



Karin Technology Holdings Limited

Karin Technology Holdings Limited

Sustainability Report 2024

Table of Contents

ABOUT THE REPORT	4
<i>Reporting Period and Cycle</i>	4
<i>Reporting Scope and Boundaries</i>	4
<i>Reporting Framework and Principles</i>	4
<i>Restatement</i>	6
<i>Internal Review and External Assurance</i>	6
<i>Availability</i>	6
<i>Feedbacks</i>	6
BOARD STATEMENT	7
ABOUT KARIN	9
<i>Introduction</i>	9
<i>Our Vision and Mission</i>	11
<i>Our Business Segment</i>	11
<i>Our Customers</i>	12
<i>Membership of Associations</i>	12
<i>Corporate Governance and Risk Management</i>	12
<i>Sustainability Governance Structure</i>	13
STAKEHOLDER ENGAGEMENT	14
<i>Form of Engagement and Key Concerns of the Stakeholder Groups</i>	15
MATERIALITY ASSESSMENT	16
<i>Materiality Matrix and Boundary Mapping</i>	17
<i>List of Important Sustainability Issues</i>	18
FY2024 PERFORMANCE HIGHLIGHTS	19
ECONOMIC	23
<i>Our Supply Chain</i>	23
<i>Anti-corruption</i>	24
<i>Regulatory Compliance</i>	26
ENVIRONMENTAL	27
<i>Energy and Emissions</i>	27
<i>Waste</i>	31
<i>Paper Resource</i>	33
<i>Water</i>	33
<i>Climate change</i>	34

SOCIAL 38

Employee Profile38

Employment Practices40

Occupational Health and Safety.....44

Training and Education44

Quality Management48

Customer Privacy49

Local Communities50

GRI CONTENT INDEX 51

TCFD CONTENT INDEX..... 55

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 seventh 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 2023 to 30 June 2024 (“**FY2024**” or the “**Reporting Period**”). It will be published annually.

Reporting Scope and Boundaries

Despite the structural transformation in the business segments and new branch opening as detailed in the section headed “ABOUT KARIN”, the scope and boundaries of this Report determined by the major source of revenue remain unchanged. The information disclosed in the Report covers the core and material business units of the Group in Hong Kong, which accounts for about 77% of our total revenue in FY2024. Karin will consider expanding the scope of the Report to include other business and locations progressively.

Reporting Framework and Principles

[GRI 1]

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 Standards (“**GRI**”) Universal Standards 2021 and the Task Force on Climate related Financial Disclosures (“**TCFD**”).

The Report is in accordance with the following GRI reporting principles:

Reporting Principle	
Accuracy	The Report includes qualitative information under accuracy, sufficient, detailed, consistent information, with available evidence and other reported information, adequately describing the methods and basis of calculations for data measurement to assess the organisation's impact.
Balance	The information in the Report shall reflect the positive and negative aspects of the performance of the reporting agency for the convenience of the reasonable evaluation of the overall performance.
Clarity	The Report should present information in an accessible and understandable manner, considering the special needs of information users including different abilities, languages, etc. Information should avoid abbreviations; if necessary, relevant explanations should be made in the appropriate sections or in a glossary. The Report information is presented under the concise manner by organising useful information, making information accessible and understandable and adopting graphics and combine data.
Comparability	The Report shall disclose the information in a consistent manner, so that stakeholders may analyse and evaluate the performance of the Group at different times. The Group shall interpret any changes in methods.
Completeness	The Report includes coverage of material topics and their boundaries, sufficient to reflect significant economic, environmental, and social impacts, and to enable stakeholders to assess the Group's performance in the reporting period.
Sustainability Context	The Report presents the Group's performance in the wider context of sustainability.
Timeliness	The reporting organisation shall make reports on a regular basis, so that stakeholders may promptly obtain information and make wise decisions.
Verifiability	The Report information should be collected, recorded, and analysed in a manner that can be verified, thus, to assure the quality. It is important that reported information can be tested to determine its veracity and to determine the extent to which reporting principles are applied.

The Report should also be read in conjunction with the Annual Report 2024. We have adopted a phased approach to our reporting and will seek to provide additional disclosures over time. The end section of this Report contains the detailed GRI Content Index for readers' quick reference.

Restatement

[GRI 2-4]

Due to rectification of total floor area in the reporting scope as the intensity base, the intensities of energy consumption, greenhouse gas (“GHG”) emission and water consumption of the financial year ended 30 June 2023 (“FY2023”), and the financial year ended 30 June 2022 (“FY2022”) have been restated. Details could be referred to the section headed “ENVIRONMENTAL”.

Internal Review and External Assurance

[GRI 2-5]

The financial statements contained in the Annual Report 2024 have been audited and assured by independent auditors. For the Sustainability Report 2024, we have engaged our internal auditor for the internal review of this Report, as mandated by the SGX-ST, and check 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 FY2024.

We focus 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 recognise that sustainability is increasingly important for business as the world today faces challenging issues, including but not limited to climate change, shortage of natural resources and human rights. Expectations for companies to take the initiative on sustainability are higher. We are committed to embedding human rights considerations into decision-making across the Group and into our policy and governance framework. As a listed company, we recognise the responsibility and opportunity we must raise awareness among our employees of environmental and human rights issues. To fulfill our responsibilities to the sustainable development of the economy, environment, and society, we have continuously attributed it to charity and social activities. In FY2024, we have participated in volunteering activities and given sponsorship support to the young generation in competitions.

We have identified climate-related risk and opportunities relevant to our business. Relevant targets and corresponding strategies are established, and sustainable development factors have been incorporated into our strategic planning, business model and other 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, while we will also continue to strengthen our sustainability reports through more disclosures on greater sustainability context.

Board of Directors

Karin Technology Holdings Limited

ABOUT KARIN

[GRI 2-1]

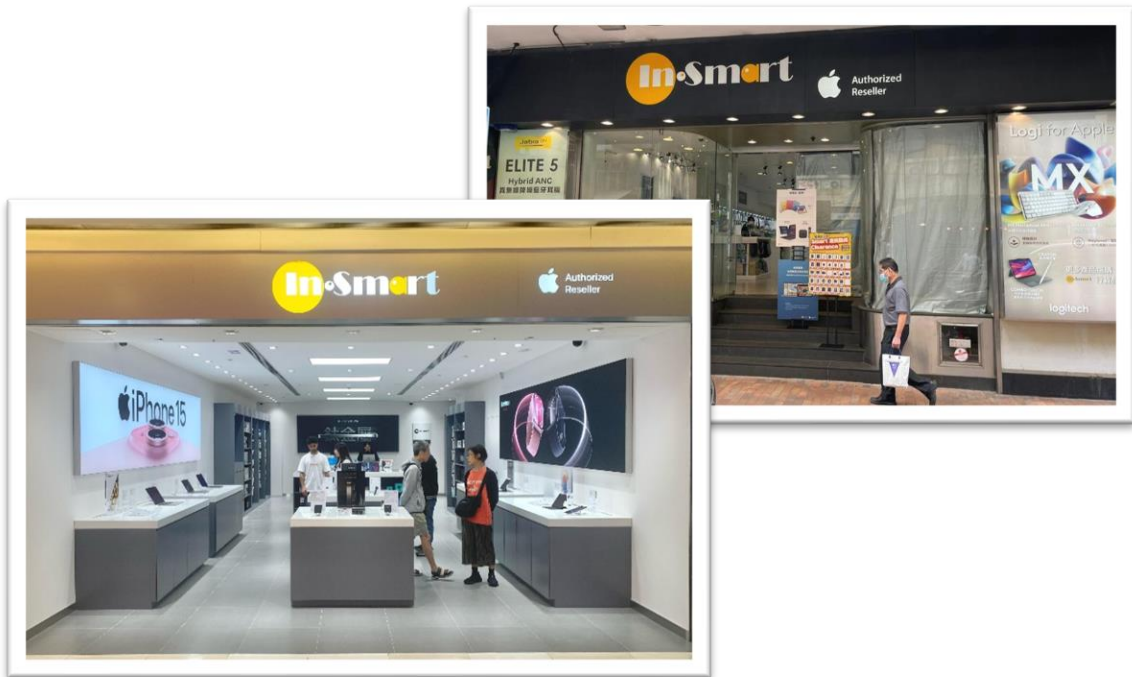
Introduction

Listed on the Mainboard of the SGX-ST since March 2005, Karin is a prominent IT & Components Solutions and Services Group with a significant market presence spanning 47 years in Hong Kong and the People's Republic of China (the "PRC").

From the time when it was established in 1977, our primary business focus has been on electronic components and computer distribution for various electronics industry segments including communications, computer, electrical appliances and utility. During the 1990s, our business expanded to include outsourcing services, IC application design solutions and data storage management solutions. Over the years, our growth has always been driven by our willingness to embrace new technological solutions and to adapt our business model as well as our continuing investments in new business areas. Today, Karin is a diversified Group with businesses across Components Distribution, IT businesses, and Consumer Electronics Products Retail and Distribution.

Following the business growth, Karin and its management team proactively took steps to transform its business to meet the rapidly changing global economic landscape and the new norms that had emerged from the situation. In 2011, Karin added a retail business arm to its operations under the trade name "In-Smart" which was subsequently disposed of on 30 June 2016 and re-invested on 1 April 2018. In September 2022, the opening of In-Smart's new branch in Tseung Kwan O marked a milestone, as the retail business launched a branch in the New Territories. Another new branch was opened in Tsuen Wan in September 2023. In addition, Karin observed an increasing number of projects related to data management, smart solutions and AI, as well as the expansion of the operation office in Macau.

