

Karin Technology Holdings Limited

Karin Technology Holdings Limited Sustainability Report 2026

Table of Contents

ABOUT THE REPORT **4**

Reporting Period and Cycle *4*

Reporting Scope and Boundaries *4*

Reporting Framework and Principles *4*

Restatement *5*

Internal Review and External Assurance *5*

Availability *5*

Feedbacks *5*

BOARD STATEMENT **6**

ABOUT KARIN **8**

Introduction *8*

Our Vision and Mission *9*

Our Business Segment *9*

Our Customers *10*

Membership of Associations *10*

Corporate Governance and Risk Management *10*

Sustainability Governance Structure *11*

STAKEHOLDER ENGAGEMENT **12**

Form of Engagement and Key Concerns of the Stakeholder Groups *13*

MATERIALITY ASSESSMENT **14**

Materiality Matrix and Boundary Mapping *15*

List of Important Sustainability Issues *16*

FY2026 PERFORMANCE HIGHLIGHTS **17**

ECONOMIC **22**

Our Supply Chain *22*

Anti-corruption *23*

Internal Control Procedures 24

Regulatory Compliance *25*

ENVIRONMENTAL **26**

Energy and Emissions *26*

Energy Consumption 27

GHG Emissions 28
Exhaust Gas Emissions 30
Waste *31*
Paper Resource *32*
Water *33*
Climate Change *34*
Climate Action Vision 35
Climate-Related Financial Disclosures 36
SOCIAL 44
Employee Profile *44*
New Employee Hires 45
Employee Turnover 46
Employment Practices *46*
Remuneration, Promotion, and Dismissal 47
Working Hours and Rest Periods 47
Employee Benefits and Welfare 48
Non-discrimination 49
Occupational Health and Safety *50*
Training and Education *52*
Average Hours of Training 53
Employees Receiving Regular Performance and Career Development Reviews 55
Quality Management *56*
Customer Privacy *58*
Local Communities *58*
GRI CONTENT INDEX 60
CLIMATE-RELATED DISCLOSURES CONTENT INDEX 64

ABOUT THE REPORT

[GRI 2-1]

Karin Technology Holdings Limited (the "**Company**" together with its subsidiaries, hereinafter referred to as the "**Group**" or "**Karin**" or "**we**" or "**us**") is pleased to present the ninth sustainability report (the "**Report**") to share with our stakeholders our management approach to sustainability, our practice and performance, as well as our plans for the coming years.

Reporting Period and Cycle

[GRI 2-2, GRI 2-3]

The Report illustrates the overall performance of Karin regarding the economic, environmental and social area from 1 July 2025 to 30 June 2026 ("**FY2026**" or the "**Reporting Period**"). It will be published annually.

Reporting Scope and Boundaries

The information disclosed in the Report covers the core and material business units of the Group in Hong Kong, which accounts for about 80% of our total revenue in FY2026. Karin will consider expanding the scope of the Report to include other business(es) and locations progressively.

Reporting Framework and Principles

The Report is prepared in accordance with and complies with the Singapore Exchange Securities Trading Limited ("**SGX-ST**") Listing Rules (711A and 711B) and the Singapore Exchange Limited ("**SGX**") Practice Note 7.6 Sustainability Reporting Guide (the "**Guide**") and with reference to the requirements of the Global Reporting Initiative ("**GRI**") Universal Standards 2021 and the IFRS Sustainability Disclosure Standards ("**ISSB Standards**").

The Report is prepared in accordance with the relevant principles as set out in the GRI.

The Report should also be read in conjunction with the Annual Report 2026. We have adopted a phased approach to our reporting and will seek to provide additional disclosures over time. The end of this Report contains the detailed GRI Content Index and Climate-related Disclosures Content Index for readers' quick reference.

Restatement

[GRI 2-4]

In the paragraph “Paper Resource” under the “Environmental” section, paper consumption amount is now calculated using “actual usage” rather than “amount purchased” to better reflect actual paper consumption. With currently available data, the amount of paper usage (in kg) for FY2024 and FY2025 has been restated accordingly. As a result, the scope 3 GHG emissions arising from paper disposal to landfill and corresponding total emissions for FY2024 and FY2025 have also been restated. Details can be referred to in the paragraph headed “GHG Emissions” under the same section.

Internal Review and External Assurance

[GRI 2-5]

The financial statements contained in the Annual Report 2026 have been audited and assured by independent auditors. For the Sustainability Report 2026, we have engaged our internal officer for the internal review of this Report, as mandated by the SGX-ST, and checked to ensure the accuracy of the data and information. Performance data for the corresponding material topics is reported in good faith and to the best of our knowledge.

Availability

The Report is published in English and is available on our website: www.karingroup.com. As a conservation measure, we do not publish hard copies.

Feedbacks

[GRI 2-26]

We welcome feedback on the Report and any aspect of our sustainability performance. Comments or feedback can be sent to info@karingroup.com.

BOARD STATEMENT

[GR 2-14, GRI 2-22 to GRI 2-25]

Dear Stakeholders,

The Board of Directors (the "**Board**") is pleased to present Karin's full Sustainability Report of FY2026.

Ever since Karin's establishment, we have always focused on economic, environmental and social areas to underpin our sustainability strategy. We are committed to managing the relevant sustainability risks and opportunities across the portfolio to ensure the long-term well-being of our business while contributing positively to the environment and society. We strive to integrate sustainable development consideration in our business practices and throughout our daily operation. The Group has formalised the interdepartmental Sustainability Working Group (the "**Working Group**") to manage and monitor our sustainability performance and review target setting. Therefore, our sustainability governance structure ensures that performance is consistent, and stakeholders' expectations can be met. We work together to achieve our sustainability development goals as a team.

Risks and business opportunities are always intertwined. We have engaged with key stakeholders through materiality assessment and to improve our sustainability efforts and practices. We are very focused on proper risk management, cashflow generation and business continuity planning, and we will continue to evolve in the digital transformation keeping fortified IT infrastructure with robust cybersecurity provisioning. To continue our sustainability journey, metrics and targets that are material to our business will be progressively added.

We acknowledge that sustainability is increasingly vital for business as the world today faces challenging issues, including but not limited to climate change, resource scarcity and human rights issues. Expectations for companies to take the initiative on sustainability are higher. We are committed to integrating human rights considerations into decision-making across the Group and into our policy and governance framework. As a listed company, we understand our responsibility and opportunity we have to raise awareness among our employees on environmental and human rights issues. To fulfil our obligations to the sustainable development of the economy, environment, and society, we have continuously attributed it to charity and social activities. In FY2026, we engaged in volunteer activities to support those in need. Details are described under the section headed "Local Communities".

We have identified climate-related risk and opportunities relevant to our business. Relevant targets and corresponding strategies have been tracked and reviewed. Sustainable development factors have been incorporated into our strategic planning, business model and various decision-making processes.

Looking ahead, we will continue to invest in new infrastructure and develop our management team with the goal of forging a long-term sustainable business. Additionally, we will also continue to improve our sustainability reports by providing more disclosures in relation to sustainability.

Board of Directors
Karin Technology Holdings Limited

ABOUT KARIN

[GRI 2-1]

Introduction

Karin is a prominent IT & Components Solutions and Services Group with a significant market presence spanning almost 50 years in Hong Kong and the People's Republic of China (the "**PRC**"). During this Reporting Period, Karin celebrated its 20th anniversary of listing on the Mainboard of the SGX-ST since March 2005.



Karin is well-positioned to leverage opportunities as economies and businesses harness technology to adapt to new norms. The continuous expansion of Karin enables catering to the strong demand for network security products, cloud solutions services, and data solutions and services. For detailed corporate profile and business development, please refer to the Annual Report 2026.

Looking ahead, Karin is cautiously optimistic about the business outlook, supported by disciplined healthy financing and growth at the strong platform.

Our Vision and Mission

Vision

Our vision is to shape the future of Asia by pioneering cutting-edge technologies that accelerate business efficiency, deepen human connection, and catalyze sustainable economic growth. We aspire to bridge cultures and markets, leveraging our Hong Kong roots and extensive operations across China to create a digitally inclusive future where technology transforms lives and industries.

Mission

Our mission is to deliver high-quality Digital Solutions, Electronic Components, and innovative Electronic Products that meet the diverse needs of customers we touch. We are committed to excellence, leveraging advanced technology and strategic partnerships to enhance productivity and connectivity. As we expand our footprint across beyond boundaries, we aim to empower businesses and consumers with reliable, cutting-edge products that drive progress and foster an intelligent, more connected world.

Our Business Segment

Our principal business is broadly divided into two reportable operating segments, namely (a) Components Distribution and (b) IT Infrastructure.

Components Distribution

- Distribution of electronic and industrial components

IT Infrastructure

- Distribution and provision of compute and data storage management solutions, cloud solutions, network and cybersecurity solutions; provision of professional services in IT infrastructure implementation and support

Our Customers

[GRI 2-6]

Karin currently has a broad customer base comprising multinational corporations ("**MNC**"), large corporates, government organisations, contract manufacturers, electronic product manufacturers, traders, retailers and small and medium business corporations. Most of which are in Hong Kong, Macau and in the PRC.

Membership of Associations

[GRI 2-28]

Mr. Raymond Ng, the Executive Chairman and Executive Director of our Group, is a full member of the Hong Kong Management Association, a fellow member of the Hong Kong Institute of Marketing, a member of the Society of Automotive Engineers International (MSAE), a Chartered Engineer (C Eng), a member of the Institution of Mechanical Engineers (MIMechE) and a member of the Institute of Electrical and Electronics Engineers (MIEEE).

In Karin's workforce, there are personnel holding memberships in professional associations, including Hong Kong Institute of Certified Public Accountants ("**HKICPA**").

Corporate Governance and Risk Management

[GRI 2-9 to GRI 2-13, GRI 2-16 to GRI 2-21]

The Board is the highest governance body of Karin that provides oversight of the Group's activities and performance and is responsible for setting the corporate strategy and business direction of the Group. The Board has established committees, namely, the Audit and Risk Management Committee ("**ARMC**"), Nominating Committee ("**NC**") and Remuneration Committee ("**RC**"), to assist in the execution of its responsibilities. These committees operate within clearly defined terms of reference and the effectiveness of each committee is reviewed on a regular basis.

Risk Management is an integral part of good corporate governance as well as resources management. Karin has a thorough and comprehensive risk management framework to identify and manage its risks and exposures in an integrated, systematic and consistent manner. For detailed disclosure on risk management, please refer to the Corporate Governance Report enclosed in Annual Report 2026.

Sustainability Governance Structure

[GRI 2-9, GRI 2-12, GRI 2-13]

The Board supports the Group's commitment to fulfilling its environmental and social responsibility and has overall responsibility for the Group's sustainability strategy and reporting. The Board is responsible for evaluating and determining the Group's sustainability-related risks and ensuring that appropriate and effective sustainability risk management and internal control systems are in place.

The Board has delegated a comprehensive sustainability governance structure by overseeing the sustainability responsibility through the implementation of the Working Group. The Working Group comprises Executive Directors and senior management, and assists the Board in managing policies, initiatives, performance and reporting relating to sustainability. The Working Group is responsible for exercising sustainability plans and collecting data regularly to review performance. The Working Group reports to the Board on a timely basis.

The Board regularly reviews the Group's sustainability performance, examines and approves the Group's Sustainability Report annually.

STAKEHOLDER ENGAGEMENT

[GRI 2-29]

Stakeholders' opinions are the solid foundation for the Group's sustainable development and success. By considering the dependence and influence on the Group by the stakeholders and the availability of the resources for the Group, management has identified key stakeholders. The stakeholder engagement helps the Group to develop a business strategy that meets the needs and expectations of stakeholders, enhances the ability to identify risk and strengthens important relationships. Stakeholders can express their opinions through various engagement channels. The relevant stakeholders of the Group, their engagement platforms and the expected concerns are as follows. Our responses to these concerns are illustrated in various sections of the Report.



