



# ADAPTING TO SUSTAIN GROWTH

Sustainability Report 2022



# CONTENTS

<b>INTRODUCTION</b> <b>02</b>	<b>ABOUT THIS REPORT</b> <b>04</b>	<b>BOARD'S STATEMENT</b> <b>06</b>	
<b>MESSAGE FROM CHIEF SUSTAINABILITY OFFICER</b> <b>07</b>	<b>OUR APPROACH TO SUSTAINABILITY</b> <b>08</b>	<b>GOVERNANCE</b> <b>13</b>	
<b>OUR PEOPLE</b> <b>16</b>	<b>OCCUPATIONAL HEALTH AND SAFETY</b> <b>19</b>	<b>TRAINING AND DEVELOPMENT</b> <b>21</b>	
<b>EMBRACING DIVERSITY</b> <b>23</b>	<b>THE ENVIRONMENT AROUND US</b> <b>24</b>	<b>ADDRESSING CLIMATE CHANGE</b> <b>25</b>	
<b>RESPONSIBLE RESOURCE CONSUMPTION</b> <b>26</b>	<b>COMMUNITY</b> <b>28</b>	<b>GRI-SGX CONTENT INDEX</b> <b>29</b>	

## ABOUT THE GROUP

Luxking Group Holdings Limited (“Luxking”) is a leading manufacturer of biaxially oriented polypropylene (“BOPP”) films and pressure sensitive adhesive (“PSA”) tape products that has been listed on the mainboard of the Singapore Exchange Limited (Stock Code: BKK) since 2005. Luxking and its subsidiaries (collectively as the “Group”) are headquartered in Hong Kong, while we manufacture our products in Zhongshan, Guangdong and Anlu, Hubei within the People’s Republic of China (the “PRC” or “Mainland China”) and conduct our business primarily in Mainland China and Hong Kong region. Our principal activities can be categorised into four business segments, namely the manufacturing of BOPP films, general purpose adhesive tapes (“general tapes”), and industrial specialty tapes (“IS tapes”), as well as the trading of adhesive tapes. We have customers who come from diverse industries spanning the printing, packaging, automotive, and electronic sectors in the PRC and overseas markets.

The COVID-19 pandemic has continued to impact our business environment across our operational markets. Despite this challenging factor, we have achieved a significant growth in revenue and registered a profit for the financial year, with the Group’s revenue increasing by 13.1% year-on-year to RMB 575.4 million and our gross profit increasing by 1.9% to RMB 66.5 million in FY2022. The FY2022 Annual Report elaborates on our specific financial status and business analysis.



## OUR VALUES AND MISSION

Committed to integrating sustainability into its business, the Group upholds the core values of pursuing excellence, continuous innovation and exceeding customer expectations. The Group strives to achieve “Dedicated, Professional and Meticulous” in terms of quality control.

# INTRODUCTION

## GROUP STRUCTURE



**LUXKING GROUP HOLDINGS LIMITED**  
(Incorporated in Bermuda)

**100%**  
**EXCEL GLORY LIMITED**  
(Incorporated in the British Virgin Islands)



Luxking Group Holdings Limited (“Luxking”) is pleased to present its fifth sustainability report as we strive to enhance our disclosures annually. We aim to disclose our Group’s sustainability policies, targets, key performance indicators (“KPIs”), and progress based on our material sustainability topics.

We submit this report to Singapore Exchange Limited (“SGX”) as part of our ongoing communication efforts on our sustainability initiatives. Readers can find digital versions of these reports on the [Luxking investor relations page](#).

This sustainability report discloses our organisation’s sustainability KPIs with reference to the latest sustainability reporting framework from the Global Reporting Initiative (“GRI”). The reasons for choosing GRI as the sustainability reporting standard are further elaborated below.

## SCOPE AND BOUNDARY

This report outlines Luxking’s non-financial performance from 1 July 2021 to 30 June 2022, specifically on the Group’s operations relating to the manufacturing and sales of our subsidiary Zhongshan New Asia Adhesive Products Co., Ltd. This subsidiary is responsible for the production processes of biaxially oriented polypropylene (“BOPP”) films, and general purpose adhesive tapes and industrial specialty tapes (collectively referred to as the “Tapes”). In this report, references to “Luxking”, “the Group”, “the organisation”, and “we” refer to Luxking Group Holdings Limited unless otherwise specified. We strive to enhance our disclosures on the impacts of internal and external factors on business performance, significant events as well as risks and opportunities that may affect the Group’s business. We will continue to enhance the scope of our sustainability disclosures in the future, according to evolving business goals and enhancements in data availability.

## REPORTING STANDARDS

The Group prepared this sustainability in accordance with the SGX-ST Listing Rules 711A and 711B on sustainability report, with implementation guidance as stipulated in the Practice Note 7.6: Sustainability Reporting Guide (“PN 7.6”) issued by the SGX. As

with our previous reports, this sustainability report is developed with reference to the GRI’s international sustainability reporting framework, the GRI Standards (versions 2016 and 2018).

The Group continues to select the GRI Standards as its choice of sustainability reporting framework due to the following key reasons:

- *Wide adoption globally in all sectors:* there are over 10,000 GRI reporters in over 100 countries across many different industries for reporters of all organizational sizes. It remains the most common standard that allows easy comparison between our local, regional and global peers.
- *A highly credible, robust and trustworthy set of standards:* the GRI Standards have evolved and improved over the years under its Global Sustainability Standards Board and Stakeholder Council since its launch in 1997. Today, it still remains an independent organization and its standards are trusted by government agencies, regulators, financial institutions and civil society organizations alike.
- *Convenient alignment with other international sustainability-related standards:* GRI has robust and credible implementation guidelines on how to effortlessly align itself with various standards such as CDP, SASB, TCFD, IIRC, CDSB. In the meantime, GRI is working with the aforementioned five reporting organizations towards a comprehensive corporate reporting framework. This flexibility allows Luxking to align with these other frameworks, if necessary, in the future.

The disclosures in this report seek to achieve the GRI’s Reporting Principles for defining report quality:

Accuracy

Balance

Clarity

Comparability

Reliability

Timeliness

Readers may find the GRI-SGX Content Index, corresponding to the different topic-specific disclosures, at the end of this report for reference.

# ABOUT THIS REPORT

## EXTERNAL ASSURANCE

Luxking understands the significance of providing external assurance, namely in offering enhanced credibility to document the development and data collection procedures of our sustainability reporting.

In light of the possibility of the SGX requiring listed companies to implement external assurance on sustainability reports, the Group continues to closely monitor the most recent rules released by SGX. As the landscape of sustainability reporting matures, we would gradually employ external assurance, after considering internal assurance on the sustainability report.

## CONFIRMATION AND APPROVAL

Luxking's Board of Directors and senior management have approved the scope and content of this sustainability report as of 3 November 2022.

## REPORT FEEDBACK

The Group openly welcomes feedback from our stakeholders on this year's report. Please direct your feedback and comments through the following channels:

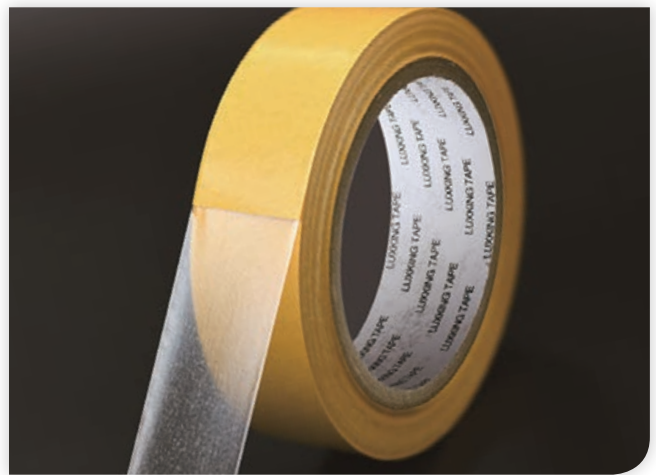
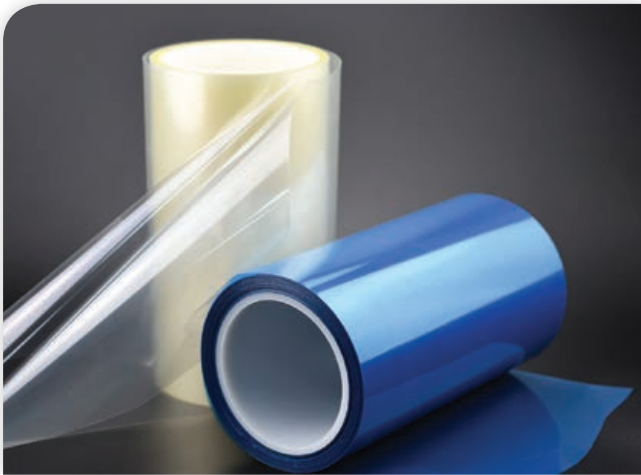
### Mailing Address:

Luxking Group Holdings Limited  
Unit 1206, 12/F., Tower A, New Mandarin Plaza,  
14 Science Museum Road, Kowloon, Hong Kong

Tel: (852) 3102-8960

Fax: (852) 3102-1330

Email: [office@luxkinggroup.com](mailto:office@luxkinggroup.com)







## DEAR STAKEHOLDERS,

I am delighted to present Luxking's fifth Sustainability Report, which details our ambition to achieve a resilient business model through continuous enhancement of our sustainability initiatives that we have conducted in FY2022.