“In-Smart” branch stores



Karin and its management team proactively took steps to transform its business to meet the rapidly changing global economic landscape and the new norms that emerged from the situation. The Group’s Industrial & Energy Solutions (IES) business extended its business into power charging solutions for the EV market under the new brand “Karin Power Innovation”. The Group eyed the high growth in this market, and together as part of the global push to enhance efficient energy use. From supplying components and power solutions to direct selling and installation of charging solutions to customers, the Group also extended its businesses to include power storage solutions in line with the global trend towards improving energy management. Our Energy Storage System played a pivotal role in stabilising the grid, enabling electricity cost saving by data-driven demand management, and providing a robust contingency plan for unforeseen electricity supply interruptions. This business development put Karin Group a step closer to driving and delivering sustainability strategy directly to its businesses.

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. 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

To be the leading technology innovator in Asia, empowering businesses and individuals through cutting-edge solutions that enhance connectivity, drive efficiency, and foster sustainable 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 IT solutions, electronic components, and innovative electronic goods that meet the diverse needs of our customers across Hong Kong and China. We are committed to excellence, leveraging advanced technology and strategic partnerships to enhance productivity and connectivity. As we expand our footprint across Asia, we aim to empower businesses and consumers with reliable, cutting-edge products that drive progress and foster a smarter, more connected world.

Our Business Segment

Our principal business is broadly divided into three main segments, namely (a) Components Distribution; (b) Information Technology; and (c) Consumer Electronics Products.

Components Distribution

- Distribution and trading of electronic components and modules

Information Technology

- Provision of Information Technology solutions and services

Consumer Electronics Products

- Distribution and retailing of consumer electronics products

Our Customers

[GRI 2-6]

Karin currently has a broad customer base comprising MNCs, 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]

Karin is accredited as an authorised employer by the Hong Kong Institute of Certified Public Accountants (“HKICPA”) to train prospective members of the 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 2024.

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.



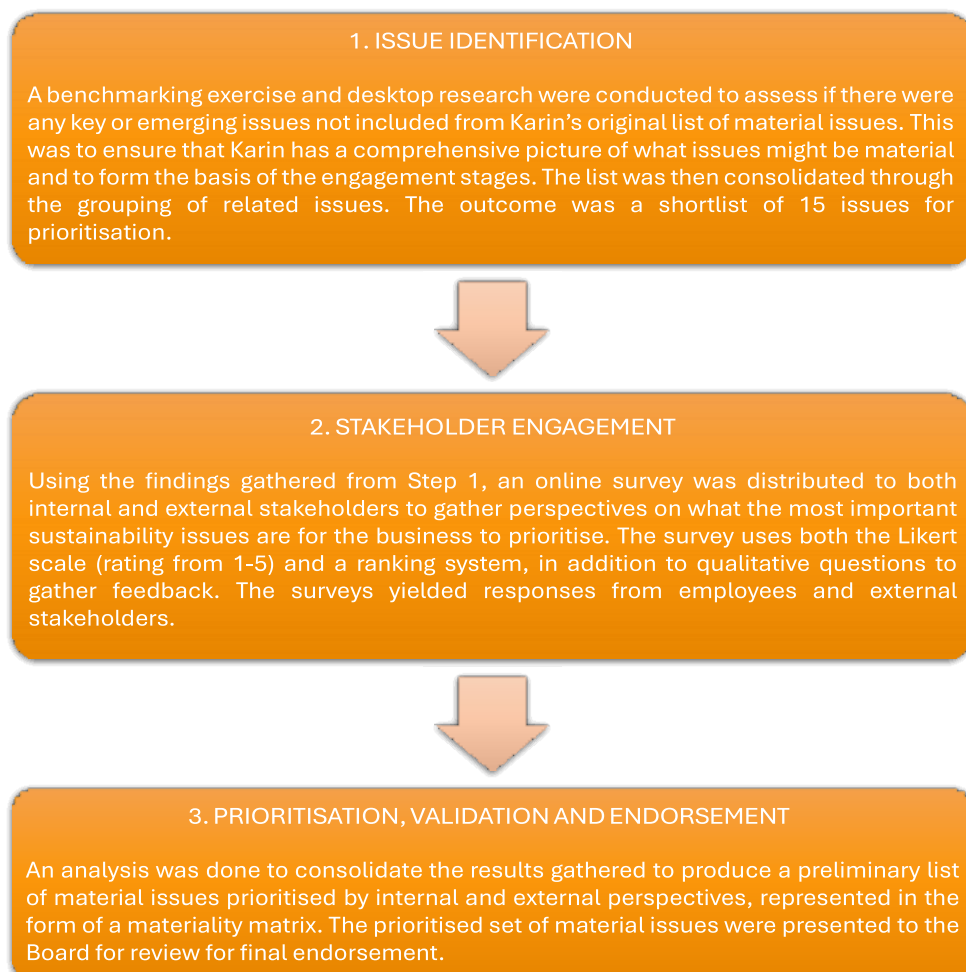
Form of Engagement and Key Concerns of the Stakeholder Groups

Stakeholder	Priority Concerns	Form of Engagement and Related Frequency
Government, Regulator and Media	<ul style="list-style-type: none"> ◆ Anti-corruption ◆ Occupational Health and Safety ◆ Diversity and Equal Opportunity ◆ Regulatory Compliance ◆ Privacy Protection ◆ Quality Management 	<ul style="list-style-type: none"> ◆ Annual reports, interim reports, sustainability reports and other public information
Shareholders and Investors	<ul style="list-style-type: none"> ◆ Employment ◆ Local Communities ◆ Privacy Protection ◆ Quality Management 	<ul style="list-style-type: none"> ◆ 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	<ul style="list-style-type: none"> ◆ Employment ◆ Occupational health and safety ◆ Training and Education ◆ Diversity and Equal Opportunities 	<ul style="list-style-type: none"> ◆ Seminars and training ◆ Performance appraisal ◆ Leisure activities
Customers	<ul style="list-style-type: none"> ◆ Customer Privacy ◆ Quality Management 	<ul style="list-style-type: none"> ◆ Fax, email and customer service hotline ◆ Product and service feedback
Suppliers	<ul style="list-style-type: none"> ◆ Anti-Corruption ◆ Material ◆ Waste Management ◆ Supply Chain Management ◆ Privacy Protection ◆ Quality Management 	<ul style="list-style-type: none"> ◆ Annual audit ◆ Meetings ◆ On-site visits ◆ Electronic applications
Business Partners	<ul style="list-style-type: none"> ◆ Employment ◆ Occupational Health & Safety ◆ Training and Education ◆ Non-discrimination ◆ Privacy Protection ◆ Quality Management 	<ul style="list-style-type: none"> ◆ Emails ◆ Meetings ◆ Electronic applications
Local Community	<ul style="list-style-type: none"> ◆ Environment ◆ Contribution to the community 	<ul style="list-style-type: none"> ◆ Community services

MATERIALITY ASSESSMENT

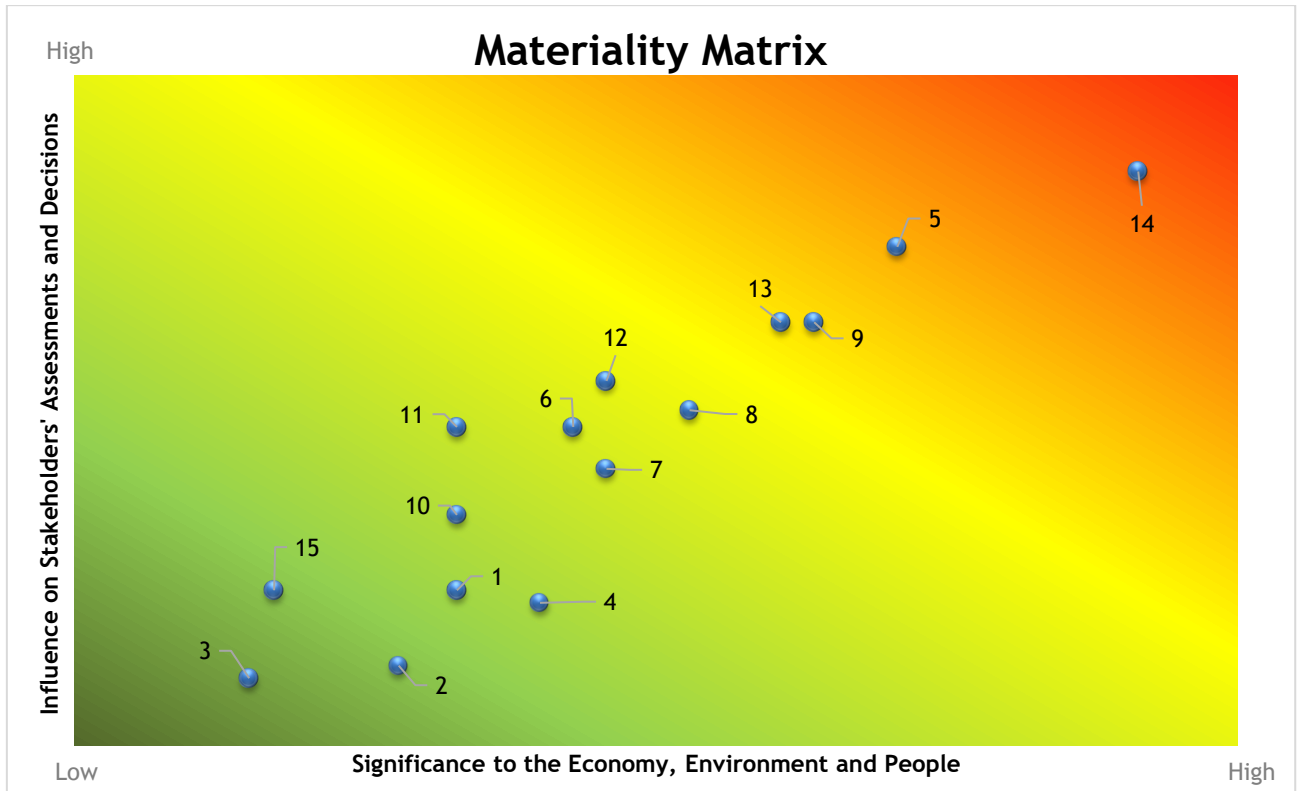
[GRI 3-1 to GRI 3-3]