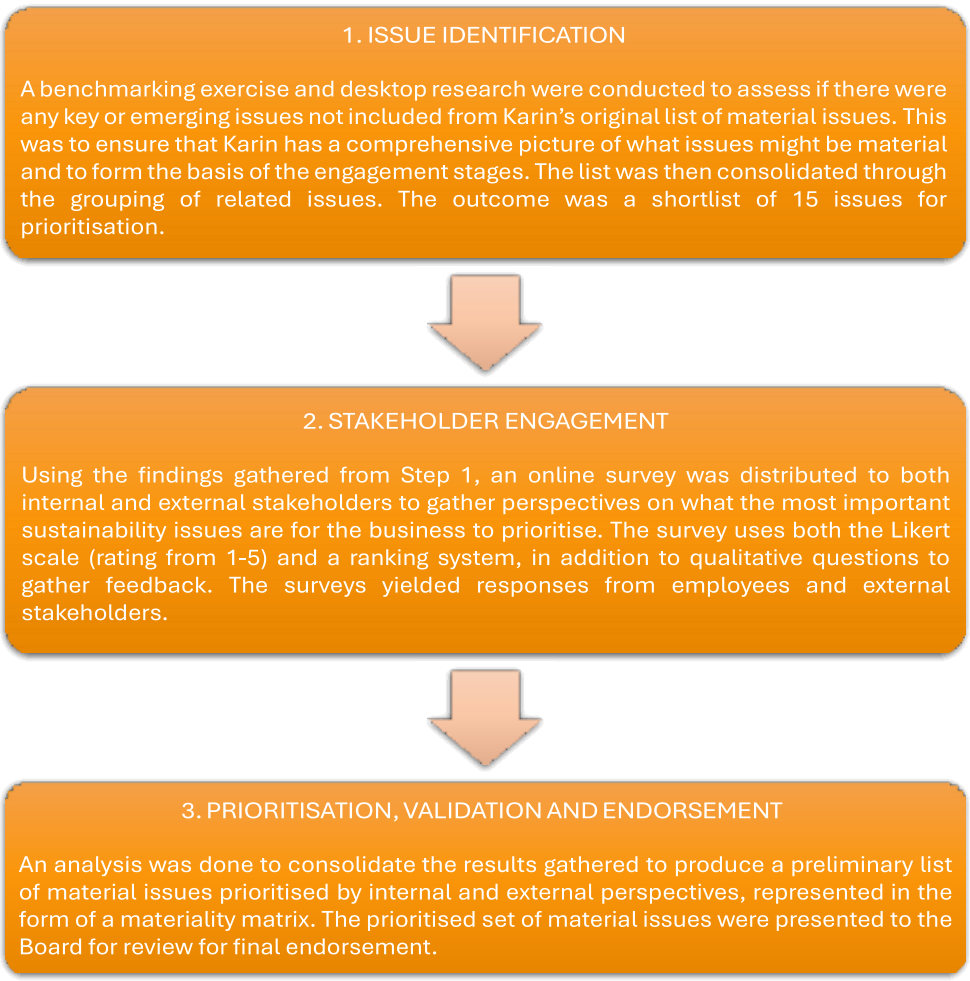
Form of Engagement and Key Concerns of the Stakeholder Groups

Stakeholder	Priority Concerns	Form of Engagement and Related Frequency
Government, Regulator and Media	◆ Anti-corruption ◆ Occupational Health and Safety ◆ Diversity and Equal Opportunity ◆ Regulatory Compliance ◆ Privacy Protection ◆ Quality Management	◆ Annual reports, interim reports, sustainability reports and other public information
Shareholders and Investors	◆ Employment ◆ Local Communities ◆ Privacy Protection ◆ Quality Management	◆ Annual general meetings and other general meetings of shareholders ◆ Company website ◆ Press releases/announcements ◆ Annual reports, interim reports, sustainability reports and other public information
Employees	◆ Employment ◆ Occupational health and safety ◆ Training and Education ◆ Diversity and Equal Opportunities	◆ Seminars and training ◆ Performance appraisal ◆ Leisure activities
Customers	◆ Customer Privacy ◆ Quality Management	◆ Fax, email and customer service hotline ◆ Product and service feedback
Suppliers	◆ Anti-Corruption ◆ Material ◆ Waste Management ◆ Supply Chain Management ◆ Privacy Protection ◆ Quality Management	◆ Annual audit ◆ Meetings ◆ On-site visits ◆ Electronic applications
Business Partners	◆ Employment ◆ Occupational Health & Safety ◆ Training and Education ◆ Non-discrimination ◆ Privacy Protection ◆ Quality Management	◆ Emails ◆ Meetings ◆ Electronic applications
Local Community	◆ Environment ◆ Contribution to the community	◆ Community services

MATERIALITY ASSESSMENT

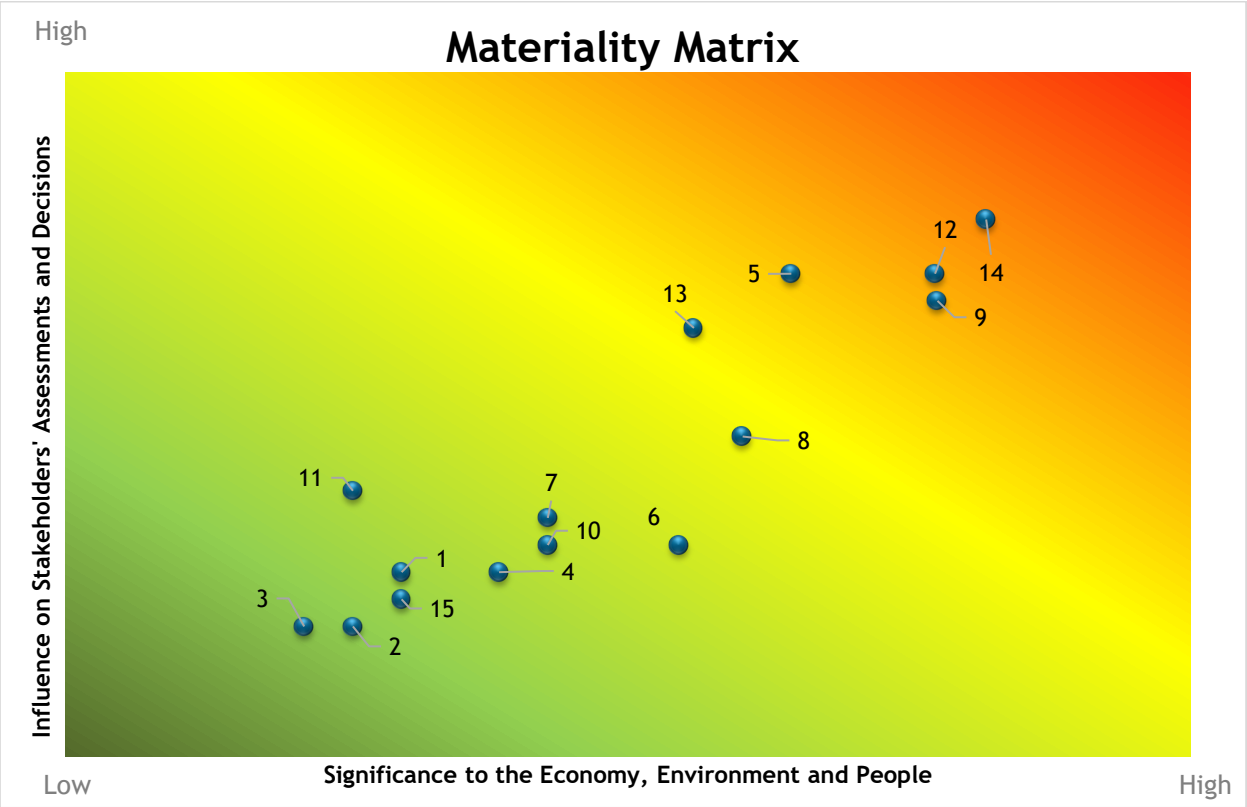
[GRI 3-1 to GRI 3-3]

Karin's core approach to sustainability and business strategies is to identify, prioritise and manage the material aspects of our business that impact the environment, society and economy most. Our Board members and senior management team prioritise and identify the most material economic, environmental and social impacts of our business operations through reviewing our existing company policies, compliance requirements, employee surveys, risk registers and benchmarking material issues reported by peers. While assessing our sustainability impacts, risks and opportunities, we considered the expectations and concerns of our critical stakeholders. We also examined sustainability trends in the industry sector and reporting practices of peer companies. Through this exercise, we identified and prioritised material topics as shown in the following table. Material topics have been reviewed and approved by our Board.



Materiality Matrix and Boundary Mapping

The materiality matrix below shows the output from the materiality assessment. A comprehensive list of 15 material issues considered was plotted against the x-axis, which shows how the Group's operation impacts the economy, environment and people including impacts on their human rights, and against the y-axis, which shows how the Group's performance influences stakeholders' assessments and decisions.



1 Energy and Emissions	6 Employment	11 Supply Chain Management
2 Waste	7 Diversity and Equal Opportunities	12 Privacy Protection
3 Water	8 Non-discrimination	13 Quality Management
4 Climate Change	9 Occupational Health and Safety	14 Anti-corruption
5 Regulatory Compliance	10 Training and Education	15 Local Communities

List of Important Sustainability Issues

Based on the materiality matrix, we have prioritised the material topics and we believe there are 4 most material sustainability issues to both internal and external stakeholders, including Anti-corruption, Privacy Protection, Occupational Health and Safety, and Regulatory Compliance. Our efforts in material areas are addressed within this Report. In general, there is no material change regarding the sustainability issues identified.

Ranking	Issues	Impact on internal stakeholders	Impact on external stakeholders	Section
Priority	Anti-corruption	●	●	Anti-corruption
	Privacy Protection	●	●	Customer Privacy
	Occupational Health and Safety	●		Occupational Health and Safety
	Regulatory Compliance	●	●	Regulatory Compliance
Important	Quality Management	●	●	Quality Management
	Non-discrimination	●		Non-discrimination
	Employment	●	●	Employment
	Diversity and Equal Opportunities	●		Employment
	Training and Education	●		Training and Education
	Climate Change	●	●	Climate Change
	Supply Chain Management	●	●	Our Supply Chain
Moderate	Energy and Emissions	●	●	Energy and Emissions
	Local Communities	●	●	Local Communities
	Waste	●	●	Waste
	Water	●	●	Water

FY2026 PERFORMANCE HIGHLIGHTS

FY2026 Target	Performance Update	Future Target	
		Time Horizon	Target
Anti-corruption			
◆ **Continue with the current practices** ◆ **Maintain zero confirmed incidents for corruption** ◆ **Review the reporting system if needed**	◆ Continued with the current practices ◆ No confirmed incident	Short-term	◆ Continue with the current practices ◆ Maintain zero confirmed incidents for corruption ◆ Review the reporting system if needed
		Medium-term	◆ Maintain the target of zero confirmed incidents for corruption
		Long-term	◆ Maintain the target of zero confirmed incidents for corruption
Energy and Emissions			
◆ **Continue with the current practices, explore various initiatives to save energy and control GHG emissions** ◆ **Encourage employees' environmental awareness in resources conservation** ◆ **Replace traditional fuel consumption vehicles with electric vehicle ("EVs")**	◆ Direct energy consumption decreased by 67% ◆ Working to expand the disclosure of scope 3 GHG emissions ◆ Replaced a company vehicle with an EV	Short-term	◆ Continue with the current practices, explore various initiatives to save energy and control GHG emissions
		Medium-term	◆ Encourage employees' environmental awareness in resources conservation
		Long-term	◆ Gradually replace all traditional fuel consumption vehicles with EVs
Waste			
◆ **Continue with the current practices, explore various initiatives to minimise waste generation** ◆ **Encourage reduce, reuse, recycle ("3Rs")**	◆ Total waste generation decreased by 22%	Short-term	◆ Continue with the current practices, explore various initiatives to minimise waste generation
		Medium-term	◆ Encourage 3Rs practice in operations

FY2026 Target	Performance Update	Future Target	
		Time Horizon	Target
practice in operations ◆ **Encourage employees' environmental awareness in resources conservation**		Long-term	◆ Encourage employees' environmental awareness in resources conservation
Water			
◆ **Continue with the current practices, explore various initiatives to save water consumption**	◆ Total water consumption decreased by 6%	Short-term	◆ Continue with the current practices, explore various initiatives to save water consumption
		Medium-term	◆ Encourage employees' environmental awareness in resources conservation
		Long-term	◆ Maintain the target of encouraging employees' environmental awareness in resources conservation
Employment			
◆ **Continue with current practices and explore various initiatives to attract and retain talents**	◆ New hire rate: 15% ◆ Turnover rate: 25%	Short-term	◆ Continue with current practices and explore various initiatives to attract and retain talents
		Medium-term	◆ Zero incidents of non-compliance with laws and regulations relating to employment
		Long-term	◆ Maintain the target of zero incidents of non-compliance with laws and regulations relating to employment

FY2026 Target	Performance Update	Future Target	
		Time Horizon	Target
Occupational Health and Safety			
◆ **Maintain zero cases of work-related injury, occupational disease nor fatality**	◆ No case of work-related injury, occupational disease nor fatality	Short-term	◆ Maintain zero cases of work-related injury, occupational disease nor fatality
		Medium- to long-term	◆ Maintain the target of zero cases of work-related injury, occupational disease nor fatality
Training and Education			
◆ **Continue with current practices and explore various initiatives to improves skills of employees**	◆ Provided 83 products and technical training sessions and on-the-job training of 445 hours ◆ Average training hours per employee: 2.43 hours ◆ Provided 260 supplementary training sessions of 383.5 hours as and when appropriate	Short-term	◆ Continue with current practices and explore various initiatives to improves skills of employees
		Medium-term	◆ Provide products and technical training for the Group's employees
		Long-term	◆ Maintain the target of providing products and technical training for the Group's employees
Non-discrimination			
◆ **Continue with current practices** ◆ **Maintain zero incident of discrimination**	◆ No incident of discrimination	Short-term	◆ Continue with current practices ◆ Maintain zero incident of discrimination
		Medium- to long-term	◆ Maintain the target of zero incidents of discrimination

