

Comba



2024

Environmental, Social and Governance Report

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SUMMARY AND SCOPE OF REPORT

This report is compiled under the Environmental, Social and Governance Reporting Code as set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. The disclosure in this report has objectively, fairly and truly reflected the work achievements and practices regarding the environmental, social and governance issues of Comba Telecom Systems Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) in 2024. In 2024, this report adopts a consistent information statistic method, the newly added categories include “Use of Sold Products” and “End-of-life Treatment of Sold Products” compared to 2023.

The Group recognizes “Connecting the World to Promote the Progress of Human Civilization” as its corporate vision and “Achieving Innovation and Development in the Information Communications Technology Areas to Provide Customers with Excellent Communications and Information Solutions and Services” as its corporate mission. Considering its customers, employees, shareholders and the government as the basic elements to achieve business core values, the Group is devoted to “creating ideal values for customers, co-developing better life quality as well as leading and giving back to society” as its core values. The Group pays close attention to policy and market changes to effectively control risks, and is committed to integrating sustainable development and social responsibility into its corporate culture from various aspects.

This report is designed to convey the Group’s influence, policies and corresponding measures on environmental, social and governance (“ESG”) aspects to relevant individuals in various sectors of the community.

This report covers the performance indicators from 1 January 2024 to 31 December 2024. The indicators related to environment are mainly sourced from the Group’s headquarters and research and development (the “R&D”) base in Guangzhou Science City, the manufacturing base in Guangzhou Development Zone, the Hong Kong head office and the main sales offices in Mainland China and overseas as their profit contributions to the Group are fairly representative and important.

ESG RESPONSIBILITY MANAGEMENT

The Board assumes the overall responsibility for the Company's management strategies and reports on ESG as well as the identification, assessment and determination of the risks faced by the Company concerning ESG matters, and ensures that the Company has established a proper and effective system of ESG risk management and internal control.

Changes in climate and environment have posed huge challenges to the production and development of human society. As a professional wireless solution provider, the Group adheres to the concept of green and low-carbon development and adopts low-loss and high-efficiency network technology as well as new green materials and techniques, with a view to provide operators with green, low-carbon, smart and efficient antenna and subsystem solutions for 5G macro cells.

In addition to providing supervision and guidance, the Board regularly listens to management teams' reports on production safety, operation and management, internal control and performance of social responsibility. The Board assesses and ranks risk hierarchies, taking consideration of, among others, the impacts on our corporate strategies, policies, procedures and commitment, impacts on the Company's competitive edges and management excellence, and current and future financial impacts on the Company. Major considerations of external stakeholders conducting materiality assessment include impacts on the Company's evaluation and decision-making, and on the interests of themselves. The Company has established an ESG work leadership group which is responsible for making decisions on major issues during the process of the guideline implementation and conducting assessment and providing feedbacks on the effectiveness of its management.

The management of major risks such as production safety, employee health, energy conservation and environmental protection, intellectual property rights, anti-fraud risk, implementation of internal control and corporate culture has already been incorporated into the daily routine of the Company and comprehensively ensured the effectiveness and applicability of the Company's ESG management.

The Group manages the enterprise in accordance with the law, insists on operating in accordance with the law, operating with integrity, abides by relevant laws and regulations and industry regulatory rules, and establishes a law-abiding and compliance system in terms of internal control construction, audit supervision, corruption prevention and comprehensive risk management. The Group also establishes and improves long-term communication mechanism, standardizes the disclosure of corporate information, and consciously accepts governmental supervision and social supervision. In addition, it improves communication with stakeholders such as investors, customers, suppliers, employees, governmental and regulatory authorities, and communities by ways of announcements, reports, conferences, service hotlines and events, listens carefully to stakeholders' expectations and demands, and actively responds to them.

As a group that actively practices green development, the Group takes heed of the impact of its operations on the environment and improves the management system in relation to its production and operation. In active fulfillment of its environmental duties, the Group gives full consideration to the environmental effect of each procedure of its operation. It endeavours to minimize the environmental impact of its products at all steps throughout their life cycles, such that a greener and healthier environment can be built with concerted efforts. The Company keeps a close eye on intergovernmental climate change. It established standards according to science based targets initiative Science Based Targets initiative (SBTi) and incorporated them into target management during production and operation processes. The Company will adopt robust measures to constantly integrate the concept of green and low-carbon development into all aspects of its product design and operational management. At the same time, the Group will work together with its partners, customers and suppliers to seek a sustainable, green and low-carbon business environment.