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, Regulatory Compliance, Occupational Health and Safety, and Quality Management. Our efforts in material areas are addressed within this Report. In general, except for the removal of Material from the list, 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
	Regulatory Compliance	●	●	Regulatory Compliance
	Occupational Health and Safety	●		Occupational Health and Safety
	Quality Management	●	●	Quality Management
Important	Non-discrimination	●		Non-discrimination
	Privacy Protection	●	●	Customer Privacy
	Employment	●	●	Employment
	Diversity and Equal Opportunities	●		Employment
	Supply Chain Management	●	●	Our Supply Chain
	Training and Education	●		Training and Education
	Climate Change	●	●	Climate Change
Moderate	Energy and Emissions	●		Energy and Emissions
	Local Communities	●	●	Local Communities
	Waste	●	●	Waste
	Water	●		Water

FY2024 PERFORMANCE HIGHLIGHTS

FY2024 Target	Performance Update	Future Target	
		Time Horizon	Target
Anti-corruption			
<ul style="list-style-type: none"> ◆ Continue with the current practices ◆ Maintain zero confirmed incidents for corruption ◆ Review the reporting system if needed 	<ul style="list-style-type: none"> ◆ No confirmed incident 	Short-term	<ul style="list-style-type: none"> ◆ Continue with the current practices ◆ Maintain zero confirmed incidents for corruption ◆ Review the reporting system if needed
		Medium-term	<ul style="list-style-type: none"> ◆ Maintain the target of zero confirmed incidents for corruption
		Long-term	<ul style="list-style-type: none"> ◆ Maintain the target of zero confirmed incidents for corruption
Energy and Emissions			
<ul style="list-style-type: none"> ◆ 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") 	<ul style="list-style-type: none"> ◆ Total energy consumption decreased by 4% ◆ Total GHG emissions increased by 4% 	Short-term	<ul style="list-style-type: none"> ◆ Continue with the current practices, explore various initiatives to save energy and control GHG emissions
		Medium-term	<ul style="list-style-type: none"> ◆ Encourage employees' environmental awareness in resources conservation
		Long-term	<ul style="list-style-type: none"> ◆ Replace traditional fuel consumption vehicles with EVs
Waste			
<ul style="list-style-type: none"> ◆ Continue with the current practices, explore various initiatives to minimise waste generation ◆ Encourage reduce, reuse, recycle ("3Rs") practice in operations ◆ Encourage employees' environmental awareness in resources conservation 	<ul style="list-style-type: none"> ◆ Total waste generation remained at similar level 	Short-term	<ul style="list-style-type: none"> ◆ Continue with the current practices, explore various initiatives to minimise waste generation
		Medium-term	<ul style="list-style-type: none"> ◆ Encourage 3Rs practice in operations
		Long-term	<ul style="list-style-type: none"> ◆ Encourage employees' environmental awareness in resources conservation

FY2024 Target	Performance Update	Future Target	
		Time Horizon	Target
Water			
<ul style="list-style-type: none"> Continue with the current practices, explore various initiatives to save water consumption 	<ul style="list-style-type: none"> Total water consumption decreased by 24% 	Short-term	<ul style="list-style-type: none"> Continue with the current practices, explore various initiatives to save water consumption
		Medium-term	<ul style="list-style-type: none"> Encourage employees' environmental awareness in resources conservation
		Long-term	<ul style="list-style-type: none"> Maintain the target of encouraging employees' environmental awareness in resources conservation
Employment			
<ul style="list-style-type: none"> Continue with current practices and explore various initiatives to attract and retain talents 	<ul style="list-style-type: none"> New hire rate: 17% Turnover rate: 19% 	Short-term	<ul style="list-style-type: none"> Continue with current practices and explore various initiatives to attract and retain talents
		Medium-term	<ul style="list-style-type: none"> Zero incidents of non-compliance with laws and regulations relating to employment
		Long-term	<ul style="list-style-type: none"> Maintain the target of zero incidents of non-compliance with laws and regulations relating to employment
Occupational Health and Safety			
<ul style="list-style-type: none"> Maintain zero cases of work-related injury, occupational disease nor fatality 	<ul style="list-style-type: none"> No case of work-related injury, occupational disease nor fatality 	Short-term	<ul style="list-style-type: none"> Maintain zero cases of work-related injury, occupational disease nor fatality
		Medium- to long-term	<ul style="list-style-type: none"> Maintain the target of zero cases of work-related injury, occupational disease nor fatality

FY2024 Target	Performance Update	Future Target	
		Time Horizon	Target
Training and Education			
<ul style="list-style-type: none"> ◆ Continue with current practices and explore various initiatives to improve skills of employees 	<ul style="list-style-type: none"> ◆ Provided 78 products and technical training sessions and on-the-job training ◆ Total training hours: 1,030.3 hours ◆ Average training hours per employee: 5.45 hours 	Short-term	<ul style="list-style-type: none"> ◆ Continue with current practices and explore various initiatives to improve skills of employees
		Medium-term	<ul style="list-style-type: none"> ◆ Provide products and technical training for the Group's employees
		Long-term	<ul style="list-style-type: none"> ◆ Maintain the target of providing products and technical training for the Group's employees
Non-discrimination			
<ul style="list-style-type: none"> ◆ Continue with current practices ◆ Maintain zero incident of discrimination 	<ul style="list-style-type: none"> ◆ No incident of discrimination 	Short-term	<ul style="list-style-type: none"> ◆ Continue with current practices ◆ Maintain zero incident of discrimination
		Medium- to long-term	<ul style="list-style-type: none"> ◆ Maintain the target of zero incidents of discrimination
Local Communities			
<ul style="list-style-type: none"> ◆ Continue with current practices and explore various initiatives to contribute to the local community 	<ul style="list-style-type: none"> ◆ HK\$10,000 cash donation on sponsorship of technology event ◆ A total of 12 volunteer hours in participating social services 	Short-term	<ul style="list-style-type: none"> ◆ Continue with current practices and explore various initiatives to contribute to the local community
		Medium-term	<ul style="list-style-type: none"> ◆ Participate in environmental protection activities and social service
		Long-term	<ul style="list-style-type: none"> ◆ Maintain the target of participating in environmental protection activities and social service

FY2024 Target	Performance Update	Future Target	
		Time Horizon	Target
Quality Management			
<ul style="list-style-type: none"> ◆ Continue to meet the requirements of ISO 9001:2015 ◆ Ensure the effective implementation of the Quality Policy ◆ Review the Quality Management system if needed 	<ul style="list-style-type: none"> ◆ Our quality management systems have attained ISO 9001:2015 Quality Management Systems certification ◆ Quality Policy was implemented and monitored by senior staff 	Short-term	<ul style="list-style-type: none"> ◆ 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	<ul style="list-style-type: none"> ◆ Maintain the target of meeting the requirements of ISO 9001:2015
Customer Privacy			
<ul style="list-style-type: none"> ◆ Maintain zero substantial complaints ◆ Continue with current practices and explore various initiatives to improve our internal controls in customer data protection 	<ul style="list-style-type: none"> ◆ No substantial complaint 	Short-term	<ul style="list-style-type: none"> ◆ 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	<ul style="list-style-type: none"> ◆ Maintain the target of zero substantial complaints
Regulatory Compliance			
<ul style="list-style-type: none"> ◆ Maintain zero incidents of non-compliance 	<ul style="list-style-type: none"> ◆ No incident of noncompliance 	Short-term	<ul style="list-style-type: none"> ◆ Maintain zero incidents of non-compliance
		Medium- to long-term	<ul style="list-style-type: none"> ◆ Maintain the target of zero incidents of non-compliance

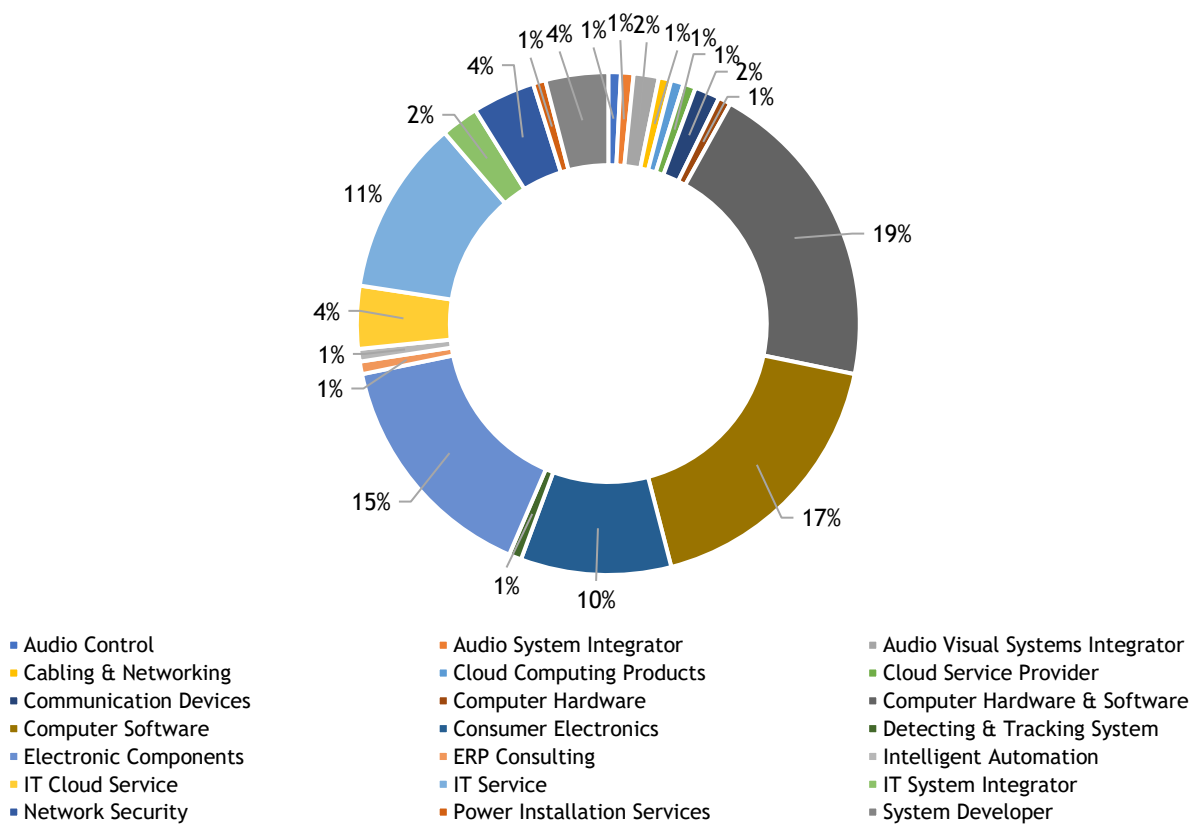
ECONOMIC Our Supply Chain

[GRI 204-1]