FY2026 Target	Performance Update	Future Target	
		Time Horizon	Target
Local Communities			
◆ **Continue with current practices and explore various initiatives to contribute to the local community**	◆ A total of 20 staff members volunteered in social services	Short-term	◆ Continue with current practices and explore various initiatives to contribute to the local community
		Medium-term	◆ Participate in environmental protection activities and social service
		Long-term	◆ Maintain the target of participating in environmental protection activities and social service
Quality Management			
◆ **Continue to meet the requirements of ISO 9001:2015** ◆ **Ensure the effective implementation of the Quality Policy** ◆ **Review the Quality Management system if needed**	◆ Continuation of ISO 9001:2015 Quality Management Systems certification was recommended by auditor after surveillance visit was completed	Short-term	◆ Continue to meet the requirements of ISO 9001:2015 ◆ Ensure the effective implementation of the Quality Policy ◆ Review the Quality Management system if needed
		Medium- to long-term	◆ Review the Quality Management system in Quality Assurance Meetings if needed
Customer Privacy			
◆ **Maintain zero substantial complaints** ◆ **Continue with current practices and explore various initiatives to improve our internal controls in customer data protection**	◆ No substantial complaint	Short-term	◆ Maintain zero substantial complaints ◆ Continue with current practices and explore various initiatives to improve our internal controls in customer data protection
		Medium- to long-term	◆ Maintain the target of zero substantial complaints

FY2026 Target	Performance Update	Future Target	
		Time Horizon	Target
Regulatory Compliance			
◆ **Maintain zero incidents of non-compliance**	◆ No incident of non-compliance	Short-term	◆ Maintain zero incidents of non-compliance
		Medium- to long-term	◆ Maintain the target of zero incidents of non-compliance

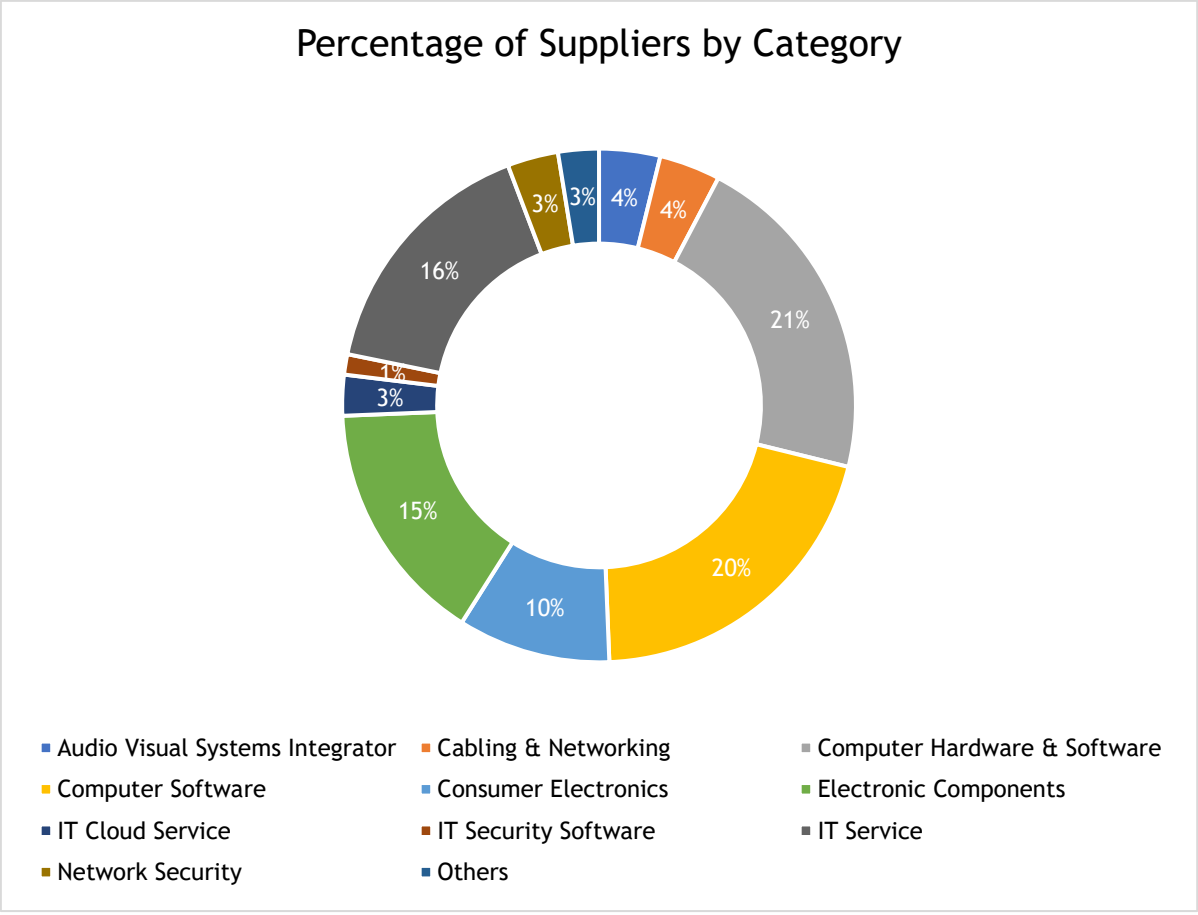
ECONOMIC

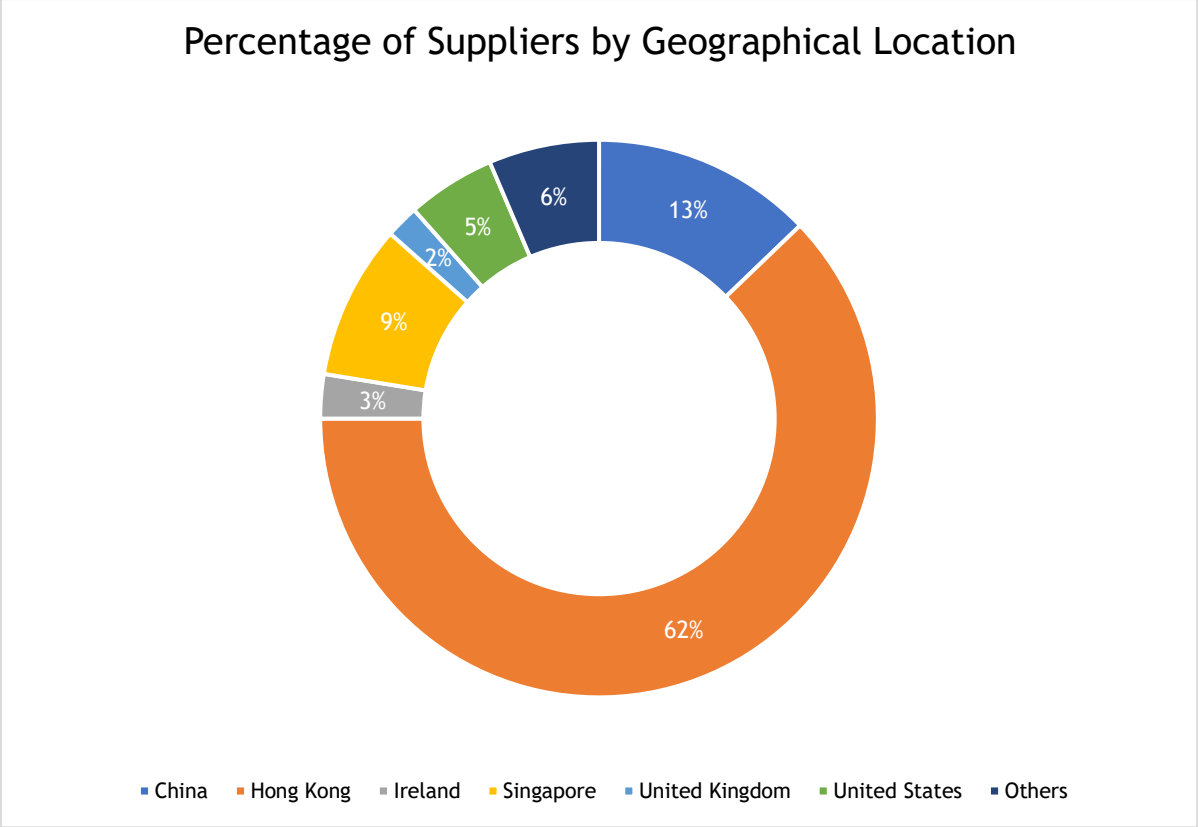
Our Supply Chain

[GRI 204-1]

Karin supplies a variety of electronic and computer products. These products are mainly sourced from traders and MNC manufacturers located in various locations. We have a Procurement Policy and ISO standard in place which provides procurement guidelines, including the selection and evaluation of suppliers. Our suppliers are selected based on, amongst others, such as past track record, experience, capability and quality. To mitigate the supplier risks, we strive to diversify our supplier bases and strengthen our controls in the assessment of new suppliers. We annually assess and review the performance of the suppliers to maintain a consistently high-quality standard for the suppliers.

In FY2026, there were a total of 156 suppliers (FY2025: 153). We engaged with suppliers in diverse categories, such as Computer Hardware & Software, and Electronic Components. Over 62% of the suppliers were located in Hong Kong, where the Group's principal office is situated. By allocating the majority of the Group's procurement budget to local suppliers, it highlights the Group's strategy to secure supply, bolster the local economy, and foster positive community relations.





Anti-corruption

[GRI 205-1 to GRI 205-3]

Karin is committed to fostering a culture of corporate compliance, ethical behaviour and good corporate governance. We adopt a zero tolerance towards corruption and manage the risks through prevention and detection of frauds and irregularities.

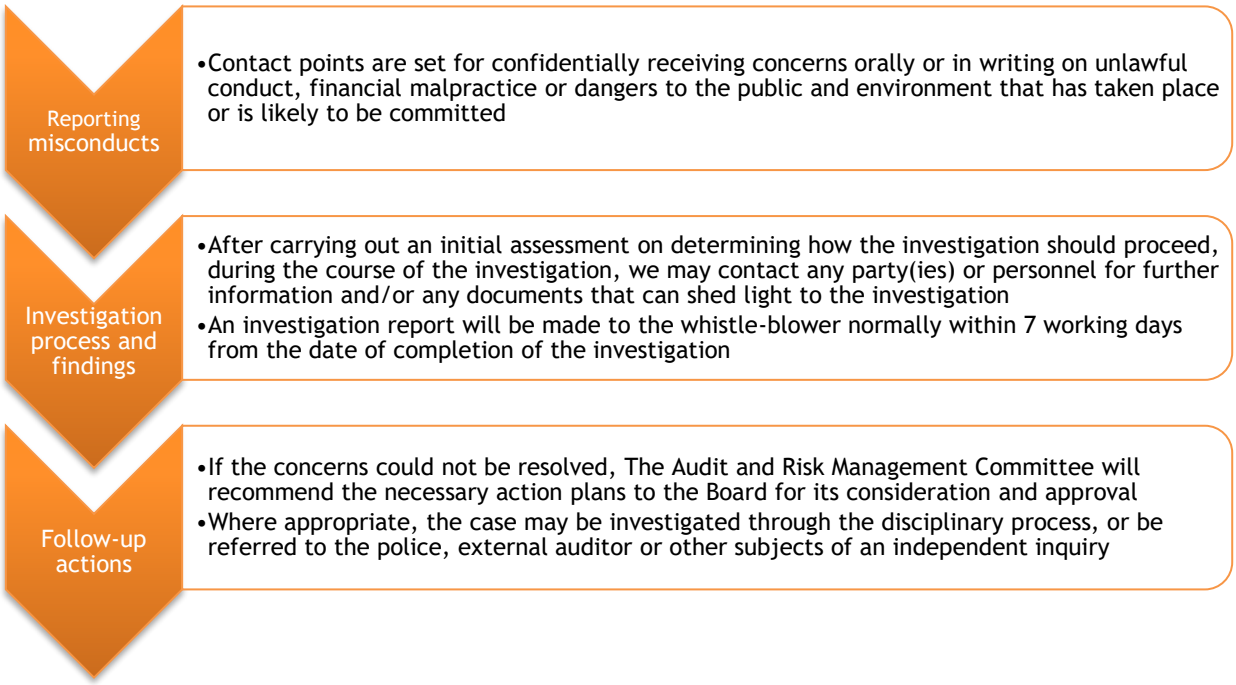
The Group strictly abides by the laws and regulations relating to bribery, extortion, fraud and money laundering in Hong Kong, including the Prevention of Bribery Ordinance and Anti-Money Laundering and Counter-Terrorist Financing Ordinance.

The Group has established “Employee’s Code of Conduct”, which is part of the Employee Handbook, setting out the employee’s conducts in dealing with problems related to acceptance of advantages and conflicts of interest. It is circulated among all employees to advocate ethics and integrity. The Group also provides training for employees relating to anti-corruption and ensures that departmental managers and executives are sufficiently trained and developed to implement the whistle-blowing policy. During FY2026, all newly hired employees (total 28 including 11 returning employees) have received

communication of anti-corruption policy and attended anti-corruption training of a total of 25.5 hours. Our internal policy mandates that sales employees must disclose any potential conflicts of interest. All 5 of the newly hired sales staff have confirmed that they have no conflicts of interest to declare.