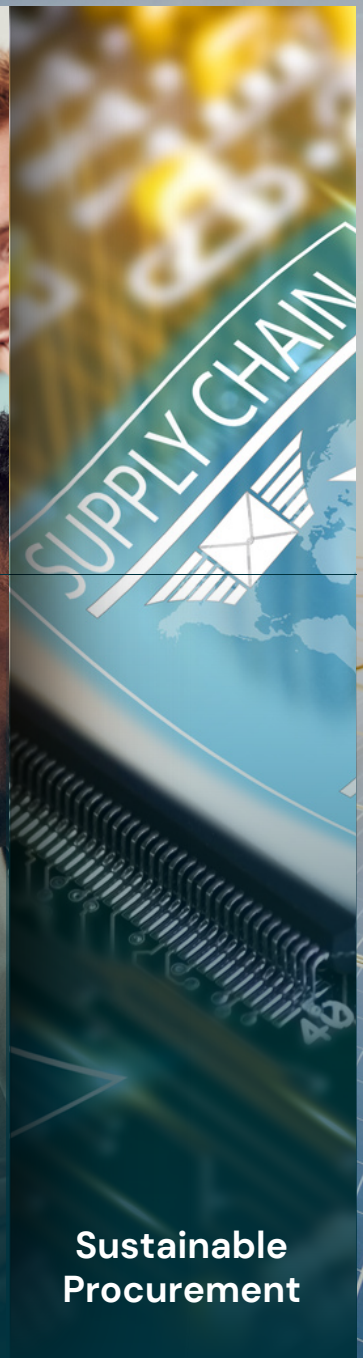
COMMUNICATIONS WITH STAKEHOLDERS AND IMPORTANCE ASSESSMENT

The Group attaches great importance to communication with all stakeholders by learning about their varying expectations of the Group's ESG aspects through a variety of channels, as well as by representing in this report its efforts put in issues that are of concern to stakeholders, in a bid to enhance the Group's transparency and stakeholders' confidence in its promotion of sustainable development.

Key Stakeholder	Main Communication Channel	Main Contents Covered
Shareholders/ Investors	General meeting, results presentation, nondeal roadshow, institutional investigation conferences, regular report, press announcement, telephone, email, website, the Company's platform on WeChat	Operating results and financial performance, future development prospect and strategy, corporate governance and social responsibility, protection of investors' benefits
Customers	Daily business dealings, project progress meeting, technology exchange meeting, customer exchange forums	Quality of product and service, level of technology, customer feedbacks, demand from potential customers
Employees	Training programs, intranet and the Company's platform on WeChat, employee engagement surveys, staff meetings, employees' group activities, regular performance assessment	Development plan and deployment of the Company, efficiency and effectiveness of all processes through R&D, manufacturing and sales to services, staff reasonable proposals, occupational health and safety, development of and reward to staff
Suppliers	On-site inspection and evaluation, daily business dealings, exchanges on project progress	Corporate reputation and recognition, scale of enterprise and delivery capability, successful experiences of peers, requirements of environmental and social responsibility, staff cultivation and reward
Regulatory Authorities	Communication document, government hotline, face-to-face meeting	Integrity operation, legality and compliance, joint development of economy, environment and the society, amendments to government policies, promulgation of preferential policies
Communities	Community activities, public welfare activities	Active participation of enterprises, contribution to the community, sustainable development of enterprises



Comba Earns Silver Medal from EcoVadis!



ENVIRONMENTAL PROTECTION AND RESOURCE UTILIZATION

The Group has been committed to achieving the sustainable development goal of environmental protection and energy saving. By implementing the Environmental and Quality Management System to manage the environment in a systematic manner, the Group strives to deliver the development strategy of balancing environment, society and economy. **In 2024, the Group was awarded with the Silver Medal by EcoVadis in the evaluation of corporate social responsibility.** The Group has adopted the life cycle management concept in all the business activities worldwide to minimize adverse effect on the environment in the course of production and service offering. It performs its compliance obligations and enhances environmental performance, thus contributing to the improvement of the sustainable development of environment and society.