Amid the ongoing pandemic and shifting regulatory landscape, Luxking has successfully managed and overcome challenges in FY2022. We achieved a satisfying financial performance, with a 13.1% increase in our revenue across all our business segments as the world shifts into the new normal. Aligned with this financial growth, we have enhanced our sustainability-related initiatives and made progress in our journey towards sustainability.

Our workforce plays an integral role in our business growth as we progress towards a more sustainable organisation. We are dedicated to establishing an inclusive workplace and ensure equal opportunities for all to reach their full potential.

Climate change is rapidly becoming an increasingly critical challenge that demands urgent attention from everyone, from members of the industry to our valuable customers. Physical climate risks such as typhoons,

flooding, and storm surges have disrupted communities and business operations throughout different parts of the world, including in Mainland China where Luxking operates. Hence, in FY2022, we have taken several initiatives to address climate risks within our business operations. On the other hand, we have extended our materiality assessment efforts this year, whereby we have conducted surveys for our external and internal stakeholders so that we could attain meaningful and constructive feedback on which material topics are the most important to our Group. Compared to the previous year's report, we have now expanded the list from 7 to 15 material topics.

As we take our next steps towards integrating sustainability in our operations, we have set targets that are aligned with clear strategies and decisive actions. We are actively improving our Group's approach to deliver greater results for the benefit of the Group and all of our stakeholders. Through innovative ideas and responsible practices, we are committed to create a long-term impact across our operations.

**Leung Chee Kwong**  
*Executive Chairman and Chief Executive Officer*

## MESSAGE FROM CHIEF SUSTAINABILITY OFFICER

At Luxking, sustainability is synonymous to ensuring the long-term resilience of our business by addressing key challenges that can affect the organisation, society, and planet. As the newly appointed Chief Sustainability Officer (“CSO”), I am pleased with Luxking’s progress in FY2022 to embrace sustainability and set targets towards a more sustainable business model. One of our significant sustainability achievements for FY2022 is the establishment of a sustainability governance structure that will be key in driving sustainability initiatives across the Group and address current and future challenges in sustainability.

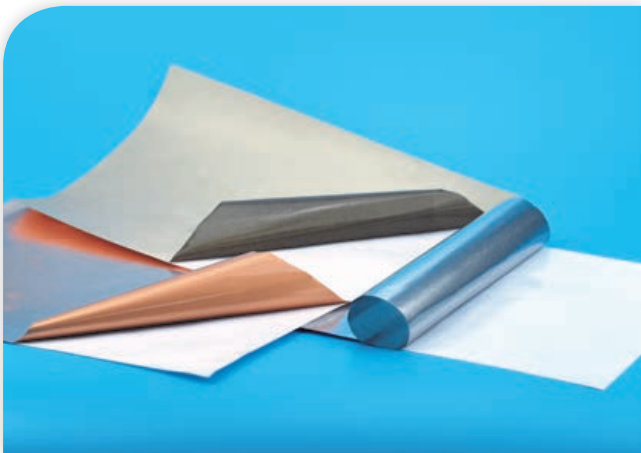
All companies around the world, including Luxking, continue to face the effects of the COVID-19 pandemic. While the pandemic has caused visible disruptions in the global supply chain, other impacts of COVID-19 are more subtle to the naked eye. I anticipate two key challenges for Luxking in the coming years. The first is

the constantly changing sustainability landscape that shifts frequently with the introduction of new regulatory requirements, recommendations and policies. The second is the negative impacts of climate change, with increasing temperatures and risks of typhoons and floods that can affect our manufacturing facilities.

Moving forward in the next financial year, I envision that we will begin our journey in Task Force on Climate-related Financial Disclosures (“TCFD”), review our Group’s carbon footprint and to continue searching for more carbon reduction solutions for our operations and assets. We will ensure our business model remains resilient by structuring our sustainability initiatives to address all sustainability-related risks and challenges.

**Leung Hi Man**

*Executive Director and Chief Sustainability Officer*












# OUR APPROACH TO SUSTAINABILITY

## STAKEHOLDER ENGAGEMENT

Luxking is committed to building long-term and meaningful connections with our key stakeholders through a range of communication channels. We understand that our stakeholders are key to the long-term sustainability of the organisation. As a result, communication and good relationships are critical for

understanding the expectations of all stakeholders. We evaluated material sustainability matters and prioritised key initiatives to manage projected risks and grasp emerging opportunities by engaging our stakeholders and listening to their concerns. Therefore, Luxking will be better positioned in the future to create long-term sustainable value by addressing challenges significant to the Group's business and stakeholders.

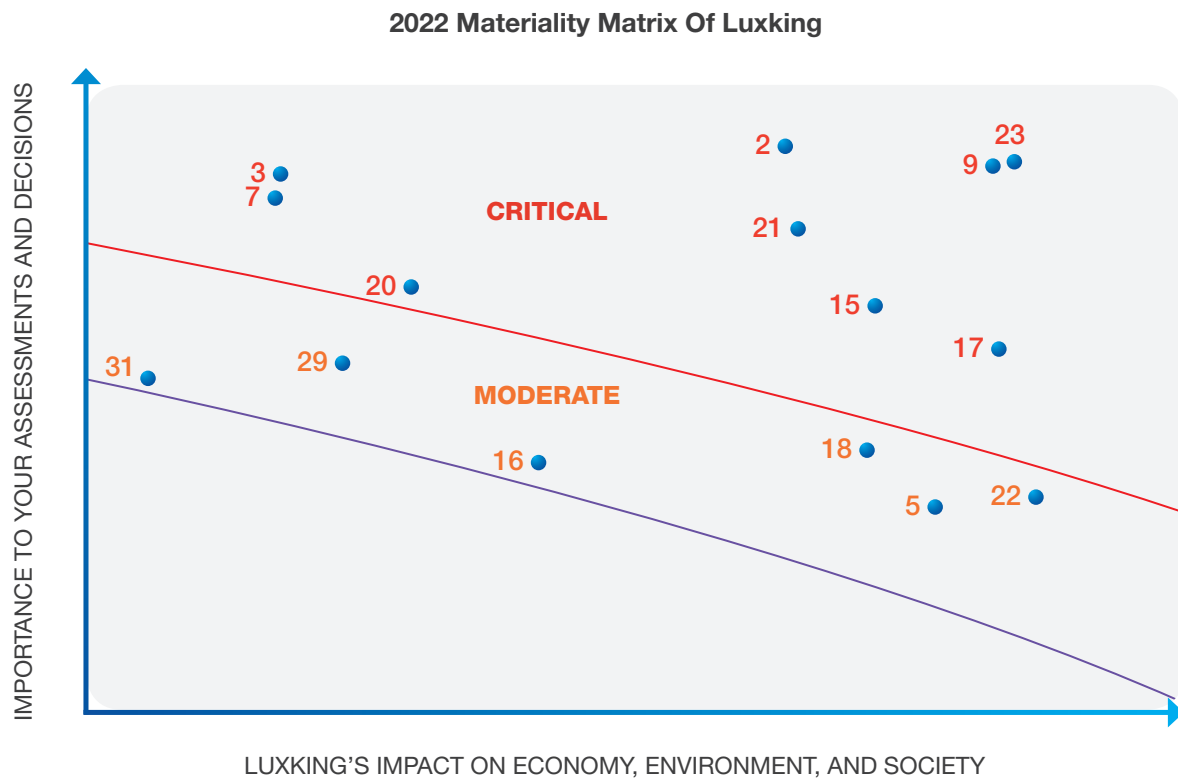
KEY STAKEHOLDER GROUPS		ENGAGEMENT PLATFORMS	FREQUENCY
Internal Stakeholders	 <ul style="list-style-type: none"> <li>Board of Directors</li> <li>Management</li> <li>Executive Staff</li> <li>General Staff</li> </ul>	<ul style="list-style-type: none"> <li>Training and development programmes</li> <li>Annual appreciation events and festival celebrations</li> <li>Internal company discussions, interviews and focus groups</li> <li>Opinion and feedback boxes for factory staff</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Ongoing</li> <li>Ongoing</li> <li>Ongoing</li> </ul>
External Stakeholders	 Customers	<ul style="list-style-type: none"> <li>Industry seminars, exhibitions and events</li> <li>Company website</li> <li>Dedicated customer support teams</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Ongoing</li> <li>Ongoing</li> </ul>
	 Shareholders and investors	<ul style="list-style-type: none"> <li>Annual report and sustainability report</li> <li>Announcements and circulars on SGX</li> <li>Company website</li> <li>Annual General Meeting</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>As required</li> <li>Ongoing</li> <li>Annually</li> </ul>
	 Business partners (including suppliers, distributors etc.)	<ul style="list-style-type: none"> <li>Regular supplier visits and meetings</li> <li>Events, trade shows and procurement fairs</li> <li>Constant communication and evaluation process</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Ongoing</li> <li>Ongoing</li> </ul>
	 Employees' families	<ul style="list-style-type: none"> <li>Company events</li> </ul>	<ul style="list-style-type: none"> <li>As required</li> </ul>
	 Governments and regulators	<ul style="list-style-type: none"> <li>Participation in conferences, meetings and discussions</li> <li>Factory site visits and office meetings</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Ongoing</li> </ul>
	 Banks and financial institutions	<ul style="list-style-type: none"> <li>Communication through investor relations team</li> <li>Announcements and circulars on SGX</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>As required</li> </ul>