Internal Control Procedures

Other than the internal anti-bribery and corruption guidelines as stipulated in the Employee Handbook, the Group has established a Whistle-blowing Policy (Group's corporate website - https://karingroup.com/group-profile/whistle-blowing-policy/), and has developed appropriate procedures to provide a proper process within the Group for reporting malpractices, illegal acts or acts of omission that employees may encounter at work.



Employees are encouraged and welcomed to report his/her concerns orally or in writing confidentially according to the "Reporting Procedure" of the Whistle-blowing Policy. After completion of an investigation, the Audit and Risk Management Committee shall review the actions taken by the Group towards the whistle-blowing initiative and ensure fraudulent practices are reviewed without prejudice and executed with professional integrity in compliance with the Group's policy.

A quarterly report of Whistle-blowing incident, including status of concerns raised and correct actions, if any, will be sent to the Audit and Risk Management Committee for its review. With its appropriate and effective internal controls at different business processes to prevent and detect fraudulent activities, no significant risks related to corruption were identified across all its operations.

In FY2026, there was no reporting for any incidents of corruption nor any public legal cases regarding corruption that were brought against the Group or its employees. Thus, no actions such as dismissal of employees or termination of contracts with business partners were taken due to such cases. Looking ahead, the Group will continue to implement whistle-blowing and other policies to prevent corruption and maintain zero confirmed incidents for corruption.

Regulatory Compliance

[GRI 2-27]

Karin recognises that the failure to comply with local laws and regulations may result in a significant impact on the its reputation and operation. The Group adheres to the highest standards of corporate governance and has established clear policies and procedures to ensure compliance with all applicable laws and regulations. Designated personnel are responsible for overseeing the compliance of the laws and regulations. The Group has ensured its compliance with all the relevant laws and regulations that have significant impacts on the Group.

In FY2026, the Group was not aware of any significant non-compliance with the laws and regulations in the social and economic area. Looking ahead, the Group will continue to actively monitor the latest developments in laws and regulations that significantly impact our operations, and we target to achieve full compliance with all applicable regulations.

ENVIRONMENTAL

Energy and Emissions

Karin noticed that there is a gradual concern from the community on climate change due to the increase in energy consumption and its incurred GHG emissions. Karin is committed to minimising the environmental impact of its business. In the short term, the Group has previously set a target to reduce GHG emissions (Scope 1 and 2) intensity (by floor area) by 5% by FY2026 compared with FY2023 and ensure the Group's GHG emissions will comply with the local requirements on or before 2030.

To achieve the emission reduction target, the Group focuses on resources utilisation and conservation during our daily operation. We mainly consume electricity for lighting, air conditioning, office equipment and other uses in our warehouses and offices. The Group has implemented energy-saving strategies in the office to mitigate energy consumption as well as GHG emissions. Some key practices implemented are as follows:

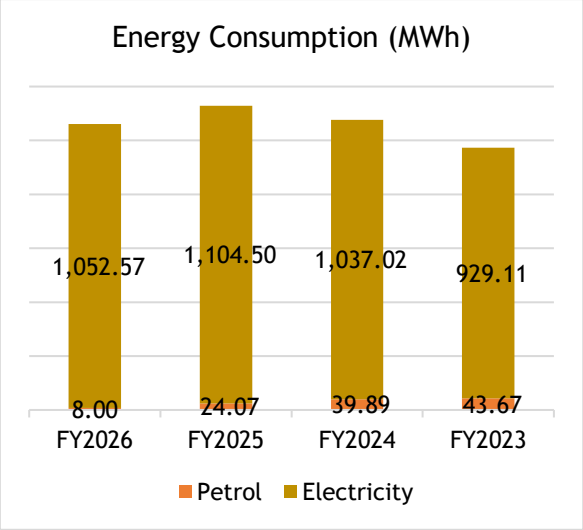
- Switch off electrical appliances when they are not in use (such as air-conditioning, computer, printer, photocopier, lighting, etc.)
- Install timer control and occupancy sensor control for office lighting
- During summertime, maintain an average indoor temperature between 24–26°C to save energy
- Install thermometers in different areas of the office to monitor the temperature
- Use energy-saving light bulbs, such as compact fluorescent lamps, T5 fluorescent lamps, LED, etc.
- Set computers in energy-saving mode
- Shut down computers whenever leaving for long time to save electricity
- Choose electrical appliances with "Grade 1" energy label (such as refrigerator, air conditioner, etc.) whenever possible
- Encourage staff to use stairways instead of the lift (between floors in Karin office as well as Karin Building)
- Reduce paper consumption through application of computer technology (such as e-fax and email)
- Default the printer to the mode of printing on both sides

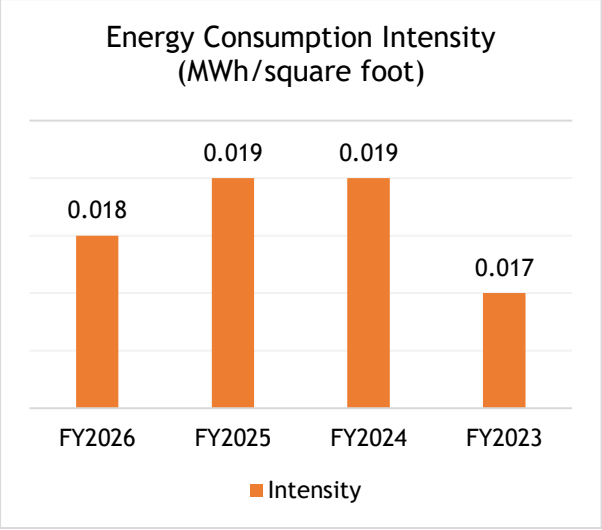
Energy Consumption

[GRI 302-1, GRI 302-3, GRI 302-4]

Since the issuance of the first sustainability report in FY2018, Karin started to record and disclose energy consumption for performance evaluation. The total consumption in FY2026 included consumption of petrol of company vehicles and electricity consumed in the office, warehouse as well as by EVs. In FY2023, the Group set a target to reduce energy consumption intensity by 5% by FY2026 with FY2023 as the base year. The ongoing transition from petrol vehicles to EVs has resulted in a downward trend in direct energy consumption, accompanied by an upward trend in indirect energy consumption. This is mainly attributable to the electricity consumption from a new data centre showroom since FY2024 which has resulted in an increase in energy consumption intensity by approximately 5.88%.

The Group remains committed to implementing effective measures and monitoring performance to ensure continued advancement toward our sustainability goals, with a new target to reduce total energy consumption by 5% by FY2030 using FY2026 as the baseline. In addition to increasing staff awareness, the Group will also enhance the timer control on lighting and air conditioning to reduce daily consumption.





Energy Consumption	FY2026 (MWh)	FY2025 (MWh)	FY2024 (MWh)	FY2023 (MWh)
Petrol	8.00	24.07	39.89	43.67
Electricity	1,052.57	1,104.50	1,037.02	929.11
Total	1,060.57	1,128.57	1,076.91	972.78
Intensity (per square foot)[1]	0.018	0.019	0.019	0.017

GHG Emissions

[GRI 302-1, GRI 302-3, GRI 302-4, GRI 305-1 to GRI 305-5]

In response to the community's gradual concern on GHG emissions, climate changes and other related issues, the Group has begun to record and report the GHG emissions annually through sustainability report. Following the standards and guidance of GHG Protocol, the disclosure was divided into three scopes.

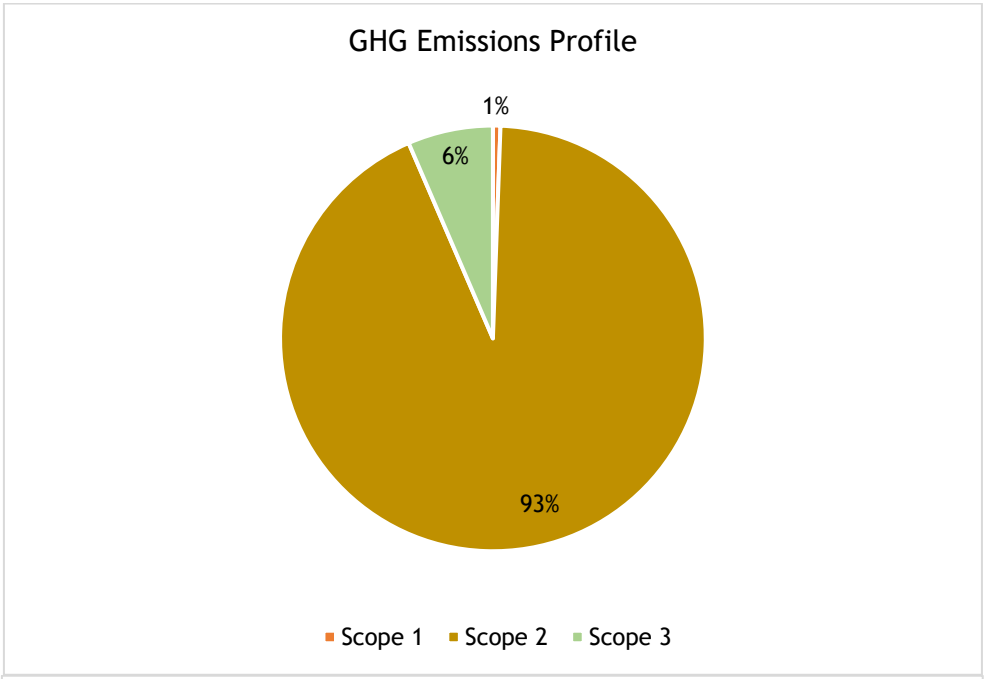
- Scope 1: The direct emissions from the business operations owned or controlled by the Group, including the emissions from the Group's vehicle fleet
- Scope 2: The energy indirect emissions from the internal purchased electricity consumed by the Group
- Scope 3: Other upstream indirect emissions across the Group's value chain, such as the emissions due to business travel, electricity used for freshwater processing by the Water Services Department, electricity sewage processing by the Drainage Services Department, methane generation at landfill due to disposal of paper wastes and general wastes, etc.

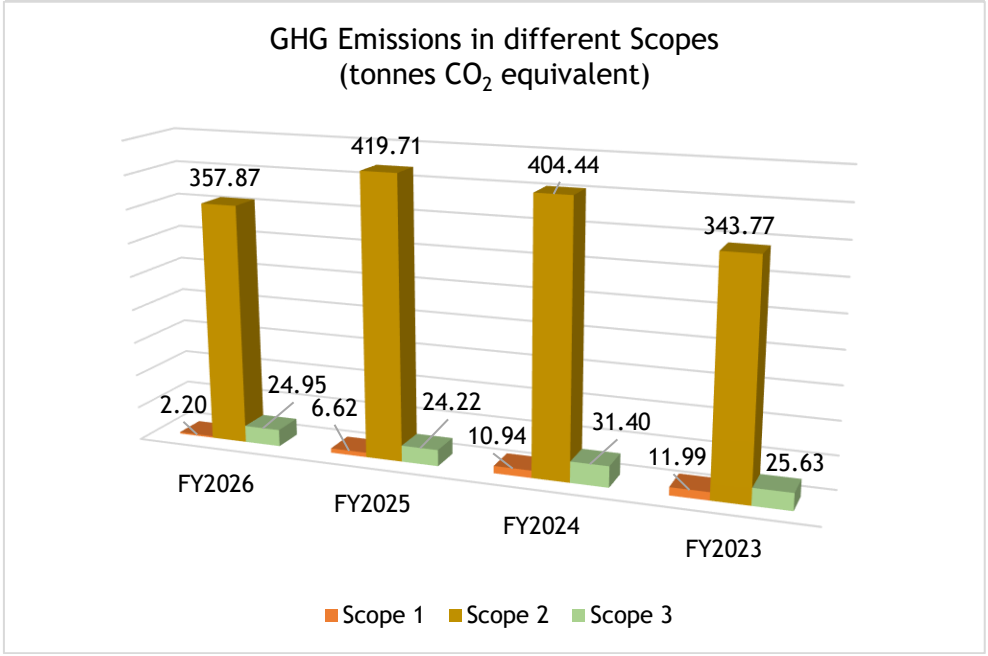
In FY2026, scope 2 emissions arising from purchased electricity remained as the major contributor to total GHG emissions, which covered over 90% of the aggregate amount. It has decreased by approximately 14.73% year-on-year attributed to a combined effect of energy conservation initiatives and reduction in the emission factor used for calculation.

[1] The Group's total floor area within the reporting scope is 58,000 square feet. The floor area is also used for calculating other intensity data.

Conversely, Scope 1 emissions accounted for less than 1% of total GHG emissions and remained minimal. The reduction in petrol usage, driven by the gradual transition to electric vehicles, has contributed to further decrease in Scope 1 GHG emissions.

Compared to the baseline of FY2023, the GHG emissions (Scope 1 and 2) intensity remained at a similar level at 0.006 $tCO2_e$ per square foot. As a result, the reduction target was ultimately not achieved. Moving forward, the Group remained committed to achieving carbon neutrality with a new target to reduce GHG emissions (Scope 1 and 2) by 5% by FY2030 using FY2026 as the baseline.