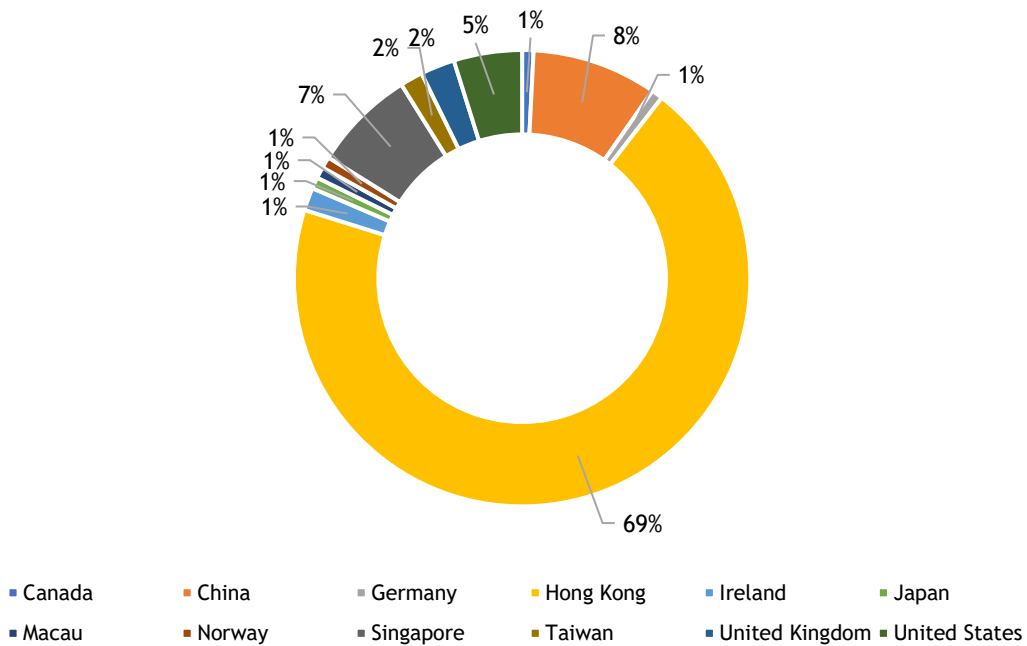
Karin supplies a variety of electronic and computer products. These products are mainly sourced from traders and multinational corporations (MNC) manufacturers located in various locations. We have a Procurement Policy and ISO standard in place which provides procurement guidelines, including the selection 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 FY2024, there were a total of 124 suppliers (FY2023: 92). The suppliers by geographical location and category are illustrated in the following charts. We engaged with suppliers in diverse categories, such as Computer Hardware & Software, and Electronic Components. Nearly 70% of the procurement budget was spent on local suppliers in Hong Kong, where the Group’s principal office was located.

Percentage of Suppliers by Category



Percentage of Suppliers by Geographical Location



Anti-corruption

[GRI 205-1, GRI 205-2, GRI 205-3]

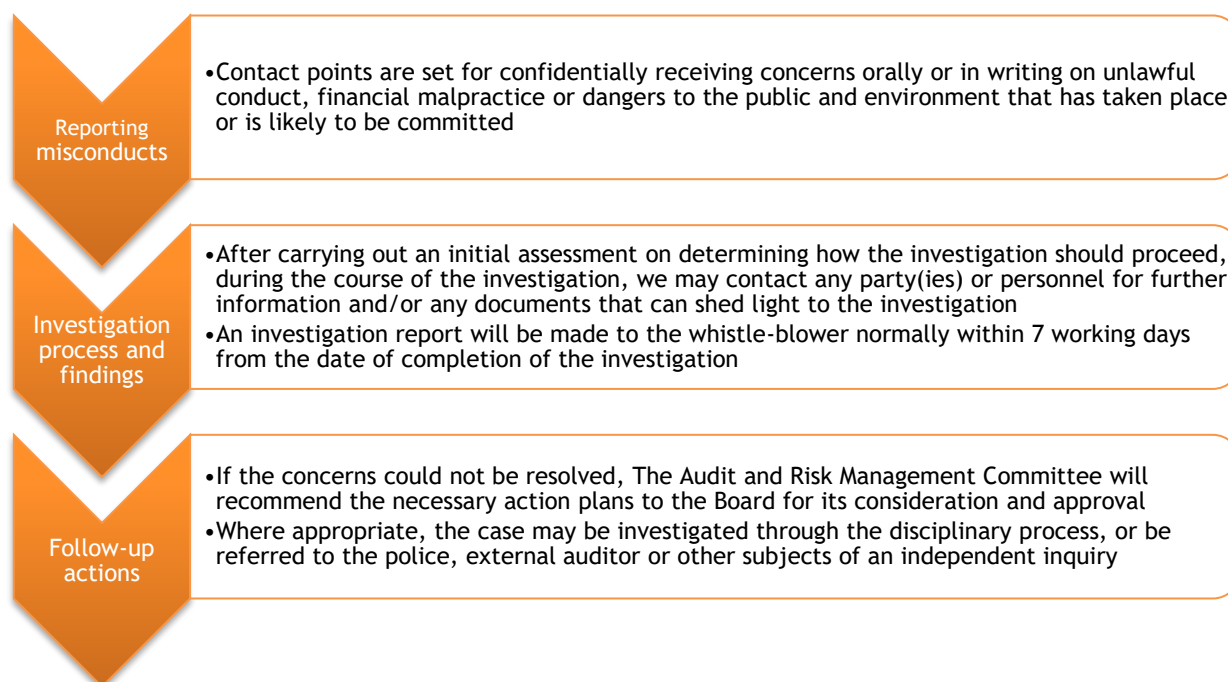
Karin is committed to fostering a culture of corporate compliance, ethical behaviour and good corporate governance. We adopt a zero tolerance towards corruption and manage the risks through prevention and detection of frauds and irregularities.

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 FY2024, the 17% new hires of the Group have received communication of anti-corruption policy and declaration of conflict of interest during their orientation sessions.

Internal Control Procedures

Other than the internal anti-bribery and corruption guidelines as stipulated in the Employee Handbook, the Group has in place a Whistle-blowing Policy (<https://karingroup.com/group-profile/whistle-blowing-policy/>), which is publicly posted on our website. This serves as a communication channel for employees to report concerns relating to the ethical business or personal conduct, accounting and financial matters, integrity and professionalism, or allegations of retaliation for having reported matters in good faith.



Employees are encouraged and welcomed to report his/her concerns via email anonymously. 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.

Fraud assessment exercises are conducted annually and reported to the Board. 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 FY2024, the Group was not aware of any confirmed incidents of corruption nor any public legal cases regarding corruption that were brought against it 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 reputation and operation costs. 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 to oversee 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 FY2024, 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 monitor the update of the latest development relating to the laws and regulations that have a significant impact on the Group and maintain zero incidents of non-compliance.

ENVIRONMENTAL

Energy and Emissions

[GRI 302-1, GRI 302-3, GRI 302-4, GRI 305-1 to GRI 305-5, GRI 305-7]

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, we aim to reduce GHG emissions intensity by 5% by the financial year ending 30 June 2026 (“FY2026”) and ensure the Group’s GHG emissions will comply with the local requirements on or before 2030. For the long-term goal, we are going 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.

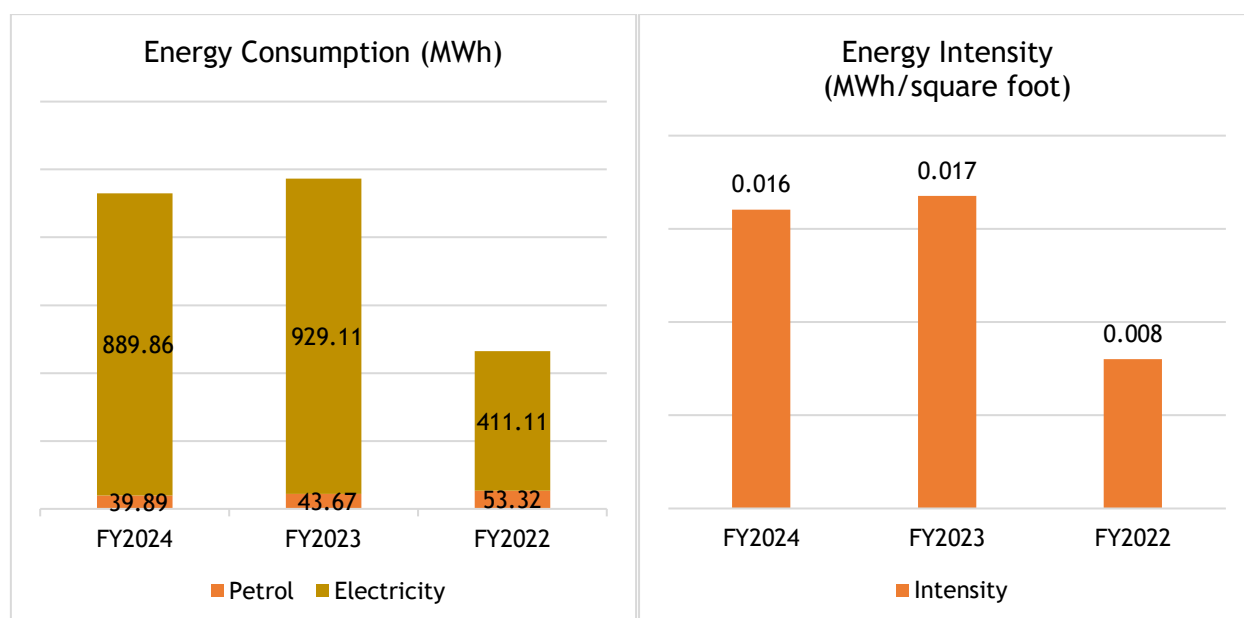
To achieve the emission reduction target, the Group focuses on resources utilisation and conservation during our daily operation. We mainly consume electricity for lighting, air conditioning, office equipment and other uses in our warehouses and offices. The Group has implemented energy-saving strategies 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
- 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 FY2024 included consumption of petrol of mobile 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. FY2023 was considered to be the appropriate base year as the business and operations of the Group were resuming from COVID-19 and the impacts on the environments were considered to be at the normal level. Compared with FY2023, the total energy consumption decreased by approximately 4.42%, while the energy intensity decreased by approximately 5.88% from FY2023 to FY2024. Therefore, our progress towards achieving the target is on track. The decrease of the usage of electricity at warehouses and company vehicles is due to enhanced awareness of energy conservation among staff.