# OUR APPROACH TO SUSTAINABILITY

## MATERIALITY ASSESSMENT AND MATRIX

In FY2022, we conducted a materiality analysis to further identify and prioritise issues that are significant to our business and stakeholder groups. Due to the rapidly changing landscape in sustainability, our materiality analysis has determined that “Customer Privacy” has been superseded with nine new material topics to better reflect the concerns of our stakeholders.

The materiality matrix is derived from the analysis of surveys conducted for internal and external stakeholders. Different stakeholders were surveyed based on English and Chinese questionnaires, including customers, suppliers and business partners, investors, employees, senior management, and Board members.



### MODERATE

- 5 Anti-corruption
- 16 Labour/management relations
- 18 Training and Development
- 22 Child labour
- 29 Marketing and Labelling
- 31 Socioeconomic compliance

### CRITICAL

- 2 Market presence
- 3 Indirect economic impacts
- 7 Materials
- 9 Water and Effluents
- 15 Employment system
- 17 Occupational health and safety
- 20 Non-discrimination
- 21 Freedom of association and collective bargaining
- 23 Forced or compulsory labour

# OUR APPROACH TO SUSTAINABILITY

Based on the insights from management interviews and surveys for internal and external stakeholders, Luxking has identified 15 key material sustainability topics for FY2022. The 9 topics indicated by the red color in the matrix are classified as critical, which are both highly important to Luxking’s business operations and in terms of their significant impact on economy, environment, and society. The full list of the topics is detailed in the next subsection below.

## TARGETS OF OUR SUSTAINABILITY MATERIAL TOPICS

As a notable manufacturer of adhesive tapes, we recognise our responsibility in encouraging sustainable practices across our operations. We have identified targets for our sustainability material issues that we update annually to guide our journey towards sustainability through engaging with our internal and external stakeholders and weighing in on their concerns and expectations. With these targets and strategies in place, Luxking will be able to actively monitor its progress and recognise significant sustainability issues.

The table below outlines our updated targets on the sustainability material topics for FY2023:

MATERIAL TOPICS	TARGET(S) FOR FY2022	STATUS OF PROGRESS	TARGET(S) FOR FY2023
<b>Employment</b>	<ul style="list-style-type: none"> <li>To ensure all employees are covered by state pensions and insurance schemes (or relevant insurance), while re-employment employees are covered by employer’s liability insurance</li> </ul>	Achieved	<ul style="list-style-type: none"> <li>To continue to ensure all employees are covered by state pensions and insurance schemes (or relevant insurance), while re-employment employees are covered by employer’s liability insurance</li> </ul>
<b>Child Labour</b>	<ul style="list-style-type: none"> <li>Continue the practice. Both Luxking and its suppliers do not employ any child labour. The Group may continue to survey our suppliers on this issue.</li> </ul>	Achieved	<ul style="list-style-type: none"> <li>To continue to ensure that both Luxking and its suppliers do not employ any form of child labour. The Group may continue to survey our suppliers on this issue.</li> </ul>
<b>Forced or Compulsory Labour</b>	<ul style="list-style-type: none"> <li>To maintain dialogue or communication channels with employees to understand their needs and improve their benefits.</li> <li>No forced or compulsory labour.</li> </ul>	Achieved	<ul style="list-style-type: none"> <li>To continue to maintain dialogue or communication channels with employees to understand their needs and improve their benefits.</li> <li>To ensure no incidents of forced or compulsory labour.</li> </ul>

## OUR APPROACH TO SUSTAINABILITY

<b>Training and Development</b>	<ul style="list-style-type: none"> <li>To review and improve existing training and educational materials.</li> </ul>	Achieved	<ul style="list-style-type: none"> <li>To continue to review and improve existing training and educational materials.</li> </ul>
<b>Occupational Health and Safety</b>	<ul style="list-style-type: none"> <li>To review and improve the current evaluation process for employees' occupational health and safety.</li> </ul>	Achieved	<ul style="list-style-type: none"> <li>To continue to review and improve the current evaluation process for employees' occupational health and safety.</li> </ul>
<b>Water and Effluents</b>	<ul style="list-style-type: none"> <li>Achieve 0.400 ML/mil RMB water intensity target</li> </ul>	<p>Water intensity for FY2022 was recorded to be 0.405 ML/mil RMB.</p> <p>This is due to the increase in average climate temperature during the year, thereby increasing the water consumption used for cooling.</p>	<ul style="list-style-type: none"> <li>To ensure that water intensity is maintained at <b>0.405 ML/mil RMB</b>. We will evaluate the current water treatment system to determine the best course of action to meet our target.</li> </ul>
<b>Materials</b>	New material topic for FY2022. Hence, no target was set for FY2022.		<ul style="list-style-type: none"> <li>To identify and procure suitable bio-degradable and environmentally friendly materials in the development of our new products.</li> </ul>
<b>Non-discrimination</b>	New material topic for FY2022. Hence, no target was set for FY2022.		<ul style="list-style-type: none"> <li>To promote an inclusive workplace for our employees.</li> </ul>
<b>Freedom of association and collective bargaining</b>	New material topic for FY2022. Hence, no target was set for FY2022.		<ul style="list-style-type: none"> <li>To continue to uphold our employees' rights to freedom of association and collective bargaining.</li> </ul>
<b>Anti-corruption</b>	New material topic for FY2022. Hence, no target was set for FY2022.		<ul style="list-style-type: none"> <li>Provide training to our employees to increase their awareness</li> <li>Inform our business partners about our anti-corruption policy</li> </ul>
<b>Labour/management relations</b>	New material topic for FY2022. Hence, no target was set for FY2022.		<ul style="list-style-type: none"> <li>To maintain dialogue or communication channels with employees to understand their needs and improve their benefits.</li> </ul>

## OUR APPROACH TO SUSTAINABILITY

<b>Socioeconomic compliance</b>	New material topic for FY2022. Hence, no target was set for FY2022.		<ul style="list-style-type: none"> <li>To ensure compliance with laws and regulations in the social and economic area</li> </ul>
<b>Marketing and labelling</b>	New material topic for FY2022. Hence, no target was set for FY2022.		<ul style="list-style-type: none"> <li>To maintain a record of zero fines for mismarketing or mislabelling</li> </ul>
<b>Indirect economic impacts</b>	New material topic for FY2022. Hence, no target was set for FY2022.		<ul style="list-style-type: none"> <li>To continue to provide financial aids to the local communities through donations and sponsorships</li> <li>To restart volunteer activities once the COVID-19 restrictions in the PRC are lifted</li> </ul>
<b>Market presence</b>	New material topic for FY2022. Hence, no target was set for FY2022.		<ul style="list-style-type: none"> <li>To ensure that <b>100%</b> of our employees receive above minimum living wages and compensation that are commensurate to their roles within the organisation.</li> </ul>
<b>Additional Environmental Measures (New direction)</b>	<ul style="list-style-type: none"> <li>As a new strategic sustainability direction, the Group will continuously search for energy efficient solutions and devise new carbon footprint reduction measures.</li> <li>Our management will carry out feasibility study on solar panels installation in our factory.</li> </ul>	Installed solar panels at our Zhongshan facility.	<ul style="list-style-type: none"> <li>To continuously search for solutions to optimise energy consumption and reduce our carbon footprint.</li> </ul>