GHG Emissions[2]	FY2026 (tCO_2e)	FY2025 (tCO_2e)	FY2024 (tCO_2e)	FY2023 (tCO_2e)
Scope 1	2.20	6.62	10.94	11.99
Scope 2	357.87	419.71	404.44	343.77
Scope 3	24.95	24.22	31.40	25.63
· **Air travel**	15.22	13.94	17.14	4.34
· **Fresh water processing**	0.08	0.09	0.15	0.19
· **Sewage processing**	0.07	0.08	0.07	0.10
· **Paper disposal to landfill**	9.58	10.11	14.04	21.00
Total	385.02	450.55	446.78	381.39
Intensity (per square foot) (Scope 1 and 2 only)	0.006	0.007	0.007	0.006

Exhaust Gas Emissions

[GRI 305-7]

In FY2023, the Group set a target to reduce air pollutant intensity by 5% by FY2026 with FY2023 as the base year. The primary source of air pollution is the exhaust gas emission from the Group's vehicle fleet. With our measure to replace traditional petrol vehicles with EVs, the amount of exhaust gas emissions has decreased by approximately 83.84%, while the intensity has decreased by approximately 83.33% compared with FY2023. Therefore, the target has been highly accomplished.

Exhaust Gas Emissions[3]	FY2026 (g)	FY2025 (g)	FY2024 (g)	FY2023 (g)
Nitrogen oxides ("NOx")	515.73	2,502.45	2,953.64	3,199.77
Sulphur oxides ("SOx")	12.13	36.50	60.51	66.25
Particulate matter ("PM")	37.97	184.25	217.47	235.59
Total	565.83	2,723.20	3,231.62	3,501.61
Intensity (per square foot)	0.010	0.047	0.056	0.060

[2] The calculation of GHG emissions is referred to "Corporate Value Chain (Scope 3) Accounting and Reporting Standard" developed by the Greenhouse Gas Protocol, "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the latest sustainability reports published by the CLP Power Hong Kong Limited, International Civil Aviation Organisation (ICAO) and Emissions Calculator, Water Supplies Department and Drainage Services Department.

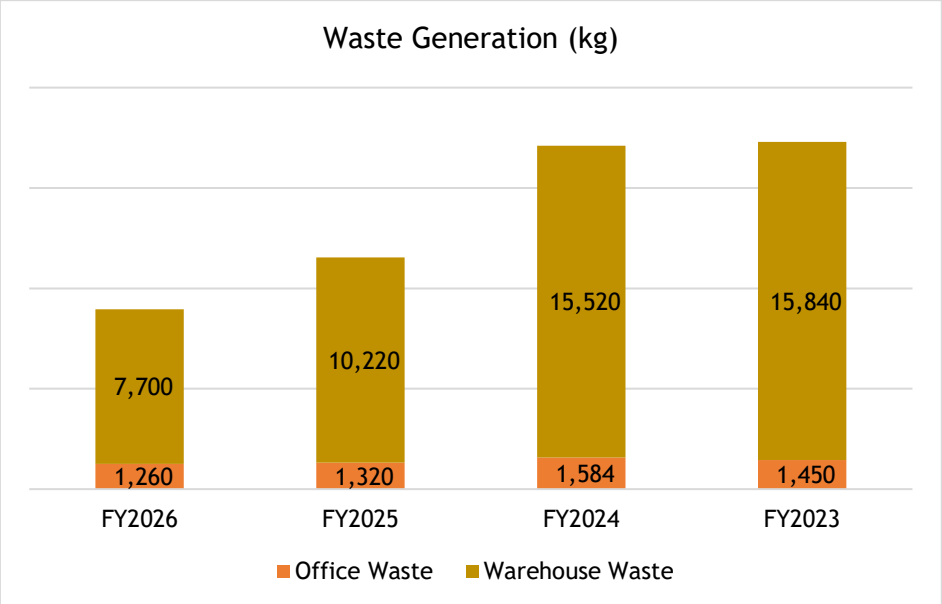
[3] The calculation method of exhaust gas emissions is based on "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

With only one petrol vehicle left in the Group, exhaust gas emissions are now minimal and negligible. Consequently, it is considered no longer necessary to establish specific targets. Looking ahead, the Group will continue to implement energy-saving practices, monitor the resources consumption, and encourage the use of digital means to reduce unnecessary business travel, to minimise our impact on the environment.

Waste

[GRI 306-1 to GRI 306-5]

Our waste is mainly generated from the Group's daily operations, including office waste and warehouse waste. Our office wastes are the domestic wastes generated in daily operations which are collected and further handled by the management office. The warehouse wastes include general waste, protective foam, plastic wrapping, label backing paper, and packing tape. Following the 3Rs principle in operation, the waste is then sub-contracted to a third party for recycling after being reused multiple times. All waste is collected and disposed of in an appropriate manner, and legally treated by qualified contractors.



Waste Generation	FY2026 (kg)	FY2025 (kg)	FY2024 (kg)	FY2023 (kg)
Office Waste	1,260	1,320	1,584	1,450
Warehouse Waste	7,700	10,220	15,520	15,840
Total	8,960	11,540	17,104	17,290
Intensity (per square foot)	0.154	0.199	0.295	0.298

The Group's primary source of waste is warehouse waste. In FY2023, the Group set a target to reduce waste generation by 5% by FY2026 with FY2023 as the base year. Compared with FY2023, the total waste generation has decreased by approximately 48.18% mainly attributable to subcontracting the recyclable wastes to third parties. Therefore, the target has been highly accomplished.

Looking ahead, the Group targets to reduce the waste generation by 5% by FY2030 using FY2026 as the baseline. The Group will continue to monitor the waste generation emissions data and encourage employees to implement the 3R (Reduce, Reuse and Recycle) practices in daily office and warehouse operation to minimise our impact on the environment.

Paper Resource

In FY2023, the Group set a target to reduce resource consumption intensity by 5% by FY2026 with FY2023 as the base year. Besides energy and water, paper stands out as a significant resource consumed during operations. In alignment with the waste treatment approach outlined in the "Waste" section, efforts have been made to curb paper usage by promoting digital communication methods such as subscription to an e-signature software. With the effective implementation of the paperless measures, there was a significant reduction of approximately 54.67% in paper consumption intensity compared to FY2023. Therefore, the target for reduction has been highly accomplished. Notably, the Group continued to make an effort in minimising annual report printing, further dropping from 150 hard copies in FY2025 to 140 hard copies in FY2026, reflecting its contribution to reducing paper consumption.

Paper Resource Consumption	FY2026 (kg)	FY2025 (kg)	FY2024 (kg)	FY2023 (kg)
Total Paper Consumption	1,996.31	2,106.04	2,925.52	4,375.00
Intensity (per square foot)	0.034	0.036	0.050	0.075

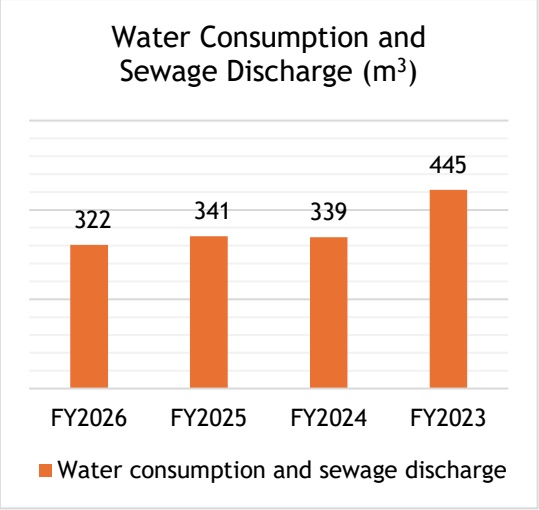
Looking forward, the Group aims to decrease paper consumption by 5% by FY2030 using FY2026 as the baseline. Externally, the Group will continue to offer a diverse range of electronic and computer products to our customers, while promoting internal paper conservation efforts including monitoring the usage and awareness enhancement among staff members.

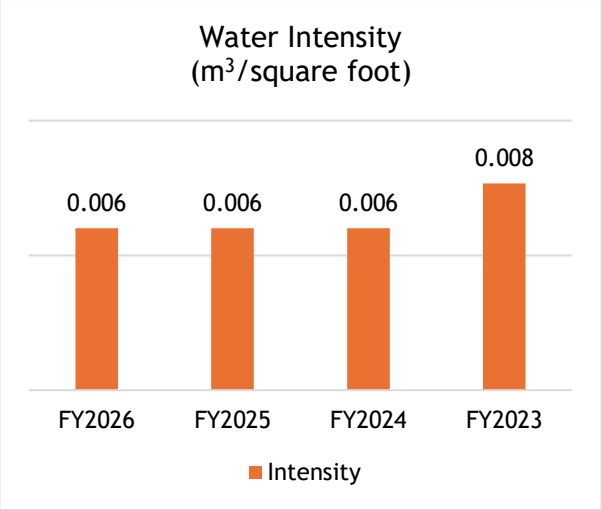
Water

[GRI 303-1, GRI 303-4, GRI 303-5]

Our water consumption is mainly used in offices for domestic purposes and operational needs. The water we currently consume is supplied by the municipal supplier, therefore we do not face any issues in sourcing water that is fit for purpose. As the sewage discharged by the Group is discharged directly into the municipal sewage pipe network, the amount of water consumed is considered as the sewage discharged. We have taken measures to conserve water. Water-saving notices are posted in conspicuous places to raise employees' awareness on cherishing water resources and hence to encourage water conservation. To prevent unnecessary leakage, we have applied regular maintenance on the water supply system.

Due to a reduction in the workforce, the total water consumption decreased by approximately 5.57% compared with FY2025, while the water intensity remains at a similar level. The steady performance could be attributable to the encouragement of employees' awareness and the efficiency of our water saving practice. Compared with the performance in FY2023 as the baseline, total water consumption and sewage discharge has decreased by approximately 27.64%. Therefore, the Group's targets to reduce water consumption and sewage discharge by 5% is accomplished.





Water Consumption and Sewage Discharge	FY2026 (m^3)	FY2025 (m^3)	FY2024 (m^3)	FY2023 (m^3)
Total Water Consumption and Sewage Discharge	322	341	339	445
Total Water Intensity (per square foot)	0.006	0.006	0.006	0.008

In line with the result of the materiality assessment, water consumption is not considered as a material issue to the Group's business nature and specific reduction target is not necessary. However, the Group will continue water monitoring and water conservation measures.

Climate Change

[GRI 305-5]

Climate change stands out as one of the biggest global challenges confronting society nowadays. In recent years, extreme weather events such as strong typhoons, heavy rainfall, as well as tides and floods, have garnered attention in the news. Although such incidents are beyond everyone's control, we believe that all stakeholders should work together to address climate change. As climate change will also be regarded as one of the most significant risks to the world in the upcoming years, we recognise the urgency of taking action for our climate and our communities.

Our operations, logistics and supply chain are notably vulnerable due to the potential for tropical cyclone, heavy rainfall, and floods to inflict serious damage to assets such as buildings, warehouses, and goods in storage. Hence, action on climate change has been embedded in the Group's business strategy and reflected in the governance and management processes of the Group. We essentially plan to respond to local government initiatives and follow local governments' emission reduction requirements.

Climate Action Vision

We strive to address the threats climate change poses both to our business and to the communities. We are determined to deliver and provide safe, reliable, and affordable services for our customers, and fully aware of the importance of environmental responsibility.

We have selected the applicable indicators that suit our management and regularly track these indicators so as to continuously improve our management measures and our performance related to climate change. The Group has set clear quantitative targets as described in the paragraphs above under this section headed "ENVIRONMENTAL". These targets and the effectiveness of the measures will be reviewed by the Board periodically. The long-term goal of the Group is to meet the Hong Kong government's carbon reduction pathway and the Singapore government's Long-Term Low-Emissions Development Strategy (LEDS), which are both achieving carbon neutrality by 2050.

Looking ahead, the Group will regularly track its effectiveness of achieving its targets and establish further climate-related strategies and action plans.

Climate-Related Financial Disclosures

To echo international concerns on climate change, Karin has been gradually adopting the recommendations of the climate-related disclosure standards published by the International Sustainability Standards Board when conducting climate-related financial risk disclosures. Our climate disclosure framework is structured around 4 thematic areas as follows:

Governance

The Board has the overall responsibility for the general direction of the Group's environmental, social and governance ("**ESG**") strategies and decision-making process regarding ESG aspects, including climate change. The progress towards our goals and targets is periodically reported to the Board. For more details, please refer to the section "Sustainability Governance Structure".

Strategy

To help us better understand the resilience of our climate strategy and business model to climate change, the management, for the first time, conducted a climate assessment workshop including the process of scenario analysis to assess the likelihood and impacts of the identified physical and transition risks as well as opportunities. The potential impacts of the identified risks and opportunities to the Group's business, strategy and financial planning were discussed to facilitate future planning.

We applied two distinct scenarios in our analysis:

Paris Consistent Scenario	Hot House World Scenario
RCP 2.6	RCP 8.5

*RCP stands for Representative Concentration Pathways

We prioritise the identified risks with the quantitative scoring method, based on the likelihood and the level of impact. Through rating the identified risks with a scoring scale of 1 to 5, with 5 having the most significance, we highlighted risks that are critical to our business operations and development.