Energy Consumption	FY2024 (MWh)	FY2023 (MWh)	FY2022 (MWh)
Petrol	39.89	43.67	53.32
Electricity	889.86	929.11	411.11
Total Consumption	929.75	972.78	464.43
Intensity (per square foot)¹	0.016	0.017	0.008

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. The data for FY2023 and FY2022 are restated for comparison with a consistent basis.

GHG Emissions

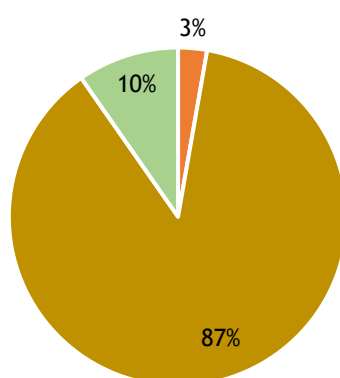
[GRI 302-1, GRI 302-3, GRI 302-4, GRI 305-1 to GRI 305-5]

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.

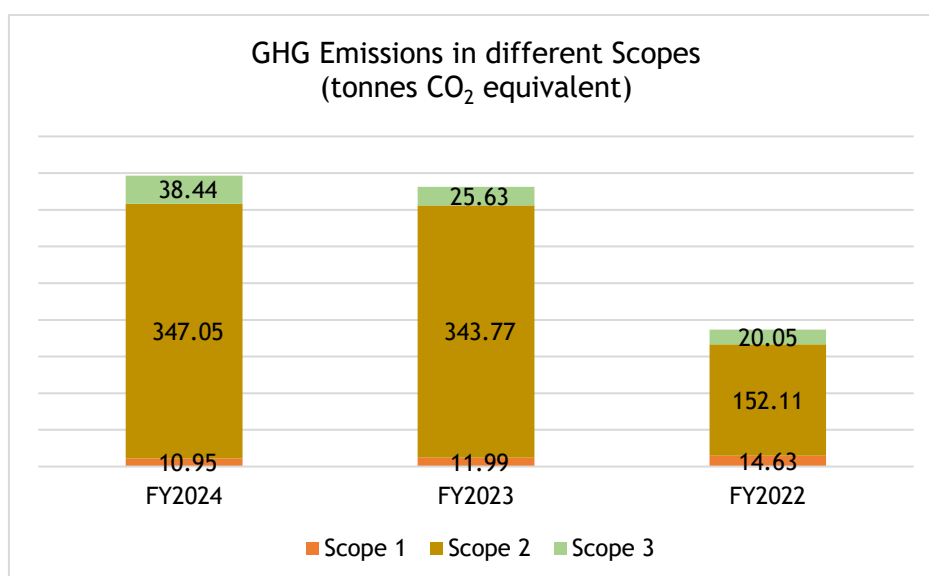
- ◆ Scope 1: The direct emissions from the business operations owned or controlled by the Group, including the emissions from the Group's vehicle fleet
- ◆ Scope 2: The energy indirect emissions from the internal purchased electricity consumed by the Group
- ◆ Scope 3: All other upstream indirect emissions 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 FY2024, scope 2 emission from purchased electricity remained as the major contributor to total GHG emissions, which covered 87% of the aggregate amount. Compared with FY2023, despite the decrease in electricity consumption, the scope 2 emission slightly increased by 0.95% from 343.77 tonnes CO₂ equivalent (“tCO₂e”) in FY2023 to 347.05 tCO₂e in FY2024 due to adjusted emission factor. In addition, scope 3 emission accounted for 10% of our overall GHG emission. Compared with FY2023, the scope 3 emission increased from 25.63 tCO₂e in FY2023 to 38.44 tCO₂e in FY2024. The increase was primarily attributable to the increased needs for air business travel after the complete lifting of international flight restrictions, along with the enhancement in data collection method to encompass domestic flights. On the other hand, scope 1 emission accounted for 3% of our overall GHG emission, which has remained steady. Compared with FY2023, the scope 1 emission decreased from 11.99 tCO₂e in FY2023 to 10.95 tCO₂e in FY2024. The reduction in petrol usage has resulted in the reduction in the scope 1 GHG emission since we have started to gradually replace traditional petrol vehicles with EVs. Overall, the total GHG emissions increased by 3.95% compared with FY2023, while the intensity remained at a steady trend. Compared with the target to reduce GHG emissions intensity by 5% by 2026, we are disciplined and working hard in order to achieve the target.

GHG Emissions Profile



■ Scope 1 ■ Scope 2 ■ Scope 3



■ Scope 1 ■ Scope 2 ■ Scope 3

GHG Emissions ²	FY2024 (tCO ₂ e)	FY2023 (tCO ₂ e)	FY2022 (tCO ₂ e)
Scope 1	10.95	11.99	14.63
Scope 2	347.05	343.77	152.11
Scope 3	38.44	25.63	20.05
Total	396.44	381.39	186.79
Intensity (per square foot)³	0.007	0.007	0.003

² The calculation of GHG emissions is referred to the “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 data for FY2023 and FY2022 are restated for comparison with a consistent basis.

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 7.71%, while the intensity has decreased by approximately 6.67% compared with FY2023. Therefore, our progress towards the target is on track.

Exhaust Gas Emissions ⁴	FY2024 (g)	FY2023 (g)
Nitrogen oxides ("NOx")	2,953.64	3,199.77
Sulphur oxides ("SOx")	60.51	66.25
Particulate matter ("PM")	217.47	235.59
Total emission	3,231.61	3,501.61
Intensity (per square foot)	0.056	0.060

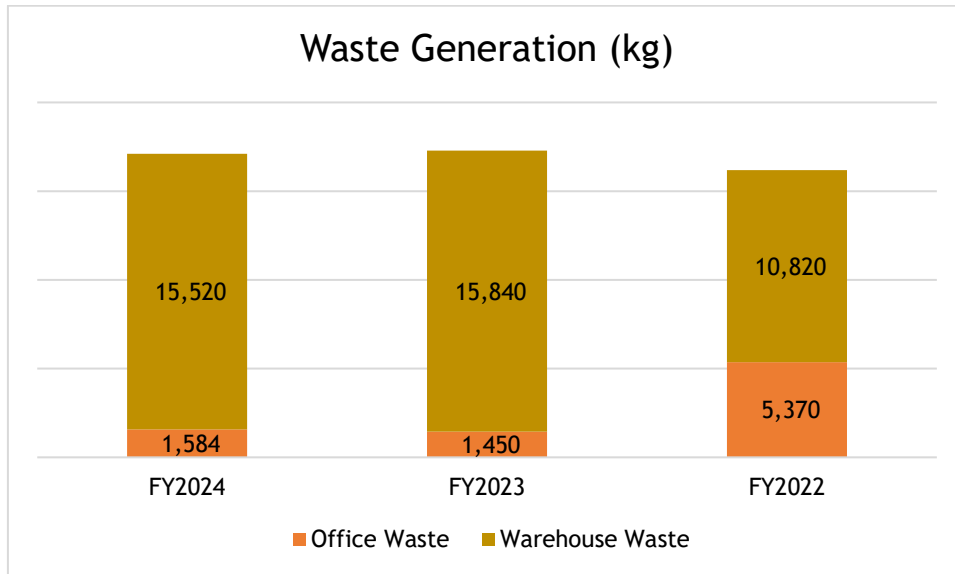
Looking ahead, the Group will continue to implement energy-saving practices, monitor the resources consumption, and encourage the use of digital means to reduce unnecessary business travel, to minimise our impact on the environment.

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 as well as cardboard for loading and unloading in the warehouse. 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.

⁴ 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.



Waste Generation	FY2024 (kg)	FY2023 (kg)	FY2022 (kg)
Office Waste	1,584	1,450	5,370
Warehouse Waste	15,520	15,840	10,820
Total Waste	17,104	17,290	16,190
Intensity (per square foot)	0.295	0.298	0.279

In FY2023, the Group set a target to reduce waste generation by 5% by FY2026 with FY2023 as the base year. In FY2024, the primary source of waste is warehouse waste. Compared with FY2023, the total waste generation slightly decreased by approximately 1.08%. Therefore, our progress towards the target is on track.

Looking ahead, 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. Despite a marginal increase of approximately 1.33% in paper consumption intensity in the office and warehouse compared to FY2023, progress towards the target is ongoing. Notably, strategic measures have resulted in a substantial reduction in annual report printing, dropping from approximately 600 hard copies in FY2023 to about 160 hard copies in FY2024, equating to a reduction of over 70% in paper usage.