# GOVERNANCE

## CORPORATE GOVERNANCE

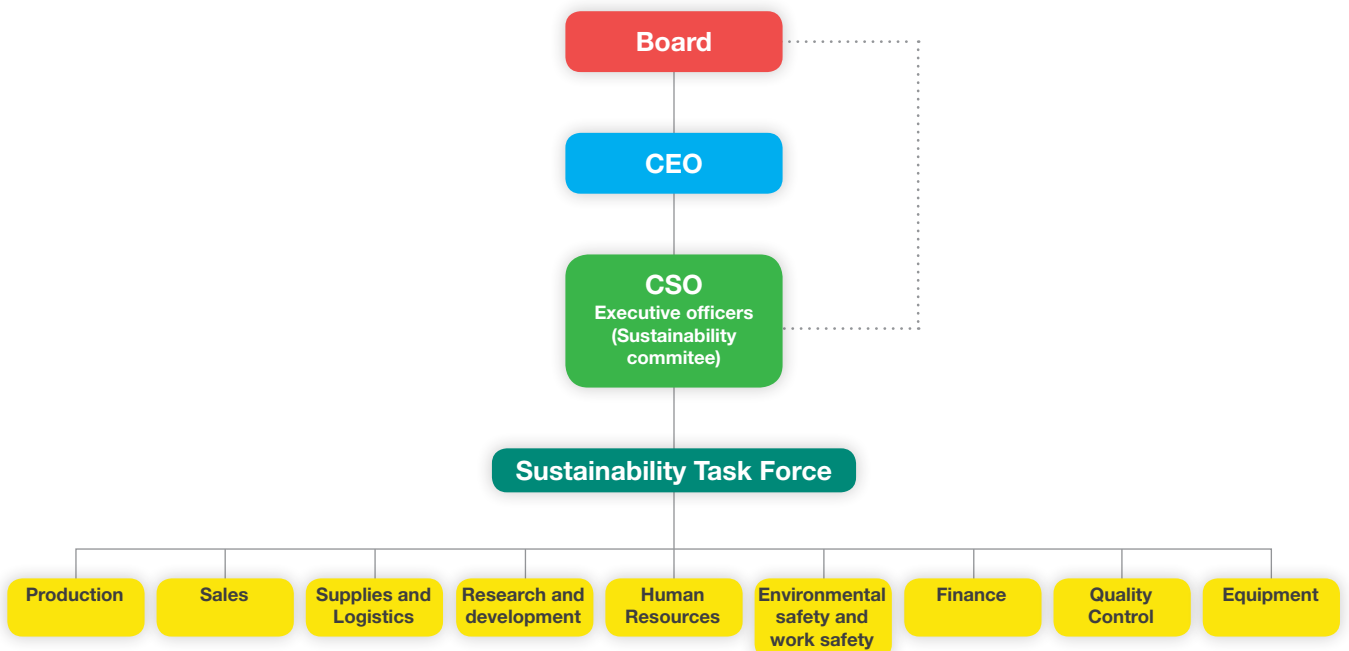
The corporate ethics and governance standards of the Group provide the Group with a clear framework in this respect. The Board establishes the company's ethical standards, while the Group's principles are structured to support ethical behaviour as a mindset within our organisation.

Readers can find further details of our corporate governance in the Annual Report.

## SUSTAINABILITY GOVERNANCE

Ultimate accountability for the Group's business strategy and sustainability goals lies with the Board of Directors of Luxking. To guarantee that sustainability processes and measures are in place and that we can successfully accomplish our annual targets, our management and departmental leaders work on the implementation of various initiatives towards the sustainability of the organisation. On an operational level, the Group has designated a general manager to oversee the Environment-related Chemical Substance Management Committee at our facility in Zhongshan.

In FY2022, as part of our journey towards sustainability, we have taken several steps to enhance our sustainability governance. We have established a Sustainability Committee, who will be responsible for strategy planning and execution of sustainability efforts across the Group. Our Sustainability Committee will be led by our newly appointed CSO, Leung Hi Man, who will report to the CEO and Board of Luxking. Sustainability initiatives from the Sustainability Committee will then be cascaded to the Sustainability Task Force, who will execute the relevant initiatives for the working level.



## SUSTAINABILITY RISKS AND OPPORTUNITIES

As we continue on our sustainability journey, it is critical for Luxking to identify and monitor sustainability risks and opportunities that can potentially affect the sustainability of the business as well as the people and environment around us. Luxking’s risk management system and internal control processes was established to safeguard our stakeholders’ interests while achieving the Group’s strategic objectives. Moving forward, we plan to formally incorporate sustainability considerations into our risk management framework in the near future.

This year, we have identified the following as sustainability risks and opportunities that could potentially have an impact on our operations and organisation as a whole.

RISKS	OPPORTUNITIES
<b>Infectious Diseases</b>	
<p>Within the industrial value chain, Luxking is situated in the middle and upper stream. As such, the risk posed by the current or future pandemic can trigger an economic downturn and reduce downstream demand. This, in turn, will reduce purchasing demand and affect Luxking’s revenue.</p>	<p>As the world transitions into the new normal, the Group continues to closely monitor the shifting markets both locally and globally. By integrating sustainability into our corporate strategy, we strive to create a resilient business model that generates long-term value for our stakeholders.</p>
<b>Climate Change</b>	
<p>Climate change encompasses the broad shifts in weather patterns and temperature changes. This external phenomenon can affect our resource consumption rates and manufacturing capability as high temperatures, floods, and typhoons are increasing in intensity year-on-year.</p>	<p>We are cognisant on the impacts of climate change and have taken steps to address this risk and identify new opportunities. This year, we have invested in solar panels for our Zhongshan facility, which will reduce the carbon footprint of our operations and generate additional income from selling surplus electricity back to the grid.</p>
<b>Talent Attraction and Retention</b>	
<p>We recognise that retaining a skilled workforce is essential to the development of a strong talent pipeline and our long-term success. In the PRC, the combined effect of the ambition in the manufacturing industry and the economic downturn caused by the pandemic has increased the competitiveness within the talent market and for the companies to attract and retain these valuable talents. The risk of low retention rates can disrupt our operations and reduce the return on investment in talent development.</p>	<p>At Luxking, we are committed to cultivating a committed and passionate workforce. As such, our long-term employee development and talent management strategy has been established to ensure that we retain the best talent. We conduct annual performance reviews with all our employees and ensure that they are provided with compensation and benefits that are commensurate with their roles within the Group.</p>

# GOVERNANCE

## ETHICS, COMPLIANCE, AND INTEGRITY

We understand that the organisation requires strong leadership to steer it on its path to sustainability. As a result, the Group is committed to adhering to all applicable laws, regulations, and ethical business standards. In all aspects of our business operations, we make a concerted effort to ensure that our workforce uphold the highest ethical standards and reflect our corporate values.

We conduct regular engagements with our employees to build robust culture of compliance through periodic communication and training on anti-corruption. This strategy aims to enhance compliance awareness throughout our organisation and ensure our employees are informed of regulatory developments. In FY2022, 106 of our general employees, within the reporting boundaries, have received anti-corruption training. As such, we have received no complaints or reports of corruption-related cases in this financial year.

Our internal whistleblowing policy is intended to assist staff to voice-out concerns related to malpractice or misbehavior of Luxking's other personnel. The policy dictates that complaints may be elevated to the management and internal audit functions for investigation before notifying the authorities. Luxking reserves a dedicated email to forward such complaints to the Audit Committee if the whistleblowing would not wish to raise the matter with executive personnel. We continue to review and refine our whistleblowing policy, which is in place since 2008, as part of our annual review efforts.

## DATA PROTECTION AND CUSTOMER PRIVACY

Our information and technology ("IT") infrastructure and systems are enforced with security measures that provide only specific and authorised individuals access to the confidential data. We have created a classification system across all of our activities that determines the level of access in terms of data management. As a result, Luxking aims to protect and safeguard all confidential data, whether it belongs to our customers, suppliers, or business partners, to the best of our abilities.

At Luxking, we prioritise data protection and client privacy. In order to prevent and respond to potential data breach or cyberattacks, we employ various security protocols and protective measures. This includes maintaining an IT system to record and store confidential customer-related data within a secure location that requires approval prior to making duplicates of the data.

We also classify data throughout our operations into three primary groups based on the category of data, which determines the required level of confidentiality and access. Our employees also bear the responsibility to protect the company's trade secrets and proprietary information, customer data. As such, our employees are required to read and understand the related protection measures as documented in the Employee Handbook.