Based on our analysis, the Group's critical climate-related risks, as well as its corresponding mitigation measures, are as follows:

Low Risk	Medium Risk	High Risk

Risk Type	Potential Impacts	Risk Level				Mitigation Measures
		RCP 2.6		RCP 8.5		
		Short/Medium (2030)	Long-term (2050)	Short/Medium (2030)	Long-term (2050)	
Physical risks						
Acute risk: Tropical cyclone	- May damage windows and company vehicles - Unstable power supply may damage server display - Disrupted transportation may affect operations and delivery to customers					*HR Department:* - Stay informed about meteorological updates and remind all staff about the information - Develop special work arrangement for all staff - Implement contingency plans - Ensure adequate insurance coverage *ITS Department:* - Install back up power for electricity shortage *Service Team:* - Arrange 24/7 remote back-up *Sales Team:* - Allow buffer time for delivery in contract terms

Risk Type	Potential Impacts	Risk Level				Mitigation Measures
		RCP 2.6		RCP 8.5		
		Short/Medium (2030)	Long-term (2050)	Short/Medium (2030)	Long-term (2050)	
Physical risks						
Acute risk: Extreme rainfall	- Water leakage from flooding may damage products, company vehicles and elevators - Unstable power supply may disrupt operations - Disrupted transportation may affect operation and delivery to customers					*HR Department:* - Stay informed about meteorological updates and remind all staff about the information - Develop special work arrangement for all staff - Implement contingency plans - Ensure adequate insurance coverage - Prepare sand bags and water buckets - Arrange flooding drill in summer time 

Risk Type	Potential Impacts	Risk Level				Mitigation Measures
		RCP 2.6		RCP 8.5		
		Short/Medium (2030)	Long-term (2050)	Short/Medium (2030)	Long-term (2050)	
Physical risks						
Chronic risk: Rising temperature	- Higher electricity consumption - Lower functionality and, in the worst case, may damage of server equipment					*Administration Department:* - Install heat-insulating glass windows - Use lighting control zoning - Automatically switch off lights and air conditioners after office hours - Adjust the temperature of air conditioning base on actual needs
Transition risks						
Policy and legal risk	- Enhanced requirements involve higher costs for data collection, audits and system upgrades - New policies may incur non-compliance fines and extra tax					*Finance Department:* - Engage external advisory teams *HR Department:* - Collect data for carbon calculation - Closely monitor new regulations and seek external legal advice

Risk Type	Potential Impacts	Risk Level				Mitigation Measures
		RCP 2.6		RCP 8.5		
		Short/Medium (2030)	Long-term (2050)	Short/Medium (2030)	Long-term (2050)	
Transition risks						
Technology risk	New competing technologies/equipment with environmental features may be developed					*Sales Team:* - Expand product scope
Market risk	Increasing customers' focus on our ESG performance may incur more resources for completing surveys, engagement meetings and ESG data reporting					*HR Department and Sales Team:* - Stay informed about market and policy updates *Sales Team and General Manager:* - Expand business (e.g. initiated offering a one-stop installation service of EV chargers) - Accelerate the transformation and create a smart, environmentally friendly, and safe environment *Operation Team:* Replace traditional fuel vehicles and equipment with energy-efficient ones

Risk Type	Potential Impacts	Risk Level				Mitigation Measures
		RCP 2.6		RCP 8.5		
		Short/Medium (2030)	Long-term (2050)	Short/Medium (2030)	Long-term (2050)	
Transition risks	-					
Reputation risk	- Failure to meet the regulatory standards may lead to criticism or scandal - High operational vulnerability may lower reliability - May be deemed unqualified for contract award with unsatisfactory environmental performance					*Board:* - Oversee climate-related risks closely *Management:* - Embed climate risks into the strategy development - Adopt transparent disclosures with recognised standards *Quality Assurance Department:* - Strengthen stakeholder engagement and communication

Risk Management

We are increasingly concerned with our exposure to climate-related risks and the effectiveness of our climate-related risk management. To fully assess climate-related risks, we have considered climate change as one of the risks and incorporated it into our risk register to be included in the annual Enterprise Risk Assessment Report. Risk prioritisation has been conducted based on matrices considering the likelihood of occurrence and the level of impact. Our mitigation and adaptation initiatives against climate-related risks are expected to evolve as new relevant indicators and assessment tools are developed.

Metrics and Targets

We have been measuring and reporting our GHG emissions (Scope 1, 2, and 3) in accordance with global standards including the GHG Protocol. We are making every effort to expand the measurement and reduction initiatives of our Scope 3 GHG emissions. Please refer to the section headed “GHG Emissions” for further details.

During FY2026, the Group has tracked its progress and reaffirmed its commitments to minimising its impact on the environment. Here is a summary of the renewed targets as disclosed throughout this section:

Environmental Aspect	Baseline Year	Target for FY2030
Energy consumption GHG emissions (scope 1 and 2) Waste disposal Paper consumption	FY2026	Reduce the total amount by 5%

Going forward, we are voluntarily and proactively preparing for climate-related disclosures in accordance with SGX-ST’s relevant requirements which closely mirrors the ISSB Standards. Accordingly, our work to manage and report on climate-related risks and opportunities will be more aligned with the latest international requirements.

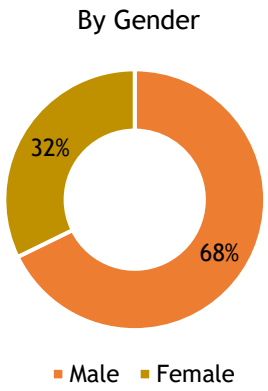
Looking ahead, the Group will continue reviewing the impact of climate change on business and incorporate climate-related risks and opportunities into operational considerations, such as changes in environmental-related regulations, to increase resilience.

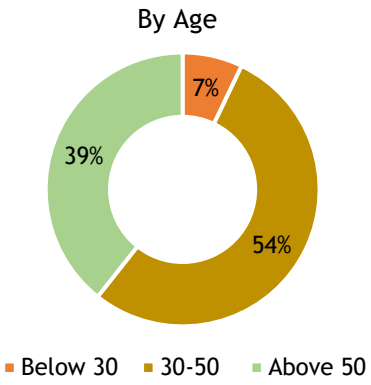
SOCIAL

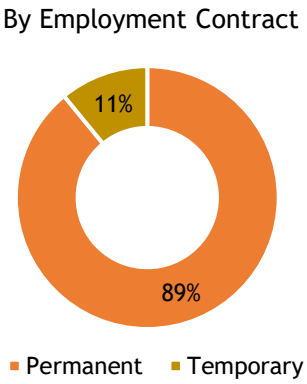
Employee Profile

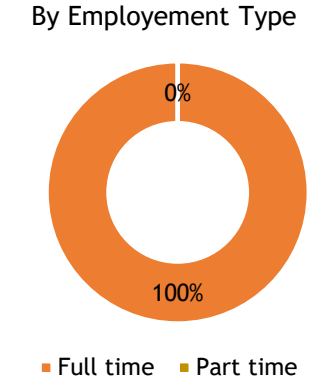
[GRI 2-7, GRI 405-1]

Our people are the key and the most important assets in propelling our business forward. As at 30 June 2026, there were 183 (FY2025: 200) employees in Hong Kong. The details of the employee profile by employment contract (permanent and temporary), employment type (full-time and part-time), age and gender are presented in the following figures.









	As at 30 June		
Employee Profile	**2026**	**2025**	**2024**
By Gender			
Male	124	140	132
Female	59	60	57

Employee Profile	As at 30 June 2026	2025	2024
By Age Group			
Below 30	13	18	18
30 - 50	98	103	97
Above 50	72	79	74
By Employment Contract			
Permanent	163	183	171
Temporary	20	17	18
By Employment Type			
Full-time	183	200	189
Part-time	0	0	0
Total	**183**	**200**	**189**

New Employee Hires

[GRI 401-1]

In FY2026, the overall employee new hire rate[4] is 15%. The details of the new employee hires and employee turnover by gender and age group are presented in the following table.

New Employee Hires[5]	FY2026		FY2025		FY2024	
	Number	Rate	Number	Rate	Number	Rate
By Gender						
Male	19	15%	21	15%	27	20%
Female	9	15%	9	15%	5	9%
By Age Group						
Below 30	5	38%	7	39%	6	33%
30 - 50	10	10%	15	15%	10	10%
Above 50	13	18%	8	10%	16	22%
Overall	**28**	**15%**	**30**	**15%**	**32**	**17%**

[4] The overall new employee hire rate equals to the number of new hires divided by the total number of employees at the end of the reporting period.

[5] The new employee hire rate by category equals to the number of new hires in the specific category divided by the total number of employees in the specific category at the end of the reporting period.

Employee Turnover

[GRI 401-1]

In FY2026, the overall turnover rate[6] is 25%. The details of the employee turnover by gender and age group are presented in the following table.

Employee Turnover[7]	FY2026		FY2025		FY2024	
	Number	Rate	Number	Rate	Number	Rate
By Gender						
Male	38	31%	35	25%	29	22%
Female	7	12%	9	15%	6	11%
By Age Group						
Below 30	5	38%	7	39%	6	33%
30 - 50	19	19%	27	26%	13	13%
Above 50	21	29%	10	13%	16	22%
Overall	**45**	**25%**	**44**	**22%**	**35**	**19%**

Employment Practices

Karin believes that the continued service of our management team and skilled employees is one of our key success factors. Having a team of experienced management staff and skilled personnel is critical in maintaining the quality of our services and our relationship with our customers. A high turnover of such personnel without suitable and timely replacements will adversely affect our operations and competitiveness. The Group strictly abides by the laws and regulations relating to employment in Hong Kong, including the Employment Ordinance, Minimum Wage Ordinance, the Employees' Compensation Ordinance and the Sex Discrimination Ordinance.

[6] The overall employee turnover rate equals to the number of employee turnover (including retirement) divided by the total number of employees at the end of the reporting period.

[7] The employee turnover rate by category equals to the number of employee turnover (including retirement) in the specific category divided by the total number of employees in the specific category at the end of the reporting period. In the category of employees aged over 50, the turnover figures included the retirement of 4 male employees for FY2026 (FY2025: 4 male; FY2024: 1 female).

As the business grows, Karin must establish sustainable human capital to attract and retain talents. The Group has formulated policies and initiatives with respect to discrimination, compensations, promotion, privacy and other related matters. The Group is committed to providing equal opportunities to all its employees. The Group's recruitment of employees and their subsequent annual appraisal are based on merit, work attitude, cooperation with other staff and workers, and their efficiency and effectiveness of work.

Remuneration, Promotion, and Dismissal

The Group determines employees' remunerations based on factors such as qualifications, duties, contributions, and experience. We have a robust system to assess the performance of the employees, which forms the basis of determination on salary increments, bonuses, and promotion.

For employee termination, employment might be terminated for non-performance, breach of policy, or gross misconduct. For voluntary resignation, an exit interview is conducted with the resigned employee so the Group would identify if there were any concern or dissatisfaction from the individual.

Working Hours and Rest Periods

[GRI 401-3]

The Group is committed to offering reasonable working hours and rest period to employees. Employees usually work on average 40 hours per week. Employees' working hours may be re-scheduled by their supervisors to suit operational needs. All employees shall be entitled to General Holidays as announced in the Hong Kong SAR Government Gazette each year. In addition to general holidays, employees are entitled to annual leave, birthday leave, marriage leave, maternity leave, paternity leave, sick leave and bereavement leave.

Employee Benefits and Welfare

[GRI 401-2]

According to the applicable laws and regulations in Hong Kong, the Group provides various benefits and welfare to the employees. The Group participates in the defined contribution scheme (the "**MPF Scheme**") under the Mandatory Provident Fund Schemes Ordinance which is available to its employees in Hong Kong. Both the Group and its employees make contributions to the MPF Scheme based on a set percentage of the employees' basic salaries. The Group's employer contributions become fully vested with employees upon contribution.

Beyond statutory requirements, the Group offers a range of additional benefits to full-time employees, including transportation allowance, medical insurance, and compensation insurance. To further support and motivate employees, the Group also provides monetary awards, such as discretionary bonuses and year end performance bonuses. Additionally, employees can enjoy lunch services at a nominal monthly cost, further enhancing workplace convenience and satisfaction.

In FY2026, we continued to create a cohesive workplace and promote team bonding. A spring banquet was held as social gathering events where staff members could enjoy the feasts, games and prizes together with their families.

Spring banquet



An autumn picnic was arranged for staff members, offering a delightful experience embarking on a hiking adventure through the scenic landscapes. The spirit of unity carried on into the festive season, highlighted by an enchanting trip to Disneyland that served as a delightful social event. A total of 215 eager staff members gathered, sharing laughter and forging unforgettable memories together.

Hiking



Disneyland trip



Looking ahead, the Group will continue to commit to fair and employment practices by ensuring the recruitment procedures are in place and providing a harmonious working environment for the employees through organising various engagement events.

Non-discrimination

[GRI 406-1]

Karin is committed to ensuring that the work environment it provides is free from harassment, discrimination and any behaviours that can harm productivity. The management of each department is responsible for formulating and implementing the Group's working environment policy, which contains the standards in this regard. The Group strictly abides by the related laws and regulations in Hong Kong, including the Employment Ordinance and the Sex Discrimination Ordinance.