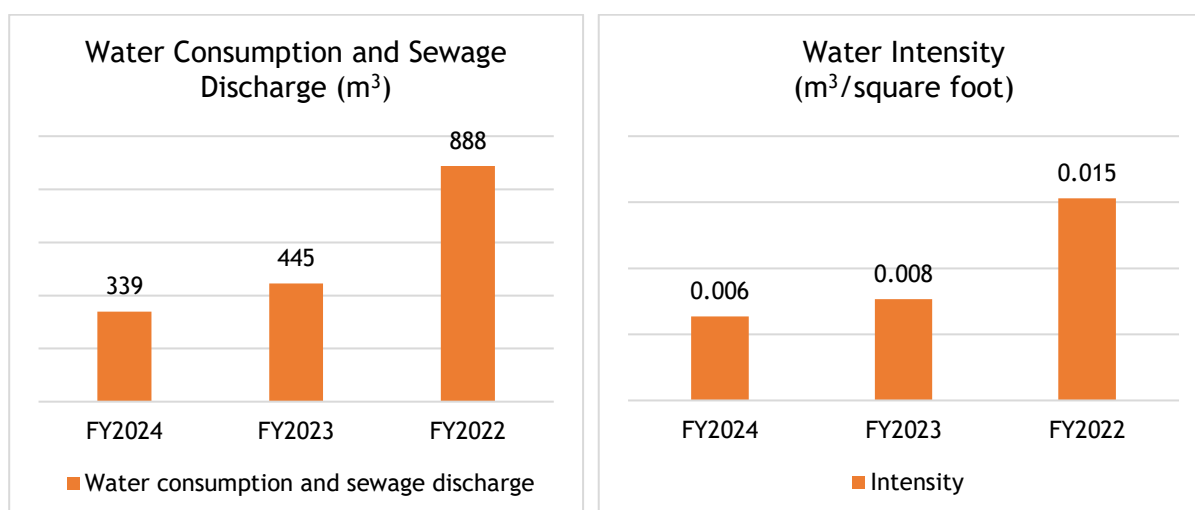
Paper Resource Consumption	FY2024 (kg)	FY2023 (kg)
Total Paper Consumption	4,392.09	4,375.00
Intensity (per square foot)	0.076	0.075

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.

Compared with FY2023, the total water consumption decreased by 23.82%, while the water intensity decreased by approximately 25% from FY2023 to FY2024. The reduction is even more pronounced when compared with the level in FY2022. The decrease in water consumption is mainly due to the cessation of water usage for cooling purpose following the office relocation during FY2022. Furthermore, it could also be attributable to the encouragement of employees' awareness and the efficiency of our water saving practice. Compared with the Group's targets to reduce water consumption and sewage discharge by 5% by FY2026 with FY2023 as the base year, our progress towards achieving the targets is on track.



Water Consumption and Sewage Discharge	FY2024 (m ³)	FY2023 (m ³)	FY2022 (m ³)
Total Water Consumption and Sewage Discharge	339	445	888
Total Water Intensity (per square foot)⁵	0.006	0.008	0.015

Looking ahead, the Group will continue in tracing the Group's water consumption and implement relevant water conservation measures to improve the water resources efficiency.

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, which 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.

⁵ The data for FY2023 and FY2022 are restated for comparison with a consistent basis.

Our logistics and supply chain are notably vulnerable due to the potential for heavy rainfall, rising tides, and floods to inflict serious damage to assets such as buildings, warehouses, and goods in storage. 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 are prepared 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. We aim 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 Risk and Opportunities

We have complied with SGX's recommendations in this Report and discussed the climate-related risk and opportunities according to the recommendations of TCFD. Adhering to the recommendations of the TCFD, we have identified series of climate-related risk and opportunities relevant to our assets and services which are significant to us. The physical and transition risks and opportunities are discussed in the table below.

Time period	Risks	Opportunities
Short term (0 - 1 year)	<ul style="list-style-type: none"> Physical risks - Facing risk from extreme weather events 	<ul style="list-style-type: none"> New products and service to help communities decarbonise Technologies to enhance the performance of operations and energy efficiency
Medium term (5 years)	<ul style="list-style-type: none"> Transition risks - Implementation of low-carbon policies for the operation Transition risks - Supply and demand for certain commodities, products and services may change as climate related risks and opportunities are increasingly considered 	<ul style="list-style-type: none"> Transitioning to low carbon economy market to meet government decarbonisation targets
Medium to long term (5+ years)	<ul style="list-style-type: none"> Transition risks - Potential new regulation and policies Transition risks - Development and use of emerging technologies may increase the operational costs, and reduce the Groups' competitiveness Transition risks - The Group's reputation may be impacted due to changing customer or community perceptions of said the Group's contribution to or detraction from the transition to a lower-carbon economy 	<ul style="list-style-type: none"> Transitioning to low carbon economy market to meet government decarbonisation targets

Physical climate risks have the potential to damage the integrity of the Group's assets or interrupt and delay our product delivery and customers directly, which may lead to the loss in Group income. The priority of the Group in considering the physical risks is flooding and followed by the increase in the frequency and severity of extreme weather. As such, the Group has already set up a range of measures in place to enhance the reliance of its operations, including a contingency plan for extreme weather or emergency conditions. When there are extreme weather and emergency events, we stay informed about meteorological updates and implement corresponding contingency plans promptly, adhering to government announcements in a timely manner. Work arrangements in the event of extreme weather conditions are set out in our Employee Handbook and are made aware to all staff in advance to ensure that they are prepared to deal with such events.

Considering the pace of change has expedited around the world, transition risks have the potential to increase the operational cost and market risk due to the technology development and digitalisation. This relevant risk affected the market and the demand for products, which may influence the Group's financial performance. The priority of the Group in considering the transition risks is the technology risk and followed by the market risks. As such, the Group have already identified the relevant risks and keep monitoring the market and policy updates.

Nonetheless, we have been grasping different opportunities to expand our business, accelerate the transformation and create the smart, environmentally friendly, and safe environment for employees and users (such as utilising digital platforms for online conference to reduce carbon footprint in transportation, and expand our selections on technology and, computer, communication and consumer electronic products (3C products)). Following the technology development, we have decided to gradually replace traditional fuel combustion vehicles with EVs accordingly. Considering the increasing market demand for EV chargers due to the rising popularity of EVs, the Group perceives this as an opportunity for sustainable long-term development. We have initiated offering a one-stop installation service which covers on-site assessment and tailored solutions to the actual installation of EV chargers, all managed by skilled professionals.

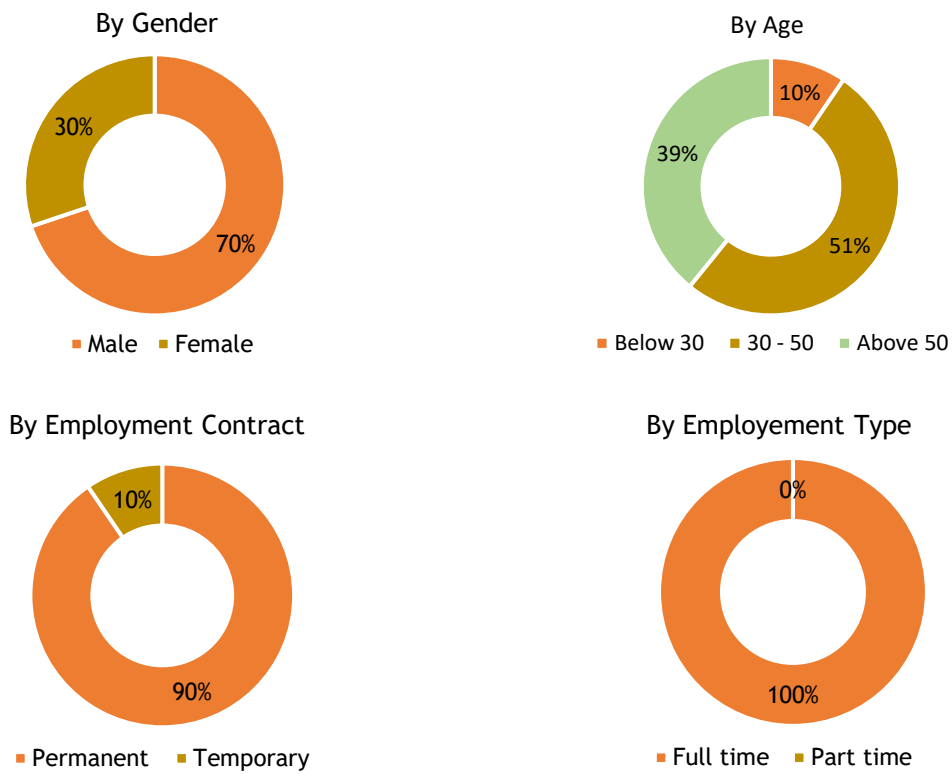
Looking ahead, the Group will continue reviewing the impact of climate change on business and incorporate climate-related risks and opportunities into operational considerations, such as changes in environmental-related regulations, to increase resilience.

SOCIAL

Employee Profile

[GRI 2-7, GRI 401-1, GRI 405-1]

Our people are the key and the most important assets in propelling our business forward. As at 30 June 2024, there were 189 (FY2023: 181) 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.



Employee Profile	As at 30 June		
	2024	2023 ⁶	2022 ⁷
By Gender			
Male	132	125	148
Female	57	56	71
By Age Group			
Below 30	18	16	30
30 - 50	97	99	112
Above 50	74	66	77
By Employment Contract			
Permanent	171	171	199
Temporary	18	10	20
By Employment Type			
Full-time	189	180	216
Part-time	0	1	3
Total	189	181	219

New Employee Hires

[GRI 401-1]

In FY2024, the overall employee new hire rate⁸ is 17%. The details of the new employee hires and employee turnover by gender and age group are presented in the following table.

New Employee Hires ⁹	FY2024		FY2023		FY2022	
	Number	Rate	Number	Rate	Number	Rate
By Gender						
Male	27	20%	34	27%	33	22%
Female	5	9%	12	21%	21	30%
By Age Group						
Below 30	6	33%	18	113%	19	63%
30 - 50	10	10%	23	23%	26	23%
Above 50	16	22%	5	8%	9	12%
Overall	32	17%	46	25%	54	25%

⁶ The data are re-presented.