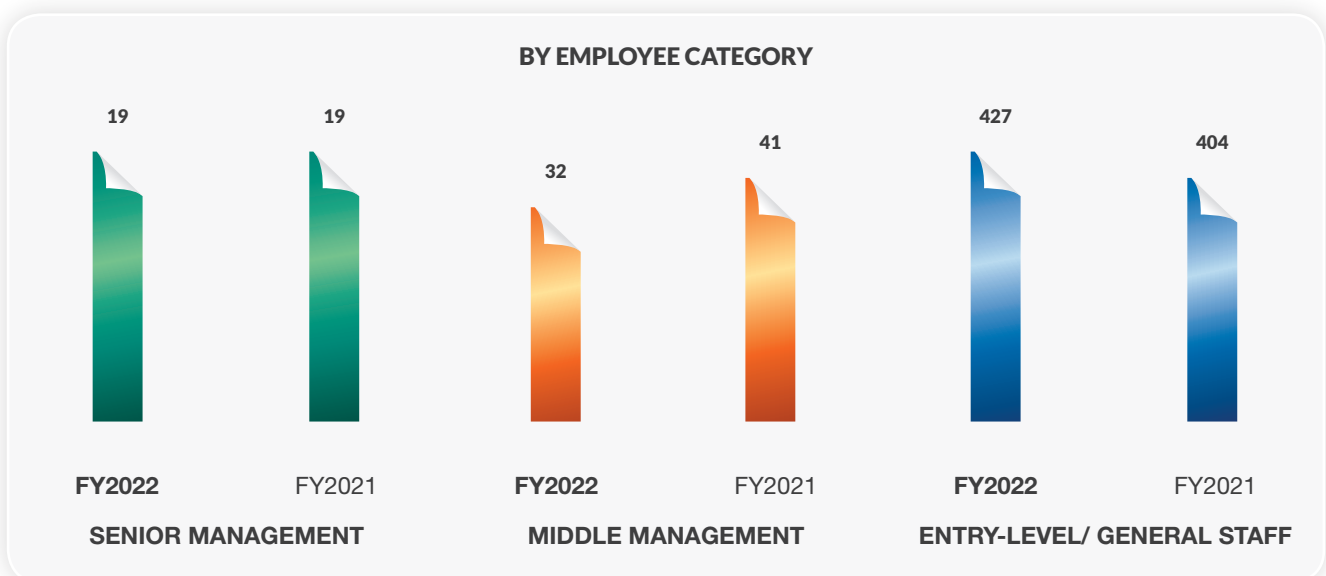
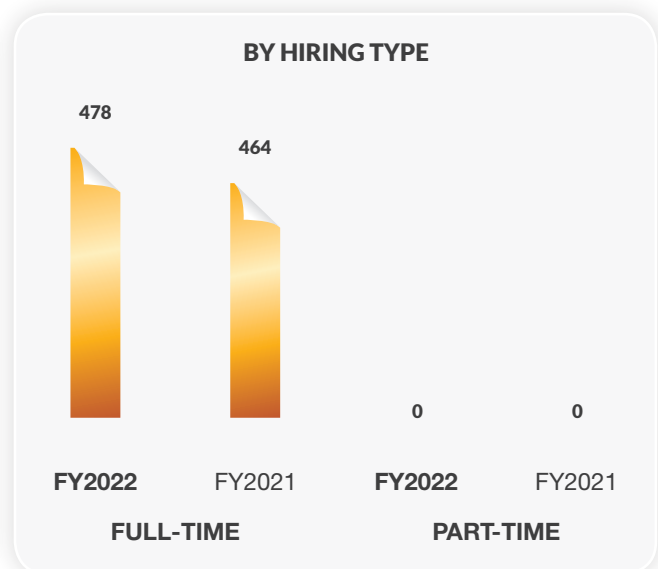
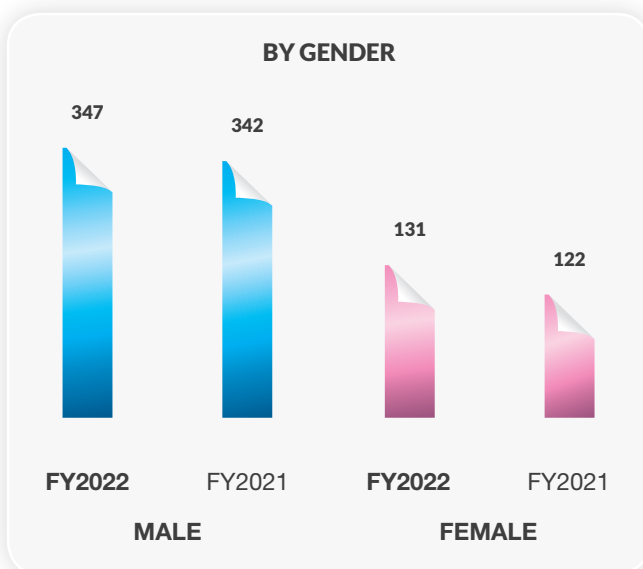
In the unfortunate event of suspected or confirmed data breach, the Human Resources department and IT personnel would be alerted to take subsequent remedial actions to minimise the effects of the data breach. Following the internal processes, the Management would assess the issue and, when necessary, coordinate with authorities to conduct a timely investigation of the data breach. As such, we received zero substantiated complaints involving breaches of customer privacy in FY2022. We also reported zero breaches, thefts, or loss of customer data.



As a responsible employer, we prioritise on fostering a safe, healthy, and inclusive workplace to attract, develop, and retain talent. Our workforce is our most valuable asset, and we encourage the growth and development of our employees through various training programmes and regular performance appraisals. To further understanding the needs of the local community and enhance our human capital, we hired our 84.2% of our Senior Management and 87.5% of our Middle Management employees from the Guangdong province. In FY2022, our 478-strong workforce within our Zhongshan facility have contributed to the performance of our organisation.

## OUR WORKFORCE

### TOTAL NUMBER OF EMPLOYEES WITHIN OUR ZHONGSHAN FACILITY

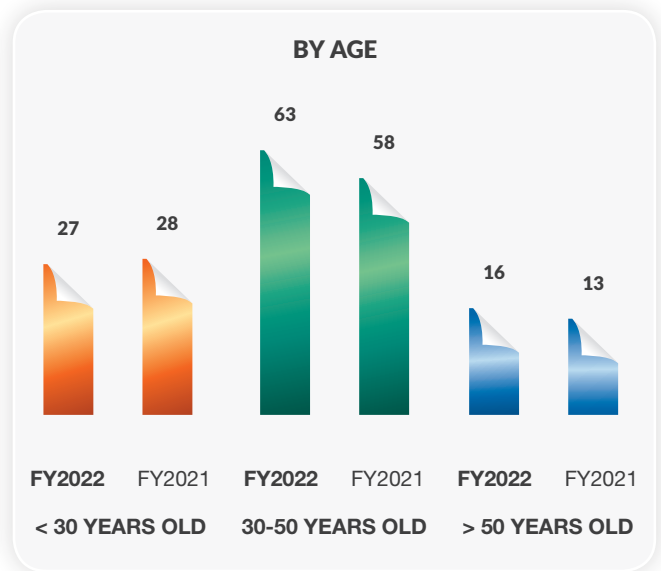
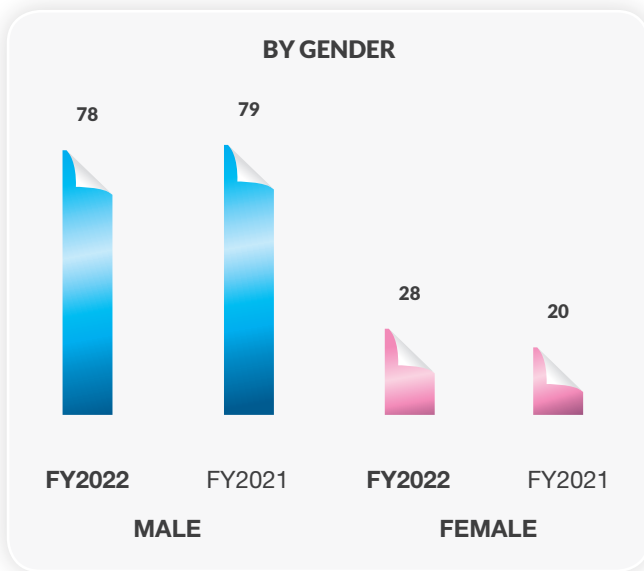