The Group does not discriminate according to race, age, gender, religion, ethnicity, facial attractiveness, physical impairments, sexual preference, political viewpoints or nationality. Furthermore, sexual harassment is strictly forbidden in the workplace. Behaviours that regard as sexual harassment is clearly defined in our Employee Handbook. A grievance mechanism is established so that employees can complain to the Group. Human Resource and Administration Manager are responsible to coordinate both informal as well as formal complaints and handle them confidentially.

In FY2026, the Group was not aware of any incident of discrimination. Looking Ahead, the Group will continue to maintain zero incidents of discrimination.

Occupational Health and Safety

[GRI 403-1, GRI 403-5, GRI 403-6, GRI 403-8 to GRI 403-10]

Karin attaches great importance to the health of its employees and is committed to providing a safe and healthy working environment for them. The Group maintains medical insurance for its employees and adopts practices regarding work safety and occupational health issues. In cases of emergency such as typhoons and rainstorms, safety arrangements are stated in the Employee Handbook to ensure that all employees are aware of emergency procedures. The guidance for manual handling operation is specifically introduced to employees who work in the warehouse in the orientation training. Apart from training, we equipped the warehouse with forklifts and fork trucks, and workers utilise them to do the heavy lifting during operations. These measures have enhanced warehouse safety and avoid occupational injuries, especially for logistics employees. Considering hygiene protection, the Group reacted by implementing a combination of strategies for infection prevention and control.

To promote well-being, the Group has motivated 11 staff members to take part in a running race that combines the innovative spirit of the IT industry with the challenges of trail running, offering participants a holistic experience that benefits both their physical and mental health.



Additionally, in an event titled "Hong Kong Nordic Walkathon 2026", 5 staff members engaged in Nordic Walking, a full-body exercise that originated in Finland. This activity utilises specially designed poles to enhance the natural stride, promoting physical and mental health for individuals of all ages.



In FY2026, the Group was not aware of any case of work-related injury, occupational disease nor fatality. Looking ahead, the Group will continue to educate new employees about the manual handling operations and review if any material risks are identified in this area.

Training and Education

[GRI 404-2]

Karin places a great deal of importance on the career development and training of our employees. Due to the technical nature of our business, staff training is important in ensuring that we keep ourselves abreast of product knowledge and the changing needs of our customers.

The Group has in place procedures to provide a system and instruction for determining training and competence development needs, providing training, and maintaining training records. It also sets out organisational knowledge and how it is available to the extent necessary.

Our staff regularly attends scheduled training courses, workshops and seminars, including those conducted and sponsored by our MNC suppliers and component manufacturers, to familiarise our technical staff with existing and new IT infrastructure, computer data storage management products and new component applications. These courses serve to enhance our awareness of the latest products or upgrades available. These courses also offer in-depth knowledge of some of the latest technologies and insight into the current market trends and other economic factors affecting the electronics or IT industries. Employees who have participated in these training courses will share the acquired knowledge with the rest of the team through internal meetings and training seminars. In addition, technical knowledge is also acquired through on-the-job training where guidance and supervision are provided by the more experienced staff.

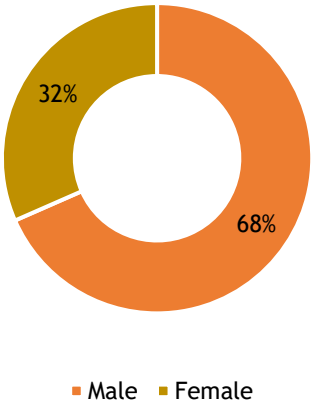
We also place a strong emphasis on developing our management staff through courses which focus on developing management and analytical skills. Our management staff also attends regular industry seminars and conferences which address general technological trends, developments in the electronics or IT industries, and economic factors and policies that affect our business. Our logistics staff also attend occupation safety and health training which provide safety concepts and ensure safe operation processes are undertaken in the workplace.

In FY2026, the Group provided 83 external products and technical training sessions to our employees with a total of 445 training hours. Additionally, employees engaged in 260 supplementary training sessions totalling 383.5 hours as required. Looking ahead, the Group will continue to identify the training needs for employees and encourage employees to attend training by providing incentives.

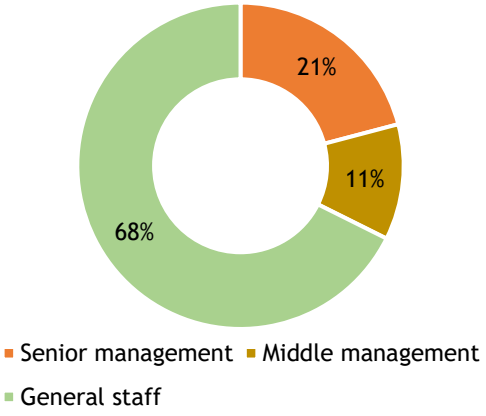
Average Hours of Training

[GRI 404-1]

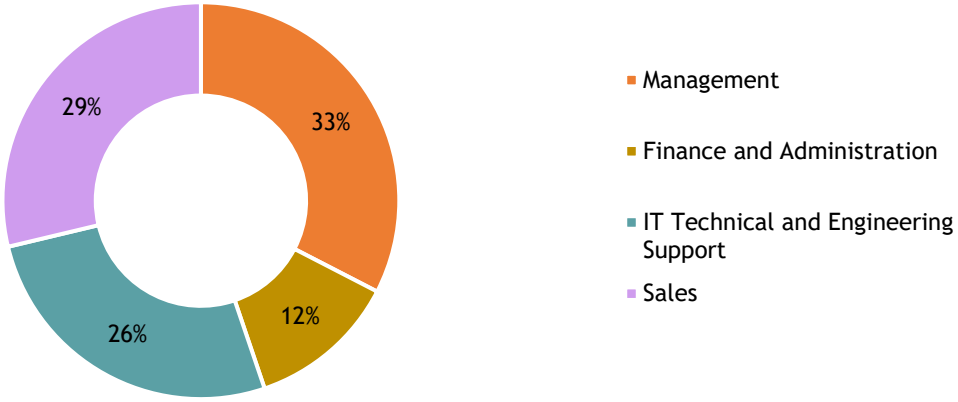
Percentage of Total Training Hours by Gender



Percentage of Total Training Hours by Employee Level



Percentage of Total Training Hours by Function



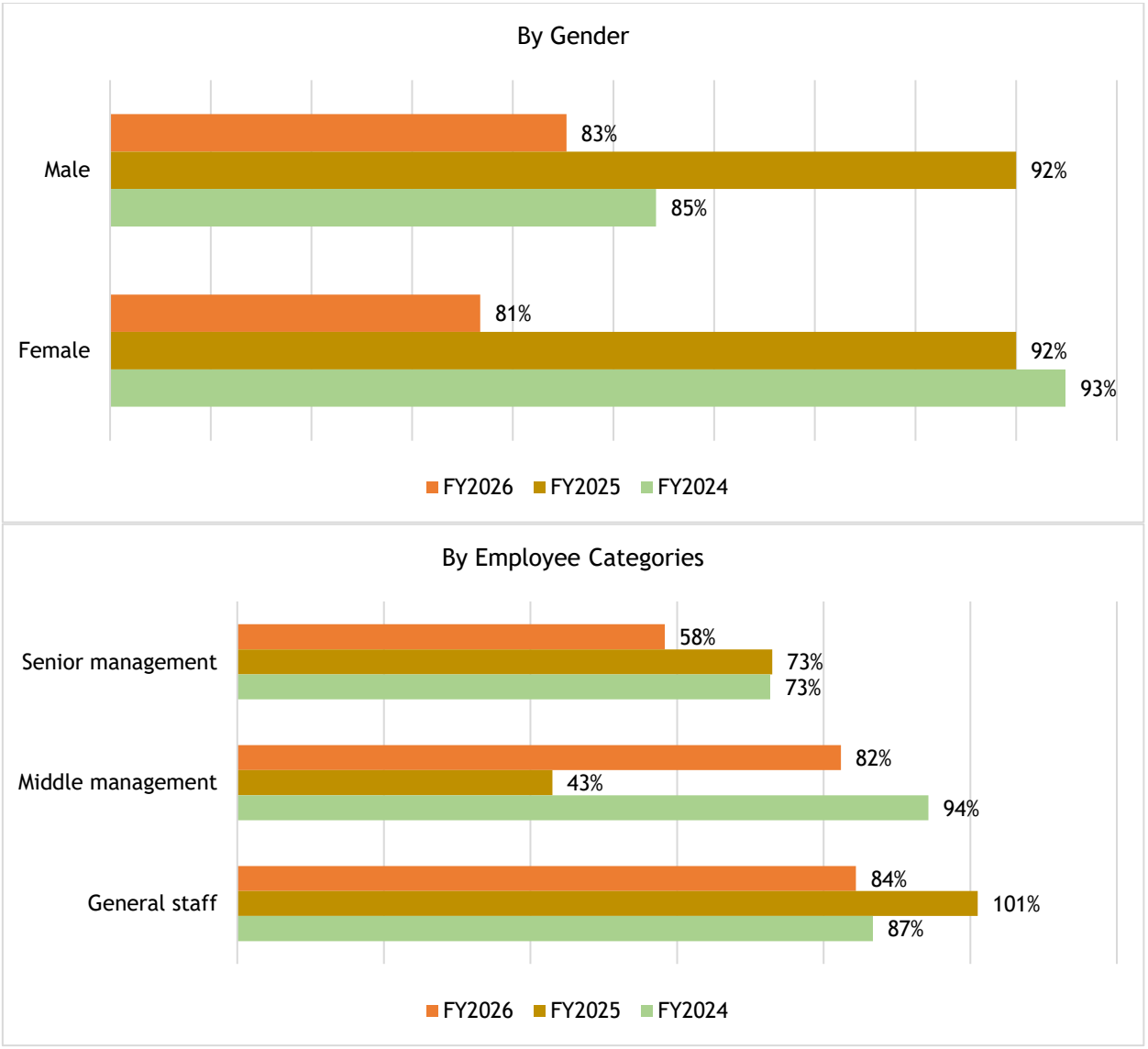
Average Training Hours[8]	FY2026	FY2025[9]	FY2024
By Gender			
Male	2.46	2.72	4.44
Female	2.38	2.79	7.80
By Level			
Senior Management	7.75	7.70	3.64
Middle Management	3.00	2.70	2.74
General Staff	1.95	2.29	6.25
By Function			
Management	5.14	4.67	2.96
Finance and Administration	1.86	1.79	13.66
Logistic	0.17	-	13.31
IT Technical and Engineering Support	1.92	3.98	3.03
Sales	2.70	1.20	1.28
Average hours per employee	2.43	2.74	5.45

[8] The average training hours by category equals to the number of training hours in the specific category divided by the total number of employees in the specific category at the end of the reporting period.

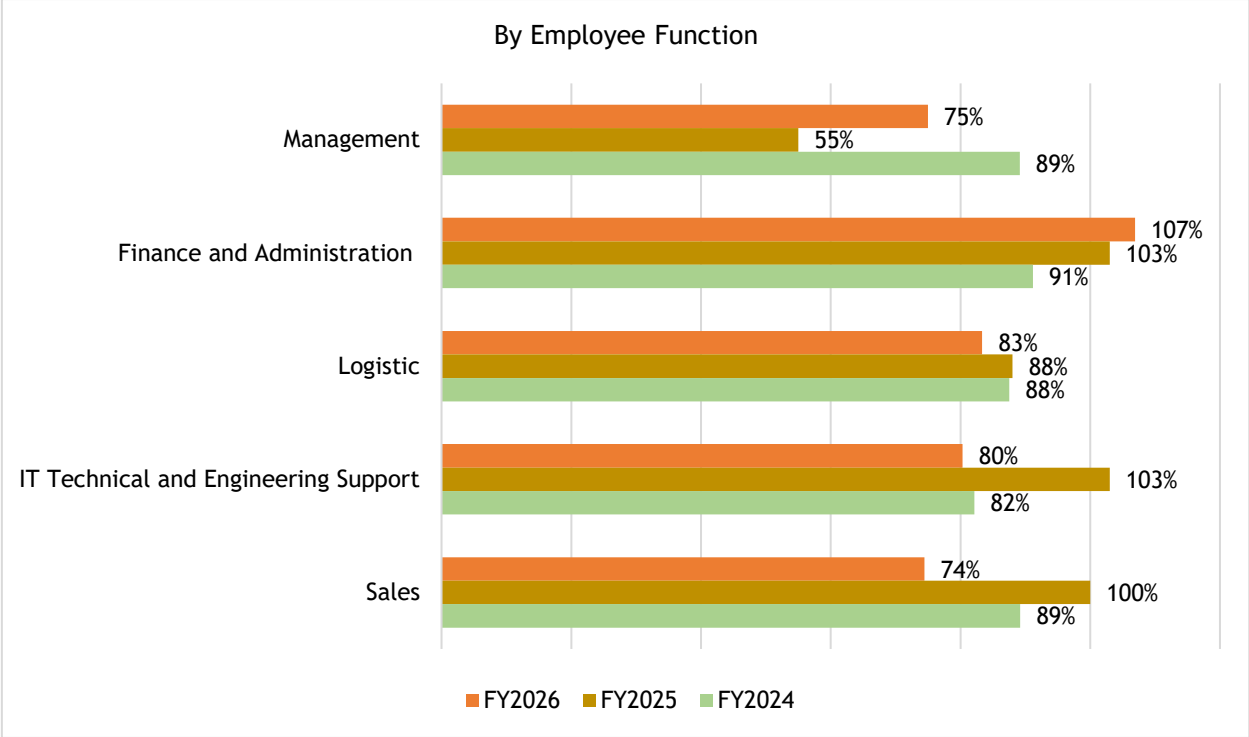
[9] Starting from FY2025, the calculation of training hours only included structured formal training with complete attendance record.

