



CTF Services Limited

周大福創建有限公司

(incorporated in Bermuda with limited liability)

Environmental, Social, and Governance (“ESG”) Policy

Current Version	2.1
Effective Date	February 2025
Approved By	The Board of Directors

Introduction

At CTF Services Limited (“CTFS”), we aim to create long-term value for our shareholders, stakeholders, and the communities in which we operate by applying sustainability principles across all aspects of our business, from strategic planning and investment to our operations.

Scope

This Environmental, Social and Governance policy (the “Policy”) was adopted by the board of directors of CTFS which applies to CTFS and its subsidiaries, collectively referred to as the “Group”. Given our diverse business portfolio, it is important that the Group has a clear and comprehensive statement on its commitment to integrating sustainability into every aspect of our operation. Each subsidiary of the Group should use this Policy as a guidance in developing its own approach and practices in ways that are most appropriate to their industry and location.

Commitments

CTFS is dedicated to minimizing our environmental footprint, supporting the communities in which we operate, and upholding the highest standards of ethical conduct. CTFS recognizes that sustainable practices are essential for the long-term success of the business and the well-being of the planet.

We are committed to:

- Surpassing legal ESG requirements and introducing innovative solutions that foster environmental and social progress.
- Involving our stakeholders in evaluating our ESG performance and gathering insights for ongoing enhancement.
- Minimizing the potential environmental impacts of our operations while upholding product quality and responsibility.
- Elevating the quality of life in the communities where we are present.
- Cultivating a secure and supportive work environment for our employees and promoting their continuous learning and development.
- Influencing our value chain to adopt the good ESG practices.
- Strengthening our governance through diligent monitoring and transparent reporting.

With reference to the [ten principles of the United Nations Global Compact](#) (“UNGC”), CTFS emphasizes to connect business success with social progress. Central to our commitment towards sustainability are our five core values on “Act with integrity”, “Advance with Agility”, “Evolve Sustainably”, “Grow as One”, and “Create Shared Value”, which steer our approach

to sustainability. Within the framework of each core value, we actively tackle critical issues by establishing targets, initiating programmes, and closely monitoring our performance, all aimed at fostering positive impact and progress.

Our Approach

Act with Integrity

- Exhibit transparency, honesty, and ethical decision-making.
- Uphold corporate governance standards and expectations is evident within the organization.
- Cultivate an environment of accountability and responsibility, fostering trust among stakeholders — ranging from employees and customers to investors and the wider community.
- Ensure the seamless integration of sustainability into the company's strategies, decision-making processes, and operational endeavors.
- Enact relevant policies, guidelines, and control measure that encompass all entities within CTFS's value chain.

Advance with Agility

- Emphasize the importance of being prepared to respond swiftly and effectively to emerging risks and opportunities.
- Embed agility in our sustainability approach, empowering us to sustain business growth and success in the face of changing market conditions and disruptions.
- Explore opportunities to adapt business practices to maintain our competitive edge and create shared value for stakeholders.
- Cultivate a culture of innovation and advancement, nurturing the development and integration of digital solutions.
- Design well-structured risk management policies and procedures to alleviate and mitigate the impacts of potential challenges.

Evolve Sustainably

- Remain resolute in pursuing sustainable growth to safeguard our long-term success and value for our stakeholders.
- Infuse innovative practices into our operations, aimed at mitigating projected losses

and damage to both humanity and ecosystems. Our focus is on bolstering energy efficiency and accelerating the transition towards a low-carbon business.

- Dedicate to prioritizing ecosystem protection through initiatives that promote product upcycling and reuse and the sustainable sourcing of raw materials.
- Acknowledge the significant role that our investment strategies play in mitigating climate-/nature-related risks and facilitating the transition to a low-carbon and circular economy.

Grow as One

- Facilitate our colleagues' transformation and integration of digital technologies.
- Ensure inclusivity and representation, extending its reach to their families.
- Foster an inclusive, diverse, and supportive organizational culture that offers equal opportunities irrespective of background.
- Strive to maintain an engaged workforce and robust community by upholding values of integrity, collaboration, accountability, innovation, and respect.

Create Shared Value

- Enhance the company's competitiveness while simultaneously fostering economic and social advancement within the communities where we operate.
- Establish and expand the connections between societal progress and economic growth.
- Collaborate with community and business partners to foster economic prosperity by meeting community needs, and cultivate scalable and self-sustaining solutions that align with our operations.

Monitoring and Reporting

CTFS is committed to transparency and accountability. The Company benchmarks and reports on our sustainability performance in line with global reporting frameworks as well as local listing rules requirements on ESG disclosure. Stakeholders are regularly engaged to assess our ESG performance and the effectiveness of the Policy.

Governance & Review

This Policy has been approved by the Board as recommended by the ESG Committee and its review shall be conducted at least every two years and whenever deemed necessary. Any amendments or updates should be subject to the Board's approval.

Where there are any discrepancies or differences of interpretation in the Policy between English text and Chinese translation, the English version shall prevail. If there are any questions about the contents or application of this Policy, please email Group ESG Department at esg@ctfs.com.hk.

References

- The Ten Principles of the UN Global Compact
- The CTFS Group's Supplier Code of Conduct
- CTFS Group's Human Rights Policy

Version Control

Version	Date	Description of Change
1.0	2020 June	Initial release of the document.
2.0	2024 June	Updated the ESG Approach in alignment with the 5 core values
2.1	2025 February	Updated the department name & format and the referencing policy