# OUR PEOPLE

## TOTAL NUMBER OF NEW HIRES WITHIN OUR ZHONGSHAN FACILITY

FY2022  106

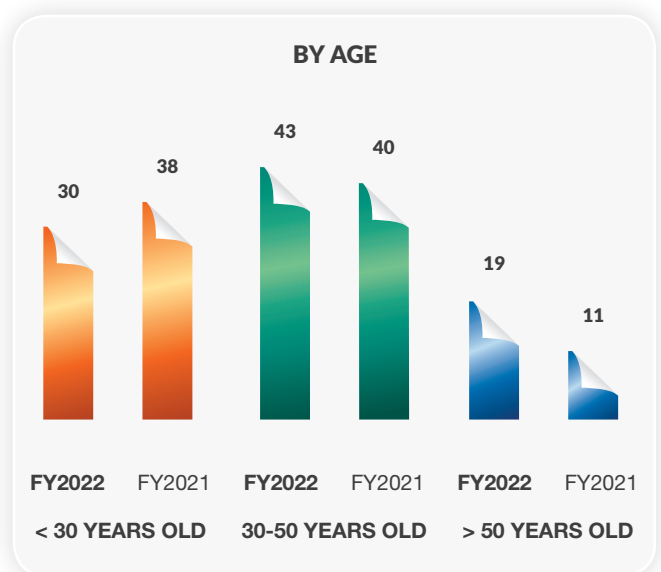
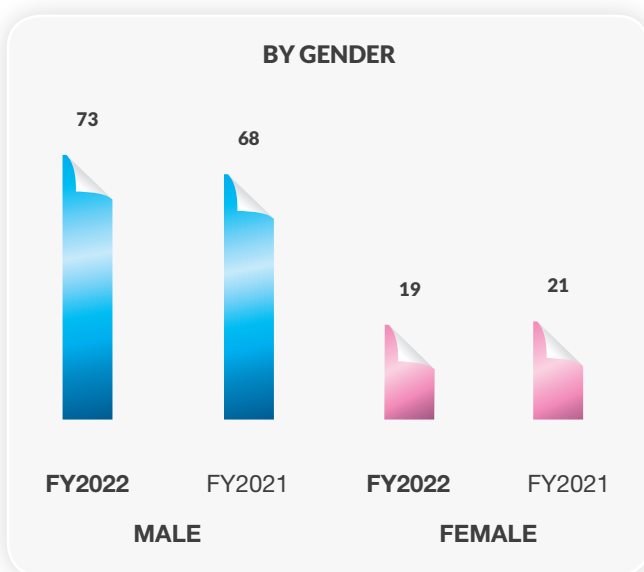
FY2021  99



## TOTAL EMPLOYEE TURNOVER WITHIN OUR ZHONGSHAN FACILITY

FY2022  92

FY2021  89





## UPHOLDING HUMAN RIGHTS

As a responsible industry peer, we are dedicated to upholding human rights and strictly prohibit any form of child labor. Our recruiters implement the procedures in our Company Recruitment Guide to assess and evaluate the identification documents of prospective job applicants. Applications that do not meet our minimum age standards are promptly denied. We view child labour as a pertinent issue, and we do not tolerate child labour within our business operations as well as our value chain.

Equivalently, no forced or compulsory labour is allowed in the Group, and we respect our employees' rights to the freedom of association and collective bargaining<sup>1</sup> in accordance with local laws and regulations. Furthermore, all operational changes, including notice periods, are mutually agreed with employees prior to implementations that could significantly affect our workforce.

We have postulated that the standard working hours are eight hours per day. Luxking has maintained a Requirement on Restricting Overtime Hours, under which any overtime arrangement requires prior mutual agreement between our employees and their supervisors, and employees would be subjected to proportionate compensation with leave or allowance.

We ensure our employees' rights to fair employment through periodic reviews and updating our hiring policy regularly to ensure alignment with the latest local labour laws and regulations. All employees of the Group's operations are hired on a voluntary and fair basis. Our Company Recruitment Guide provides our recruiters and Human Resource managers with a set of comprehensive hiring protocols that they must observe during the hiring process. As such, we strive to ensure a transparent recruiting process for all our employees so as to attract and retain the best talent in the market.

<sup>1</sup> Zhongshan factory has entered into a collective agreement according to PRC labour laws and local regulations in Guangdong, where three of our employees are nominated to represent on behalf of our entire workforce.



# OCCUPATIONAL HEALTH AND SAFETY

We consider that it is our responsibility as an accountable employer to educate our employees on the importance of occupational health and safety (“OHS”) in their daily tasks and work routines. As such, we have fostered a strong safety culture among our employees, particularly those working in the production lines and as special equipment operators at the Zhongshan facility.

Our OHS management system functions to ensure the health and safety of our employees and has been operational since the company was established. Luxking provides for our employees an OHS handbook that details the procedures for our employees at each staff level and job type, and to document specialised work routines in compliance with the relevant safety standards. We have made it mandatory for all our employees to understand and comply to the OHS rules and procedures to ensure that all our employees are aware of OHS hazards and mitigate unfortunate incidents.

In FY2022, 100% of our employees are covered by our OHS management system, as mandated by the Production Safety Law of the PRC.

## Safeguarding Our Employees and Customers through Responsible Practices in Marketing and Labelling

We have a comprehensive Environment-related Chemical Substance Management system to safeguard product health and safety of our employees at our Zhongshan facility as well as our customers. At Luxking, we assess the product’s health and safety impacts at the product design stage and according to the latest national regulations. We conduct regular evaluations on our applicable products in compliance to international human health and environmental safety regulations, such as ROHS, REACH, EU-POP, and the California Proposition 65. We consistently monitor the updates of the requirements and recommendations from these regulatory bodies and conduct compliance assessments on our products in a timely manner. Additionally, we ensure that our Material Safety Data Sheets (“MSDS”) to be made available to our customers for all our products. As such, in FY2022, we recorded zero incidents of fines incurred from mismarketing or mislabelling.

### The Entire Zhongshan Facility (within reporting scope)



Number of employees covered by the Group’s health and safety management system (internally audited)



Percentage of employees covered by the Group’s occupational health and safety management system (internally audited)

To further ensure that our employees are aware of the safety requirements within our facility, we ensure that all new personnel must complete at least 48 hours of safety training and pass a safety exam as per our Safety Production Training System, in compliance with the PRC’s Production Safety Law. Before they may begin any associated employment, all special equipment operators in the PRC must complete professional training and be certified by the necessary authorities, according to PRC legislation.

# OCCUPATIONAL HEALTH AND SAFETY

We are committed to continuously enhance our OHS procedures through routine and surprise inspections as well as by encouraging our on-site personnel to provide feedback and report any safety concerns through feedback boxes, which are monitored by our Human Resources department. To date, we have issued two annual reports on production safety and OHS for personnel working on either the BOPP films or Tapes segments within the factory. The two segments' production teams evaluated incidents and proposed areas for improvement to supervisors ensuring that safety vulnerabilities are addressed promptly.

Expanding on the previous reporting boundary to cover the entire factory, we have recorded 0 work-related injuries this year. The table depicts this figure as seen below:



**Number of work-related fatalities**

2022	2021	2020
0	0	0



**Number of recordable work-related injuries**

2022	2021	2020
0	2	1



**Number of fatalities from work-related ill health**

2022	2021	2020
0	0	0



**Number of recordable work-related ill health**

2022	2021	2020
0	0	1



# TRAINING AND DEVELOPMENT

We understand that providing our employees with the latest professional expertise and skills is critical to fostering a skilled and engaged workforce in the long term. The Group has conducted these professional development opportunities to all levels of employment throughout FY2022. This year, we recorded a lower number of training hours due to revisions in our training modules that were made to be more concise as well as cancellations and postponements due to COVID-19 restrictions in the PRC.

The wide range of training and professional development topics is targeted for each employee group based on their professional responsibilities and operational coverage. Our employees in the Senior and Middle Management levels are focused on enhancing product quality and increasing efficiency in production management, as well as sharing insights with business partners. Training for general employees, on the other hand, is primarily focused on improving operational efficiency and enhancing capabilities in the use of specialised equipment and tools in their line of work.

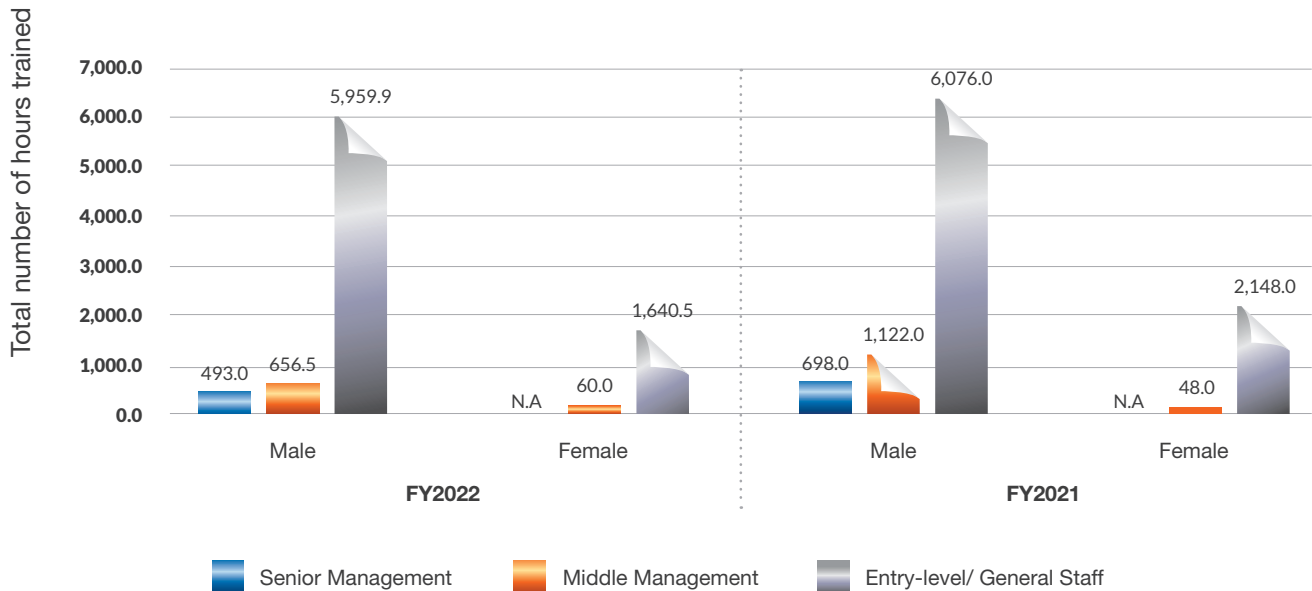
During the COVID-19 period, certain scheduled trainings were unfortunately cancelled or postponed due to the restrictions on gathering. Despite this, we continue to conduct our Pandemic Prevention Measures Training for all employees to align with expectations from health authorities.