Employees Receiving Regular Performance and Career Development Reviews[10]

[GRI 404-3]



[10] The percentage of employees receiving regular performance and career development reviews by category equals to the number of employees receiving such reviews in the specific category divided by the total number of employees in the specific category at the end of reporting period.



To guarantee adequate capacity for corporate governance, the Board recognises the importance of appropriate orientation, training and continuing updates for its Directors. All Directors have completed the course on sustainability matters organised by the Singapore Institute of Directors as required under Rule 720 of the Listing Manual of the SGX-ST ("**Listing Manual**").

Quality Management

[GRI 416-1, GRI 416-2]

Karin adopts the highest industry quality standards to provide exceptional customer service. To display our commitment to providing satisfying products and services, we have established a Quality Policy and ensure the policy is understood, implemented and maintained at all levels of employees. Quality management is essential for us to meet customer requirements and increase customer satisfaction. We have attained ISO 9001:2015 Quality Management Systems certification.

Order processing is well-managed via Enterprise Resource Planning ("**ERP**") system. We conduct visual quality checks on products distributed by our Components Distribution segment for damages made during transit. For our IC Application Design segment, our field application design engineers check to ensure that the product prototype we designed meets our clients' specifications and will be approved by them. Products that we assembled for our customers under the IT Infrastructure segment are tested by our engineers, certified by our vendors, before delivery. Products that do not pass our quality checks are returned to the relevant suppliers.

For our IT Infrastructure segment, our Group's IT storage and service management team provides technical support, maintenance and consultation services to our customers.

Our Quality Assurance Manager is responsible for monitoring the compliance of ISO requirements on a timely basis and provides training to employees to raise their awareness of the requirements, ensuring the quality of services and support to the customers and stakeholders. The quality objectives were monitored with data analysis and support. A surveillance visit was carried out by the external ISO auditor to assess our overall performance.

In FY2026, the overall performance of the quality management system ("**QMS**") was considered stable with satisfactory performance by the external ISO auditor. The QMS was functioning both effectively and efficiently. Customer satisfaction continues to be positive, as indicated by our analysis and evaluation. All quality objectives were met, and customer feedback was positive, with no complaints reported since the last audit. Looking ahead, the Group will continue to review and update our Quality Policy and update to meet the requirement of ISO 9001:2015. The policy will be made available and explained to relevant interest parties upon request and deemed necessary.

Customer Privacy

[GRI 418-1]

Karin is committed to ensuring the privacy of our customers. All personal information collected will only be used for business purposes. Given the high level of customer privacy, our intranet is protected by the proper authentication process. In our Employee Handbook, sets of employee's conduct in information protection has covered, and some of the precautionary measures are as follows:

- A non-disclosure agreement is required to be signed by an external party if there is an exchange of sensitive information.
- Firewall and anti-virus solution are installed to protect the internal network and prevent the computers from virus infection.
- Confidential information should be communicated through formal Company's email instead of mobile applications.

In FY2026, the Group was not aware of any substantiated complaints concerning breaches of customer privacy and losses of customer data. Looking ahead, the Group will continue to maintain zero substantiated complaints concerning breaches of customer privacy and losses of customer data and improve our internal controls on customer data protection.

Local Communities

[GRI 413-1]

Karin is committed to maintaining the sustainability of its business and its communities. We aim to develop long-term relations with our stakeholders based on mutual trust, respect and integrity. We also seek to make contributions to programs which have a positive impact on community development.

In FY2026, a total of 20 staff members volunteered in a community investment event. To address the needs in Kwun Tong district, where the Group principally operates in Hong Kong, we joined a social service activity organised by Kwun Tong Methodist Social Service for food donation. Moreover, in support of the mission of Hong Kong Red Cross to save lives, we have encouraged 5 staff members to donate blood for the well-being of patients who are in need.



Karin has been supporting the "Social Innovation Inventor Design Competition" organised by the World Green Organisation for the 12th year. During this year's annual awards ceremony, representatives from the Group attended as award presenters, congratulating the winning students and providing sponsored gifts. This was a unique opportunity, aligning with the Group's commitment to promoting social innovation and technological development, all while working towards the goal of achieving carbon neutrality by 2050.

Karin is committed to promoting social welfare, actively nurturing the next generation of talent, and fully supporting the development of smart cities in Hong Kong. Moving ahead, we will spare no effort in encouraging our employees to volunteer and work through collaboration with strategic giving as well as capacity-building initiatives to try and create a positive impact in the community.

GRI CONTENT INDEX

Statement of use	Karin Technology Holdings Limited has reported with reference to GRI Standards for the period starting 1 July 2025 to 30 June 2026.
GRI 1 used	GRI 1: Foundation 2021

GRI Disclosure			Location/Notes
GRI 2: General Disclosures 2021			
The Organisation and its reporting practices	2-1	Organisational details	About the Report, About Karin
	2-2	Entities included in the organisation's sustainability reporting	About the Report – Reporting Scope and Boundaries
	2-3	Reporting period, frequency and contact point	About the Report – Reporting Period and Cycle
	2-4	Restatements of information	About the Report – Restatement
	2-5	External assurance	About the Report – Internal Review and External Assurance
Activities and workers	2-6	Activities, value chain and other business relationships	About Karin - Our Customers
	2-7	Employees	Social - Employee Profile
Governance	2-9	Governance structure and composition	About Karin - Corporate Governance and Risk Management About Karin - Sustainability Governance Structure P. 29-57 Annual Report 2026
	2-10	Nomination and selection of the highest governance body	About Karin - Corporate Governance and Risk Management P. 29-57 Annual Report 2026
	2-11	Chair of the highest governance body	About Karin - Corporate Governance and Risk Management P. 29-57 Annual Report 2026
	2-12	Role of the highest governance body in overseeing the management of impacts	About Karin - Corporate Governance and Risk Management About Karin - Sustainability Governance Structure P. 29-57 Annual Report 2026
	2-13	Delegation of responsibility for managing impacts	About Karin - Corporate Governance and Risk Management About Karin - Sustainability Governance Structure P. 29-57 Annual Report 2026
	2-14	Statement from senior decision-maker	Board Statement P. 29-57 Annual Report 2026

GRI Disclosure			Location/Notes
	2-16	Communication of critical concerns	About Karin - Corporate Governance and Risk Management P. 29-57 Annual Report 2026
	2-17	Collective knowledge of the highest governance body	About Karin - Corporate Governance and Risk Management P. 29-57 Annual Report 2026
	2-18	Evaluation of the performance of the highest governance body	About Karin - Corporate Governance and Risk Management P. 29-57 Annual Report 2026
	2-19	Remuneration policies	About Karin - Corporate Governance and Risk Management P. 29-57 Annual Report 2026
	2-20	Process to determine remuneration	About Karin - Corporate Governance and Risk Management P. 29-57 Annual Report 2026
	2-21	Annual total compensation ratio	About Karin - Corporate Governance and Risk Management P. 29-57 Annual Report 2026
Strategy, policies and practices	2-22	Statement on sustainable development strategy	Board Statement
	2-23	Policy commitments	Board Statement
	2-24	Embedding policy commitments	Board Statement
	2-25	Processes to remediate negative impacts	Board Statement
	2-26	Mechanisms for seeking advice and raising concerns	About the Report – Feedbacks
	2-27	Compliance with laws and regulations	Economic - Regulatory Compliance Covered throughout the Report
	2-28	Membership associations	About Karin - Membership of Associations
Stakeholder engagement	2-29	Approach to stakeholder engagement	Stakeholder Engagement
Material Topics			
Materiality Assessment	3-1	Process to determine material topics	Materiality Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Materiality Assessment
GRI 200 Economic topics			
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Economic - Our Supply Chain
Anti-corruption			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Economic - Anti-corruption
	205-2	Communication and training about anti-corruption policies and procedures	Economic - Anti-corruption
	205-3	Confirmed incidents of corruption and actions taken	Economic - Anti-corruption

GRI Disclosure			Location/Notes
GRI 300 Environmental topics			
Energy			
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Environmental - Energy and Emissions - Energy Consumption
	302-3	Energy intensity	Environmental - Energy and Emissions - Energy Consumption
	302-4	Reduction of energy consumption	Environmental - Energy and Emissions - Energy Consumption
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Environmental - Water
	303-4	Water discharge	Environmental - Water
	303-5	Water consumption	Environmental - Water
Emissions			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environmental - Energy and Emissions - GHG Emissions
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental - Energy and Emissions - GHG Emissions
	305-3	Other indirect (Scope 3) GHG emissions	Environmental - Energy and Emissions - GHG Emissions
	305-4	GHG emissions intensity	Environmental - Energy and Emissions - GHG Emissions
	305-5	Reduction of GHG emissions	Environmental - Energy and Emissions - GHG Emissions Environmental - Climate Action Vision
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental - Energy and Emissions - Exhaust Gas Emissions
Waste			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Environmental - Waste
	306-2	Management of significant waste-related impacts	Environmental - Waste
	306-3	Waste generated	Environmental - Waste
	306-4	Waste diverted from disposal	Environmental - Waste
	306-5	Waste directed to disposal	Environmental - Waste
GRI 400 Social topics			
Employment			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Social - Employee Profile - New Employee Hires Social - Employee Profile - Employee Turnover
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social - Employment Practices - Employee benefits and welfare
	401-3	Parental leave	Social - Employment Practices - Working hours and rest periods
Occupational Health and Safety			
GRI 403: Occupational	403-1	Occupational health and safety management system	Social - Occupational Health and Safety

GRI Disclosure			Location/Notes
Health and Safety 2018	403-5	Worker training on occupational health and safety	Social - Occupational Health and Safety
	403-6	Promotion of worker health	Social - Occupational Health and Safety
	403-8	Workers covered by an occupational health and safety management system	Social - Occupational Health and Safety
	403-9	Work-related injuries	Social - Occupational Health and Safety
	403-10	Work-related ill health	Social - Occupational Health and Safety
Training and Education			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Social - Training and Education – Average Hours of Training
	404-2	Programs for upgrading employee skills and transition assistance programs	Social - Training and Education
	404-3	Percentage of employees receiving regular performance and career development reviews	Social - Training and Education - Employees Receiving Regular Performance and Career Development Reviews
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	P. 35-36 Annual Report 2026 Social - Employee Profile
Non-discrimination			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Social - Employment Practices - Non-discrimination
Local Communities			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Social - Local Communities
Customer Health and Safety			
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Social - Quality Management
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Social - Quality Management
Customer Privacy			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Social - Customer Privacy

CLIMATE-RELATED DISCLOSURES CONTENT INDEX

The climate-related disclosures of this Report is prepared with reference to the ISSB Standards which builds on the recommendations of the Task Force on Climate-related Financial Disclosures (“**TCFD**”).

TCFD Recommendations	Details/Notes		Section of the Report
Governance	a)	Describe the board’s oversight of climate-related risks and opportunities	About Karin - Sustainability Governance Structure Environmental – Climate Change - Climate-Related Financial Disclosures
	b)	Describe management’s role in assessing and managing climate-related risks and opportunities	About Karin - Sustainability Governance Structure Environmental – Climate Change - Climate-Related Financial Disclosures
Strategy	a)	Describe the impact of climate-related risks and opportunities identified by organisations in short, medium and long term	Environmental – Climate Change - Climate-Related Financial Disclosures
	b)	Describe the impact of climate-related risks and opportunities on the organisations’ businesses, strategy, and financial planning	Environmental – Climate Change - Climate-Related Financial Disclosures
	c)	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Environmental – Climate Change - Climate-Related Financial Disclosures
Risk Management	a)	Describe the organisations’ processes for identifying and assessing climate-related risks	Materiality Assessment Environmental – Climate Change - Climate-Related Financial Disclosures
	b)	Describe the organisations’ processes for managing climate-related risks	Environmental – Climate Change - Climate-Related Financial Disclosures
	c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisations’ overall risk management	Materiality Assessment Environmental – Climate Change - Climate-Related Financial Disclosures
Metrics and Targets	a)	Describe the metrics used by the organisations to assess climate-related risks and opportunities in line with its strategy and risk management process	Environmental – Climate Change - Climate-Related Financial Disclosures
	b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Environmental - Energy and Emissions – GHG Emissions Environmental – Climate Change - Climate-Related Financial Disclosures
	c)	Describe the targets used by the organisations to manage climate-related risks and opportunities and performance against targets	Environmental – Climate Change - Climate-Related Financial Disclosures