During the reporting period, the Group did not have any material non-compliance with relevant laws and regulations that have a significant impact on the Group relating to exhaust gas and greenhouse gas emissions, discharge of wastewater and removal of residue and generation of hazardous and poisonous waste.

ENVIRONMENTAL PROTECTION AND RESOURCE UTILIZATION

(I) EMISSIONS

To implement relevant laws and regulations promulgated by the People's Republic of China ("PRC") such as Environmental Protection Law (《環境保護法》), the Law on the Prevention and Control of Air Pollution (《大氣污染防治法》), the Law on the Prevention and Control of Water Pollution (《水污染防治法》), the Group sets a goal of environmental management to achieve pollution reduction and emission control and strictly monitors waste discharge during the course of production by setting up ISO14001 Environmental Management System and carrying out environmental control procedures as well as environmental monitoring and measurement control procedures pursuant to the working guideline of "standardizing the works of environmental management, taking precaution as the main task, fulfilling regulation requirement, satisfying the standards of emission to make sure that it is under control and continuing to save energy and reduce consumption", with the aim to ensure the management and control of pollution at source. The Group is committed to achieving environmental and social sustainability in its daily operations. In terms of environmental aspects of the 2024 sustainable development goal, we strive to ensure zero fine in exhaust gas emission continuously. In each production area are discharged after treatment in accordance with the approved requirements based on the evaluation on the impact on the environment and the production areas shall perform annual review to ensure legal and compliant emission of exhaust gas. Designated dumping areas in each production base segregated wastes by licensed waste collectors and the garbage in the bases was strictly sorted and recycled.

During the production process of the Group, there is no emission of industrial wastewater. We classify wastes generated during the course of operation into non-hazardous wastes and hazardous wastes, which are then disposed of through different methods according to their types, thereby mitigating the negative impact on the environment. The waste generated by the Group includes waste silicone, glues, waste activated carbon and waste engine oil. The Group has entered into contracts for hazardous waste treatment with companies that have obtained national qualification for hazardous waste treatment to carry out regular waste disposal. It has also signed treatment orders for hazardous wastes to be regularly reported on the government website for reporting hazardous wastes. The Group classified wastes for proper disposal and avoided sending waste to landfill, so as to minimize the negative impact on the environment. Non-hazardous waste was managed with 100% compliance in disposal. Non-hazardous waste mainly includes domestic waste generating from daily office works and canteen of the Company. They are treated in strict compliance with the sorting principle and regularly sent for incineration and harmless treatment. Raw material wastes are treated as domestic wastes. For canteen garbage, the Group has entered into treatment contracts with qualified companies for regular disposals.

The Group will enhance the monitoring of relevant data in respect of emissions, water usage and hazardous and non-hazardous wastes. The Company will also enhance the accuracy of data collection and increase the number of personnel responsible for these tasks. Additionally, the Company will assess the feasibility and operability of specific measures in daily operations. Once the necessary conditions are met, we will promptly establish practical and achievable targets in respect of these few areas.

ENVIRONMENTAL PROTECTION AND RESOURCE UTILIZATION

Emissions		Unit	2024	2023	Comparison
Air contaminant	• NOx	tonne	0.2330	0.3648	↓ 36.12%
	• SOx	tonne	0.0004	0.0019	↓ 80.93%
	• PM	tonne	0.0200	0.0344	↓ 42.37%
Waste	• Household wastewater	tonne	122,298	149,501	↓ 18.20%
	• Non-hazardous wastes	tonne	722	473	↑ 52.64%
	• Hazardous wastes	tonne	9	12	↓ 26.00%
Greenhouse gas emission		thousand tonnes	1,892	756	↑ 150.34%*
• Direct greenhouse gas emission			1	1	↓ 31.18%
• Energy indirect greenhouse gas emission			8	11	↓ 29.48%
• Other indirect greenhouse gas emission			1,884	744	↑ 153.26%*
Annual sales revenue in total		ten thousand HK\$	452,826	598,197	↓ 24.30%
Emission density of greenhouse gas		tonne/ten thousand HK\$	4.18	1.26	↑ 230.71%

*Compared with 2023, the 2024 greenhouse gas inventory scope includes additional categories: the use of sold products and the end-of-life treatment of products.