⁷ The data are re-presented.

⁸ 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.

⁹ 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

In FY2024, the overall turnover rate¹⁰ is 19%. The details of the employee turnover by gender and age group are presented in the following table.

Employee Turnover ¹¹	FY2024		FY2023		FY2022	
	Number	Rate	Number	Rate	Number	Rate
By Gender						
Male	29	22%	29	23%	30	20%
Female	6	11%	23	41%	17	24%
By Age Group						
Below 30	6	33%	21	131%	19	63%
30 - 50	13	13%	23	23%	21	19%
Above 50	16	22%	8	12%	7	9%
Overall	35	19%	52	29%	47	21%

Employment Practices

[GRI 401-2, GRI 401-3, GRI 406-1]

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.

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.

¹⁰ The overall employee turnover rate equals to the number of employee turnover divided by the total number of employees at the end of the reporting period.

¹¹ The employee turnover rate by category equals to the number of employee turnover in the specific category divided by the total number of employees in the specific category at the end of the reporting period.

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. Contributions to the MPF Scheme by the Group and employees are made based on a percentage of employees' basic salaries. The Group's employer contributions vest fully with the employees when contributed to the MPF Scheme. The Group also provides transportation allowance, medical insurance, and compensation insurance for full-time employees. The Group also provides monetary awards, such as discretionary bonuses and year end performance bonuses.

In FY2024, we continued to create a cohesive workplace and promote team bonding. Christmas party was held as a social gathering where staff members could enjoy the feasts, games and prizes together with their families. During the spring banquet celebrating Chinese New Year, staff members from the Shenzhen office were also invited. The Best Employee Awards were presented at this event to acknowledge employees' hard work and dedication.

Christmas party



Annual dinner



Our staff members have also enjoyed outing events and group activities. 9 staff members have participated in the Corporate Games 2023 organised by the Leisure and Cultural Services Department of Hong Kong. Through the participation, they were encouraged to exercise regularly to stay healthy to cope with challenges. Specifically, 3 participants excelled in the Distance Run Competition, demonstrating exceptional team spirit and a strong sense of belonging to Karin.

Corporate Games 2023



An autumn picnic was arranged for staff members, offering a delightful experience that included savoring fresh seafood delicacies and embarking on a hiking adventure through the scenic landscapes of Lamma Island.

Autumn picnic



As we prioritise the well-being of our employees, we have arranged for representatives from banks to present on topics such as MPF management and retirement planning, aiming to familiarise our staff members with these matters for their benefit.

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 behaviors 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. Behaviors 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 FY2024, 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. To ensure the staff's occupational health and safety, the Labour Department has arranged the Manual Handling Operations and Prevention of Back Injuries seminars and training for workers. Considering hygiene protection, the Group reacted by implementing a combination of strategies for infection prevention and control.

In FY2024, 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 404-1, GRI 404-2, GRI 404-3]

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.

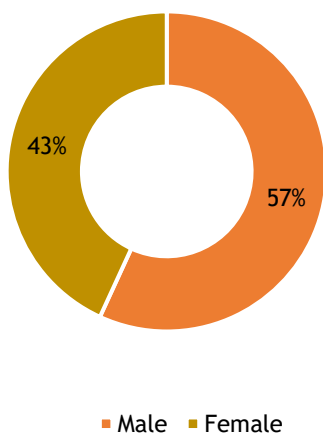
Our staff regularly attends scheduled training courses, workshops and seminars, including those conducted and sponsored by our MNC suppliers and component manufacturers, to familiarise our technical staff with existing and new IT infrastructure, computer data storage management products and new component 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.

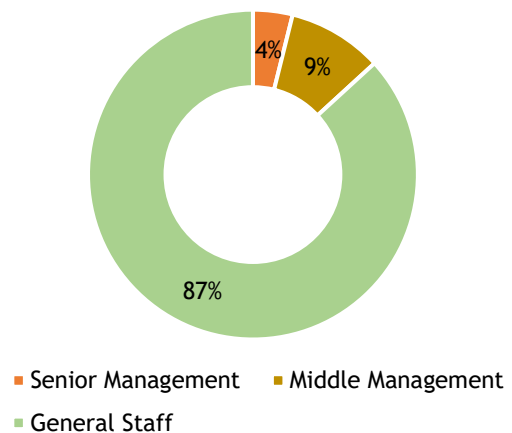
In FY2024, the Group provided 78 internal and external products and technical training sessions and on-the-job training to our employees with a total of 1,030.3 training hours. Looking ahead, the Group will continue to identify the training needs for employees and encourage employees to attend training by providing incentives.

Average hours of training

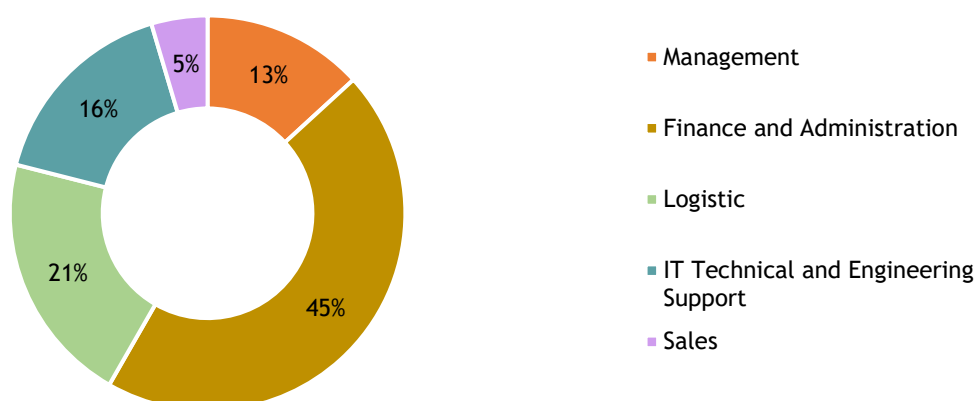
Percentage of Total Training Hours by Gender



Percentage of Total Training Hours by Employee Level



Percentage of Total Training Hours by Function

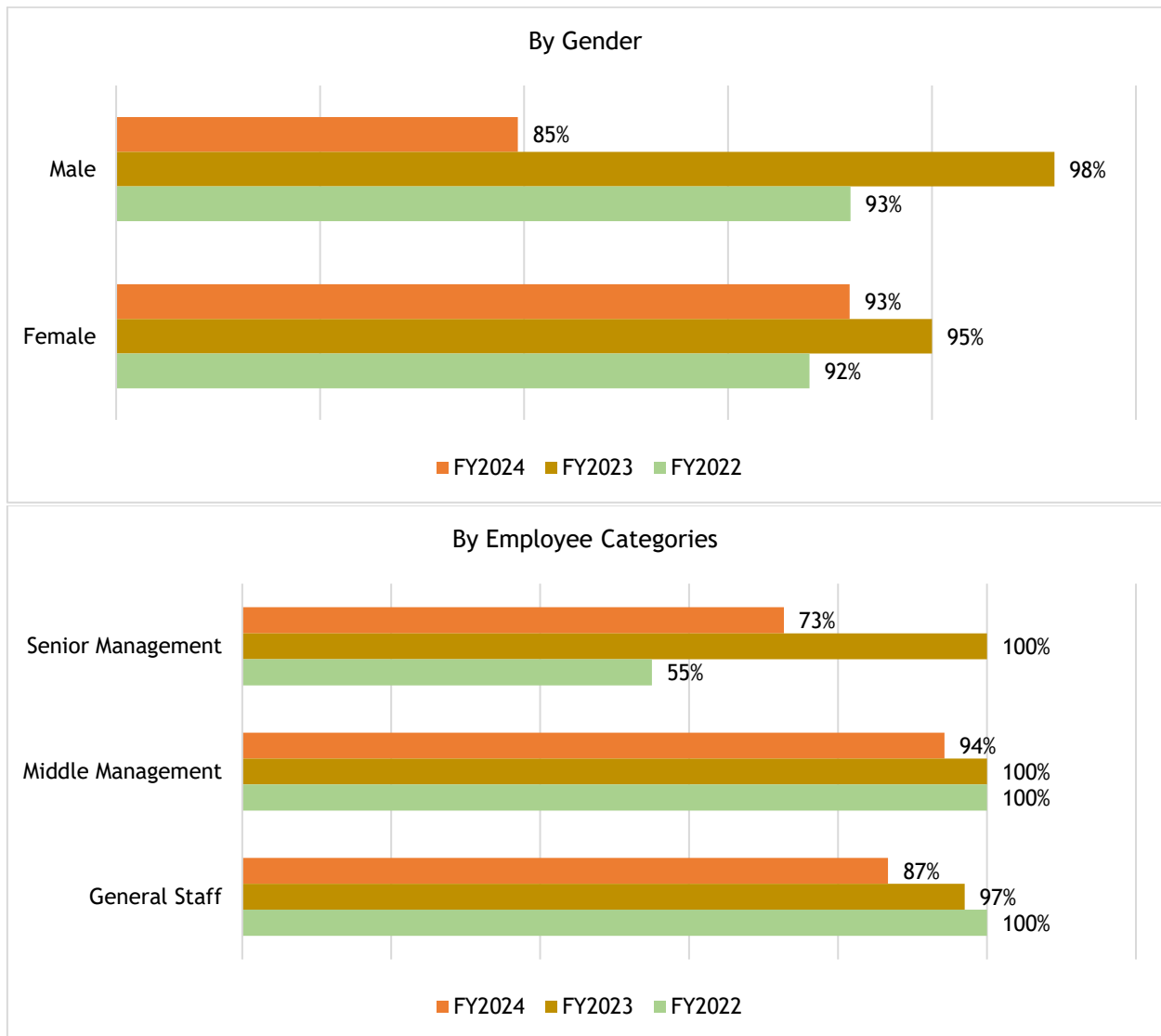


Average Training Hours ¹²	FY2024	FY2023 ¹³	FY2022
By Gender			
Male	4.44	6.27	0.80
Female	7.80	7.53	1.42
By Level			
Senior Management	3.64	19.86	5.23
Middle Management	2.74	8.67	1.85
General Staff	6.25	5.59	0.60
By Function			
Management	2.96	33.33	10.00
Finance and Administration	13.66	15.43	0.80
Logistic	13.31	0.24	0.65
IT Technical and Engineering Support	3.03	4.49	0.61
Sales	1.28	2.22	1.21
Average hours per employee	5.45	6.66	1.00