EMPLOYEE GROUP	PROFESSIONAL DEVELOPMENT TOPICS
General Staff	<ul style="list-style-type: none"> <li>• Technical training on specialist equipment uses</li> <li>• Fire safety equipment inspection and training</li> <li>• Emergency evacuation rehearsals</li> <li>• Transport and storage of materials</li> </ul>
Middle Management	<ul style="list-style-type: none"> <li>• How to prevent OHS accidents in the workplace</li> <li>• Technical training on specialist equipment uses</li> <li>• Enhanced training for nurturing and coaching new employees</li> </ul>
Senior Management	<ul style="list-style-type: none"> <li>• Sales and Negotiation Tactics</li> <li>• Marketing and Pricing Decision-making</li> <li>• Client Persuasion Techniques</li> <li>• Introduction to the Task Force on Climate-related Financial Disclosures</li> </ul>

The total number of training hours per employee at our Zhongshan facility are presented below:

**Total Numbers of Hours Trained**



The Zhongshan facility has conducted an Employee Satisfaction Survey in November 2021. The survey contained 15 questions that surround an employee’s appraisal of the factory’s working environment, remuneration level, career development and performance reviews. A total of 100 responses were received and all questions have scored higher than 84% with 13 questions scoring higher than 90%. Respondents have suggested more team-building exercises to boost team spirit amidst these trying times, and raising compensation related to over-time work.

## PERFORMANCE APPRAISAL

At Luxking, our employees play an integral role in our journey towards sustainability through strong leadership attained from a solid talent pipeline. We believe in communicating with our employees regularly on their professional aspirations, career performance, and development opportunities, which are crucial to the development and retention of our talent. As such, in FY2022, we conducted performance reviews with 100% of our employees at our Zhongshan facility annually.



## EMBRACING DIVERSITY

We understand that employee diversity is essential in broadening the spectrum of abilities, qualities, and viewpoints to encourage innovation and communication of ideas within the workforce, which ultimately leads to the growth of our organisation. At Luxking, our Employee Handbook defines and communicates our commitment to provide a workplace that is free from all forms of discrimination. We strive to develop a diverse workplace by ensuring that our recruiting and hiring practices are based on competence and are focused on fairness. As such, we have recorded zero incidents of discrimination in FY2022.

### Celebrating Women in Our Workforce

On March 8, 2022, Zhongshan New Asia Adhesive Products Co., Ltd. celebrated International Women's Day to commemorate the achievements of our female colleagues. Moving forward, we plan to hold engagement sessions and talks next year for International Women's Day.



## THE ENVIRONMENT AROUND US



We strive to adopt best practices to optimise consumption and minimise carbon emissions as an organisation. This involves an ongoing effort to minimise environmental impacts across our value chain. Our initiatives are targeted to enhance performance measures through responsible sourcing and resource optimisation, all of which contribute to our efforts to manage our environmental impacts.

As part of our ongoing commitment to innovate in sustainable solutions, Luxking strives to minimise our negative environmental effects through several initiatives. We have established the Environment-related Chemical Substance Management Committee at the Zhongshan facility, which is directed by our general manager and includes representatives from departments such as Quality Control, Production, and Sales. The Committee is responsible for monitoring chemical dangers, evaluating environmental risks, and establishing environmental improvement targets.

As we operate in a chemical manufacturing facility, we are surrounded by various environmental hazards that require extensive monitoring to ensure the safety of our

employees and the environment in which we operate. Hence, we compiled an Environment Management and Chemical Substance Guidance to document the extensive procedures required for monitoring chemical handling and supply chain documentation standards. This Guidance also contains a comprehensive list and criteria of hazardous chemicals that we prohibit from our product lines, which includes asbestos, cobalt dichloride, diarsenic pentoxide, lead chromate, acrylamide, and formamide. To ensure that our managers and frontline employees are aware of the potential environmental issues of our processes, we have prepared a List of Environmental Issues within the Guidance that consists of 161 issues that encompass energy usage, solid wastes, as well as noise, water, and air pollution.

The Group's Zhongshan facility is currently certified under ISO9001:2015 and ISO14001:2015 standards, as well as IATF 16949:2016 for the design and production of double adhesive tape for automotive industry. Furthermore, our Zhongshan plant is a member of the China Adhesive and Tape Industry Association.



## ADDRESSING CLIMATE CHANGE



Climate change has become a more prominent issue and a driver of structural change throughout the world. Luxking is mindful of its industrial significance and the risks it brings to our business, people, and the environment. Moving forward, we plan to disclose our initiatives to combat climate change and address the recommendations of the TCFD in the future.

### ADOPTING RENEWABLE ENERGY

Through responsible business practices and the pursuit of new solutions to manage and optimise our energy use, we strive to operate our business sustainably while minimising the environmental implications of our operations. Hence, in FY2022, we installed solar panels on top of our BOPP production unit, office buildings, and our Research and Development Center, that can generate peak output of about 1.6MWp.

With the solar panels in place, we utilise 90% of the total electricity generated to operate our facility, while the remaining 10% is sold to the grid. As we continue to observe good performance from the solar panels installed, we will conduct feasibility studies in the future for further expansion of this initiative in the long-term.

# RESPONSIBLE RESOURCE CONSUMPTION

As an organisation that operates a manufacturing facility, we acknowledge the significance of managing the consumption of materials and utilities as well as the resulting waste products. We understand that through an effective resource management system, we can ensure that our processes are operating at the optimum rates to minimise our environmental footprint to achieve long-term sustainability of our organisation. As such, we have several initiatives that contribute towards this objective.

## MANAGING WATER CONSUMPTION

At Luxking, we understand the importance of responsible water consumption and discharge of effluents. Our facility primarily utilises water for the manufacturing process of BOPP films and Tapes, evaporative cooling, general cleaning, and usage by the employees. To mitigate any negative impacts to the people and environment surrounding our area of operations, we strive to enhance our water consumption management and ensure that we do not withdraw municipal water from water-stressed areas.

We strive to optimise our water consumption by establishing water reduction targets that we update on a regular basis. We implemented several initiatives to optimise our water consumption rates such as conducting inspections for leakages, monitoring for abnormalities in water consumption rates, as well as distributing regular reminders for our employees to conserve water.

In FY2022, we recorded the absolute water consumption of our Zhongshan manufacturing facility to be 231.9 ML that corresponds to water intensity of 0.405 ML/million RMB. We acknowledge that our water intensity is slightly higher than the target that we set in FY2021, which is 0.400 ML/million RMB. This is due to hotter weather that resulted in an increase in water consumption used for cooling down the production facility.

	FY2022	FY2021	FY2020
<b>Water withdrawn from third-party sources (ML)</b>	231.9	218.0	159.4
<b>Water intensity (ML / million RMB revenue)</b>	0.405	0.431	0.403



# RESPONSIBLE RESOURCE CONSUMPTION

## MANAGING EFFLUENTS DISCHARGE

We are cognisant that maintaining an efficient wastewater treatment system is crucial to mitigate negative impacts on the people and environment that we operate in. Our Environmental Safety Department monitors the quality of the treated effluents of our manufacturing facility to ensure compliance with the discharge limits of water pollutants and the ISO14001:2015 standard.

In FY2022, in line with our ongoing commitment towards achieving a sustainable manufacturing process, we have commissioned a service provider to design a new wastewater treatment system for our Zhongshan production facility. Over the last few years, we noted a decrease in the performance of our old wastewater treatment system. As such, our new wastewater treatment system, which is still under evaluation, will have the capability to process twice the amount of wastewater at 20 tonnes/day at its peak to ensure effective management of the facility's wastewater, in compliance with the local environmental regulations.

