stated period was verified: 1 April 2024 to 31 March 2025
- Mitigation activities: *NA*
- The level of assurance agreed is limited assurance.
- Materiality：5 %
- The version of inventory sheet: GP 2025 GHG Consolidation Template_v20250714.xlsx
- The version of GHG statement: Climate Change Management - Metrics and Targets 20250711.docx
- Intended user of the Assurance opinion: Public

Adapted from GP5024 Issue 7 and SG LF0411

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

Reporting Boundaries		GHG Emissions (tCO_2e)
Inventory categories	**Description**	
Scope 1	Stationary Combustion	272.49
	Mobile Combustion	465.18
	Fugitive Emissions	45.81
Scope 2	Purchased Electricity	49,778.81
	Purchased Heating	91.72
Total Scope 1 and 2 Emissions		50,654.01

SUMMARY OF WORK PERFORMED

The Assurance conducted between 27 May 2025 to 15 July 2025 comprised a combination of

- Pre-assessment research;
- Remote review of sampled factory activities to ensure completeness of GHGs identified interviews with relevant employees such as the Finance and Sustainability team member(s) at GPG to confirm operational conditions and standard operating procedures;
- Review of documentation and data records;
- Sampling of the quantified amount records to confirm accuracy of source data into calculations;
- Recalculation of emissions.

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

SGS' approach is risk-based, drawing on an understanding of possible material misstatements in the subject matter and of the risks associated with modelling and the controls in place to mitigate these risks. Our examination included assessment, on a sample basis, of evidence relevant to the reporting of KPI's and related themes.

LIMITATIONS AND MITIGATION

SGS assurance engagements are based on the assumption that the data and information provided by GPG have been provided in good faith, are true, and are free from material misstatements. Because of the selected nature (sampling) and other inherent limitation of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected.

Financial data, where applicable, drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process. The assessment is limited to data and information in scope within the defined reporting period. Any data outside this period is not considered within the scope of assurance. SGS expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Adapted from GP5024 Issue 7 and SG LF0411

STATEMENT OF INDEPENDENCE AND COMPETENCE

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

In conducting assurance engagements, SGS is governed by the 'SGS Code of Conduct' and the 'Ethics requirements as defined in the SAGSP2', which has been established with the requirements of the IESSA (International Ethics Standard for Sustainability Assurance), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

At SGS assurance quality control is governed through the Sustainability Assurance Global Systems Procedure (SAGSP). This quality management system compliments the requirements of ISAEs and are designed to be as demanding as quality control requirements stipulated by ISO17029:2019, and the ISQM1.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with relevant bodies. The assurance team comprised of: Lead Assurance Practitioners / Assessors – Valerie Koh, Practitioners / Assessors – Adrian Lamano, Trainee Practitioner – Tan Shi Zhou and Susan Chan, Technical Reviewers – Patrick Leung.

MATERIALITY

The performance materiality required for the Assurance was considered by SGS to 5%, based on the needs of the intended user of the Disclosures.

FINDINGS AND CONCLUSIONS

LIMITED ASSURANCE OPINION

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

This opinion shall be interpreted with the GHG statement of GP Ind, as reported in *"Climate Change Management - Metrics and Targets 20250711.docx"* as a whole.

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

Signed:
For and on behalf of SGS Hong Kong Limited

Miranda Kwan
Director
Business Assurance
15 July 2025

Adapted from GP5024 Issue 7 and SG LF0411

Verified by:

Lead Verifier
(Lead Practitioner):

Valerie Koh

Verifier:

Adrian Lamano

Susan Chan

Tan Shi Zhou

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