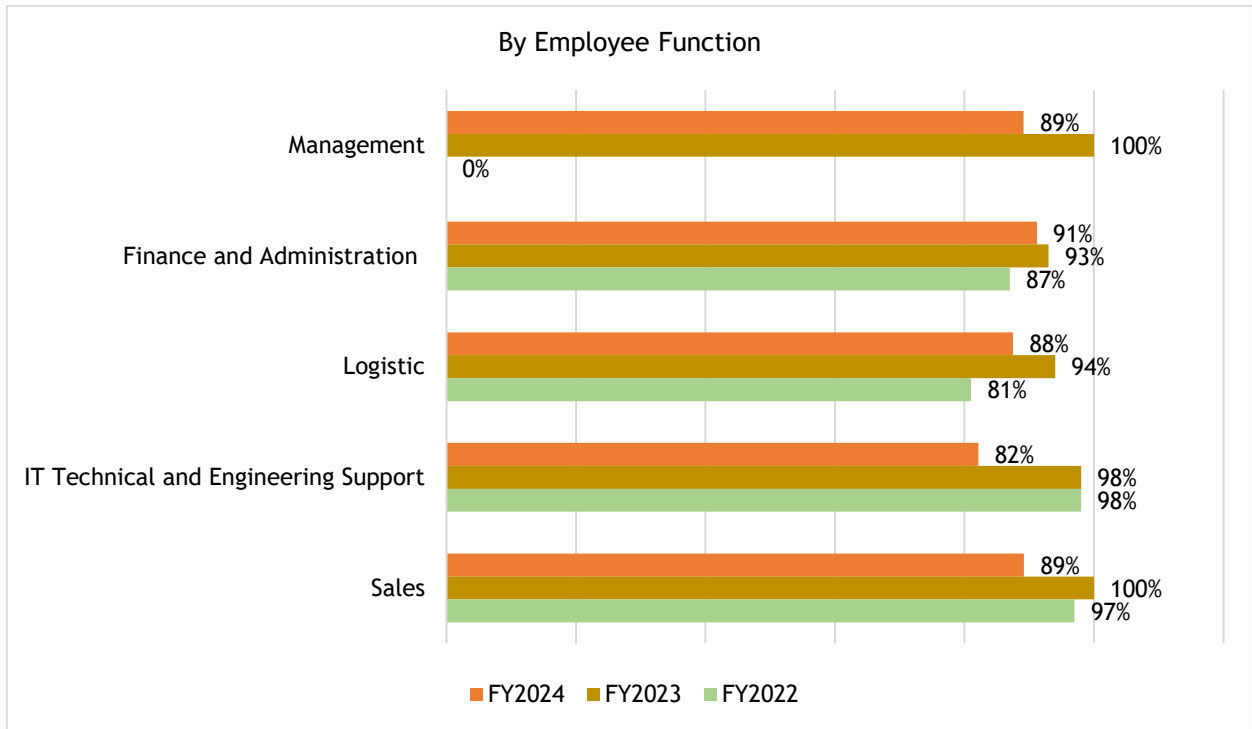
¹² The average training hours by category equals to the number of training hours in the specific category divided by the total number of employees in the specific category at the end of the reporting period.

¹³ Starting from FY2023, the calculation of training hours encompassed the provision of on-the-job training.

Employees receiving regular performance and career development reviews¹⁴



¹⁴ 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 (except Ms. Yan Yuk Ping, Juni who was appointed on 1 November 2023) 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.

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. Annual audit is carried out by the external ISO auditor to assess our overall performance.

In FY2024, the overall performance of the quality management system was considered satisfactory by the external ISO auditor. 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 FY2024, 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 FY2024, we have contributed a total of 12 volunteer hours in community investment. With a focus on technology and education, the Group has sponsored HK\$10,000 and volunteered for 4 hours in the Robocon Hong Kong Contest 2024 organised by Hong Kong Science and Technology Park. This contest has an objective to arouse the interest in and awareness of engineering and IT among the public, particularly providing exposure for local universities on an international stage. Ultimately, we believe this endeavour would create shared value that aligns with our business nature. Furthermore, the Group has dedicated 8 hours for planning and implementing district volunteer services and activities organised by the Social Welfare Department to address the needs in Kwun Tong district, where the Group principally operates in Hong Kong. Moreover, in support of the mission of Hong Kong Red Cross to save lives, we have encouraged 10 staff members to donate blood for the welfare of patients who are in need.

In recognition of our strong corporate citizenship, demonstrating care for the community, employees and the environment, Karin has received the Caring Company Award by The Hong Kong Council of Social Service during FY2024. 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 2023 to 30 June 2024.
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
	2-3	Reporting period, frequency and contact point	About the Report
	2-4	Restatements of information	Restatement
	2-5	External assurance	Internal review and external assurance
Activities and workers	2-6	Activities, value chain and other business relationships	Our Customers
	2-7	Employees	Employee Profile
Governance	2-9	Governance structure and composition	Corporate Governance and Risk Management
			Sustainability Governance Structure
			P. 25-54 Annual Report 2024
	2-10	Nomination and selection of the highest governance body	Corporate Governance and Risk Management
			P. 25-54 Annual Report 2024
	2-11	Chair of the highest governance body	Corporate Governance and Risk Management
		P. 25-54 Annual Report 2024	
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance and Risk Management	
		Sustainability Governance Structure	
		P. 25-54 Annual Report 2024	
2-13	Delegation of responsibility for managing impacts	Corporate Governance and Risk Management	
		Sustainability Governance Structure	
		P. 25-54 Annual Report 2024	
2-14	Statement from senior decision-maker	Board Statement	
		P. 25-54 Annual Report 2024	

GRI Disclosure			Location/Notes
	2-16	Communication of critical concerns	Corporate Governance and Risk Management P. 25-54 Annual Report 2024
	2-17	Collective knowledge of the highest governance body	Corporate Governance and Risk Management P. 25-54 Annual Report 2024
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance and Risk Management P. 25-54 Annual Report 2024
	2-19	Remuneration policies	Corporate Governance and Risk Management P. 25-54 Annual Report 2024
	2-20	Process to determine remuneration	Corporate Governance and Risk Management P. 25-54 Annual Report 2024
	2-21	Annual total compensation ratio	Corporate Governance and Risk Management P. 25-54 Annual Report 2024
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	Feedbacks
	2-27	Compliance with laws and regulations	Regulatory Compliance Covered throughout the Report
	2-28	Membership associations	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	Our Supply Chain
Anti-corruption			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Anti-corruption
	205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption
	205-3	Confirmed incidents of corruption and actions taken	Anti-corruption
GRI 300 Environmental topics			
Energy			
	302-1	Energy consumption within the organisation	Energy and Emissions

GRI Disclosure			Location/Notes
GRI 302: Energy 2016	302-3	Energy intensity	Energy and Emissions
	302-4	Reduction of energy consumption	Energy and Emissions
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water
	303-4	Water discharge	Water
	303-5	Water consumption	Water
Emissions			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy and Emissions
	305-2	Energy indirect (Scope 2) GHG emissions	Energy and Emissions
	305-3	Other indirect (Scope 3) GHG emissions	Energy and Emissions
	305-4	GHG emissions intensity	Energy and Emissions
	305-5	Reduction of GHG emissions	Energy and Emissions Climate Action Vision
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Energy and Emissions
Waste			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste
	306-2	Management of significant waste-related impacts	Waste
	306-3	Waste generated	Waste
	306-4	Waste diverted from disposal	Waste
	306-5	Waste directed to disposal	Waste
GRI 400 Social topics			
Employment			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Employee Profile
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment Practices - Employee benefits and welfare
	401-3	Parental leave	Employment Practices - Working hours and rest periods
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety
	403-5	Worker training on occupational health and safety	Occupational Health and Safety
	403-6	Promotion of worker health	Occupational Health and Safety
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety
	403-9	Work-related injuries	Occupational Health and Safety
	403-10	Work-related ill health	Occupational Health and Safety
Training and Education			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Training and Education
	404-2	Programs for upgrading employee skills and transition assistance programs	Training and Education

GRI Disclosure			Location/Notes
	404-3	Percentage of employees receiving regular performance and career development reviews	Training and Education
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	P. 31-32 Annual Report 2024 Employee Profile
Non-discrimination			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Employment Practices - Non-discrimination
Local Communities			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	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	Quality Management
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Quality Management
Customer Privacy			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Privacy

TCFD CONTENT INDEX

TCFD Recommendations	Details/Notes	Section of the Report
Governance	a) Describe the board's oversight of climate-related risks and opportunities	Sustainability Governance Structure
	b) Describe management's role in assessing and managing climate-related risks and opportunities	Sustainability Governance Structure
Strategy	a) Describe the impact of climate-related risks and opportunities identified by organisations in short, medium and long term	Climate Change
	b) Describe the impact of climate-related risks and opportunities on the organisations' businesses, strategy, and financial planning	Climate Change
Risk Management	a) Describe the organisations' processes for identifying and assessing climate-related risks	Materiality Assessment Climate Change
	b) Describe the organisations' processes for managing climate-related risks	Climate Change
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisations' overall risk management	Materiality Assessment Climate Change
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	Climate-Related Risk and Opportunities
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Energy and Emissions Climate Change
	c) Describe the targets used by the organisations to manage climate-related risks and opportunities and performance against targets	Climate Change