## OPTIMISING MATERIALS CONSUMPTION

We strive towards enhancing our operational efficiency by investing in innovation, research, and development. As such, we ensure that our production facility operates at optimum levels by monitoring the performance of our equipment regularly to identify defective, faulty, or under-performing equipment to be modified or replaced with a more efficient technology.

Our Equipment department is responsible for acquiring the latest technology in production processes and investing in upgrades to enhance machine efficiency and overall performance of the production facility. The Research and Development ("R&D") and Production teams also work closely together to regularly monitor, evaluate, and optimise the performance of the production processes. This year, we have enhanced our disclosure practices to include materials used for packaging at the Zhongshan facility. Moving forward, we plan to enhance our disclosures to include material consumption of our production process in the coming years.

TYPE	CATEGORY	MATERIAL USED	WEIGHT (TONNE) <sup>2</sup>
Packaging Materials	Renewable materials	Wooden pallet	666.8
	Renewable materials	Paper (paper carton, cardboard, etc)	949.5
	Non-renewable materials	Plastics (shrink wrap, bubble wrap, etc)	89.3

In FY2022, we invested in upgrades for our silicone coating machine to enable the equipment to coat without the addition of a solvent for certain product types. Since the solvent is a volatile compound, upgrading the equipment reduces material consumption and minimises the risk of the solvent being discharged into the environment. Moving forward, we are looking to invest in a real-time monitoring system to assist our on-site employees in identifying defects or foreign matter in our production line, thereby minimising product defects and material wastage.

## INNOVATING SOLUTIONS WITH ACADEMIC INSTITUTIONS

At Luxking, we believe that strategic collaboration with academic institutions enhances our R&D capabilities and spurs innovation by welcoming new ideas and cutting-edge technology. In July 2022, Luxking's management and the Head of R&D Department of the Zhongshan facility collaborated with industry specialists to share their insights and the latest successes of their respective fields in order to explore potential developments in the industry and promote real-life applications of theoretical work.

<sup>2</sup> Data calculation by estimation



**GIVING BACK IN A TIME OF RECOVERY**

As a responsible corporate citizen, Luxking strives to provide support for the local communities in our areas of operation. This year, we contributed a total of RMB 16,500 to support our local communities through several initiatives. Moving forward, we plan to resume our employee volunteering activities as the COVID-related restrictions begin to lift in the PRC.



**Reviving the Xiaolan Chrysanthemum Festival**

During the onset of the pandemic in 2020, Xiaolan’s Chrysanthemum Festival was cut short to protect the health and safety of the local communities. As the restrictions begin to lift, we saw this as an opportunity to boost local tourism and contributed RMB 8,000 towards Xiaolan’s Chrysanthemum Club to, once again, hold the annual Chrysanthemum Festival to celebrate the flower by showcasing the various species of chrysanthemums, floral art exhibitions, and performances.



**Healthy and Bouncing**

We contributed RMB 3,000 towards the 2021 Jiuzhouji Community (Zhiwei Machinery Cup) Basketball Competition to promote healthy practices among the local communities.

**Supporting the Underprivileged**

We contributed RMB 5,500 towards Xiaolan Town Jiuzhouji Community Social Affairs Office to provide financial support as well as basic necessities to 11 underprivileged families within the local community of Xiaolan.

# GRI-SGX CONTENT INDEX

Disclosure	Description	SGX	Page	Remarks
<b>GRI 102: General Disclosures 2016</b>				
Organisational Profile				
102-1	Name of the organization	-	2	
102-2	Activities, brands, products, and services	-	2	
102-3	Location of headquarters	-	2	
102-4	Location of operations	-	2	
102-5	Ownership and legal form	-	3	
102-6	Markets served	-	2	
102-7	Scale of the organization	-	2, 3	
102-8	Information on employees and other workers	-	16-17	
102-9	Supply chain	-	2, 24	
102-10	Significant changes to the organization and its supply chain	-	N/A	
102-11	Precautionary Principle or approach	-	4	
102-12	External initiatives	-	28	
102-13	Membership of associations	-	24	We are part of the China Adhesives and Tape Industry Association
Strategy				
102-14	Statement from senior decision-maker	LR711B-1e	6-7	
102-15	Key impacts, risks, and opportunities	PN7.6-3.3	14	
Ethics and Integrity				
102-16	Values, principles, standards, and norms of behaviour	-	2, 13, 15	
Governance				
102-18	Governance structure	PN7.6-3.1	13	
102-21	Consulting stakeholders on economic, environmental, and social topics	PN7.6-3.7	8-9	
102-29	Identifying and managing economic, environmental, and social impacts	PN7.6-3.3	8-12	

Stakeholder Engagement				
102-40	List of stakeholder groups	-	8	
102-41	Collective bargaining agreements	-	N/A	Collective bargaining is observed in accordance with local laws and regulations.
102-42	Identifying and selecting stakeholders	-	8-9	
102-43	Approach to stakeholder engagement	-	8-9	
102-44	Key topics and concerns raised	-	8-12	
Reporting Practices				
102-45	Entities included in the consolidated financial statements	-	3-4	
102-46	Defining report content and topic boundaries	-	4	
102-47	List of material topics	-	9	
102-50	Reporting period	-	4	
102-52	Reporting cycle	-	4	
102-53	Contact point for questions regarding the report	-	5	
102-54	Claims of reporting in accordance with the GRI Standards	LR711B-1d	4	
102-55	GRI content index	-	29-33	
102-56	External assurance	PN7.6-3.8	5	Remarks on external assurance only
GRI 202: Market Presence 2016				
103	Management approach disclosure	LR711B-1 b	16	
202-2	Proportion of senior management hired from the local community	-	16	

# GRI-SGX CONTENT INDEX

<b>GRI 203: Indirect Economic Impacts 2016</b>				
103	Management approach disclosure	LR711B-1 b	28	
203-2	Significant indirect economic impacts	-	28	
<b>GRI 205: Anti-corruption 2016</b>				
103	Management approach disclosure	LR711B-1 b	15	
205-3	Confirmed incidents of corruption and action taken	-	15	
<b>GRI 301: Materials 2016</b>				
103	Management approach disclosure	LR711B-1 b	27	
301-1	Materials used by weight or volume	-	27	
<b>GRI 303: Water and Effluents 2018</b>				
103	Management approach disclosure	LR711B-1 b	26	
303-1	Interactions with water as a shared resource	-	26	
303-2	Management of water discharge-related impacts	-	26	
303-3	Water withdrawal	-	26	
<b>GRI 401: Employment 2016</b>				
103	Management approach disclosure	LR711B-1 b&c	16-18	
401-1	New employee hires and employee turnover	-	17	
<b>GRI 402: Labor/Management Relations 2016</b>				
103	Management approach disclosure	LR711B-1 b&c	18	
402-1	Minimum notice periods regarding operational changes	-	18	
<b>GRI 403: Occupational Health and Safety 2018</b>				
103	Management approach disclosure	LR711B-1 b&c	19-20	
403-1	Occupational health and safety management system	-	19-20	
403-2	Hazard identification, risk assessment, and incident investigation	-	19-20	

403-4	Worker participation, consultation, and communication on occupational health and safety	-	19-20	
403-5	Worker training on occupational health and safety	-	19-20	
403-9	Work-related injuries	-	19-20	
403-10	Work-related ill health	-	19-20	
<b>GRI 404: Training and Education 2016</b>				
103	Management approach disclosure	LR711B-1 b&c	21	
404-1	Average hours of training per year per employee	-	22	
404-2a	Type and scope of programs implemented and assistance provided to upgrade employee skills	-	21-22	
404-3	Percentage of employees receiving regular performance and career development reviews	-	22	
<b>GRI 406: Non-discrimination 2016</b>				
103	Management approach disclosure	LR711B-1 b&c	23	
406-1	Incidents of discrimination and corrective actions taken	-	23	
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>				
103	Management approach disclosure	LR711B-1 b&c	18	
407-1b	Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	-	18	
<b>GRI 408: Child Labour 2016</b>				
103	Management approach disclosure	LR711B-1 b&c	18	

# GRI-SGX CONTENT INDEX

408-1c	Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labour	-	18	
<b>GRI 409: Forced or Compulsory Labour 2016</b>				
103	Management approach disclosure	LR711B-1 b&c	18	
409-1b	Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour	-	18	
<b>GRI 417: Marketing and Labelling 2016</b>				
103	Management approach disclosure	LR711B-1 b&c	19	
417-1	Requirements for product and service information and labeling	-	19	
417-2	Incidents of non-compliance concerning product and service information and labeling	-	19	
<b>GRI 418: Customer Privacy 2016</b>				
103	Management approach disclosure	LR711B-1 b&c	15	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	15	
<b>GRI 419: Socioeconomic Compliance</b>				
103	Management approach disclosure	LR711B-1 b&c	15	
419-1	Non-compliance with laws and regulations in the social and economic area	-	15	





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