- Greenhouse gas emissions are calculated based on, amongst others, EMFAC-HK Vehicle Emission Calculation Model issued by The Hong Kong Environmental Protection Department and the MOBILE6 and Particulate Emission Factor released by the United States Environmental Protection Agency. Direct greenhouse gas emissions (scope 1) include the greenhouse gas emissions arising from using petrol, diesel and refrigerants. Indirect greenhouse gas emissions (scope 2) represent such indirect energy greenhouse gas emissions resulted from internal consumption of electricity, heating, refrigeration and steam within the Company. Scope 3 covers all other indirect greenhouse gas emissions generated outside of the Company, including emissions from wastepaper, sewage treatment, business trips of employees as well as purchasing and sales of upstream and downstream products.
- The total greenhouse gas emissions are the sum of the direct greenhouse gas emissions (scope 1), indirect greenhouse gas emissions (scope 2) and other indirect greenhouse gas emissions (scope 3).
- The volume of sewage discharge is calculated according to the amount of water used. The sewage discharge coefficient is based on National Standard for Urban Drainage Works Planning Specification of the People's Republic of China (《中華人民共和國國家標準城市排水工程規劃規範》) and relevant documents of the National Bureau of Statistics of the PRC.
- Non-hazardous waste includes domestic waste, kitchen waste, cardboard and waste plastic. In 2023, non-hazardous waste only included domestic waste, and other waste was excluded as the data was processed by third parties. In 2024, all non-hazardous waste was included in the data.
- In 2024, the scope of inventory were expanded as compared to 2023. The newly added categories include "Use of Sold Products" and "End-of-Life Treatment of Sold Products".

ENVIRONMENTAL PROTECTION AND RESOURCE UTILIZATION

(III) RESOURCE UTILIZATION

The Group takes a careful consideration of environment factors throughout the life cycle of its products and services to provide its products with the characteristics of energy and natural resource saving and non-pollution in each procedure of R&D, production, sales, transportation, utilization and disposal.

In building a green industrial chain, the Group curbed the amount of material used in equipment through technological innovation to reduce the weight of equipment, increased the integration of equipment as well as preferred and adopted high-efficiency power supplies to reduce power consumption of equipment. To reduce the energy consumption of equipment, technologies were used in new products such as the promotion of digital technology, the improvement of chips' integration, the upgrade of structural processes, the enhancement of efficiency of power amplifiers, the dynamic power management, and the software-controlled switches for energy-saving. Through improving the operational efficiency of the products themselves, the Group achieved energy conservation and consumption reduction, and formulated strict procedures in accordance with the Waste Electrical and Electronic Equipment (WEEE). In addition, **The Group curbed unnecessary product appearance design and materials and reduce excessive packaging to improve the recyclability and reusability of products.**

The Group commits to aligning with the 1.5°C climate target set forth in the Intergovernmental Panel on Climate Change (IPCC) initiatives, and pledges to uphold this objective in accordance with future revisions of relevant guidelines. The Company strives to achieve a 50% reduction in greenhouse gas emissions by 2030 in line with the Science Based Targets initiative (SBTi) criteria.

The Group continuously monitors its energy consumption. In regard to controlling water and electricity consumption, it established the daily inspection mechanism and performed around-the-clock regular and non-regular inspections on power and water utilization across all floors and department of the base. In addition, it provided updates on departments with wastage on a regular basis. Aligned with the ISO 14001 Energy Management System framework, the Group has established a comprehensive water stewardship program to systematically reduce consumption across manufacturing and administrative operations, including Implement closed-loop water recycling systems for rain tests and daily water management protocols, including regular inspection and maintenance to eliminate leaks, which promoting water reuse initiatives to enhance overall efficiency.

ENVIRONMENTAL PROTECTION AND RESOURCE UTILIZATION

The Group also increased the use of renewable energy. Distributed photovoltaic power generation projects have been launched in both Science City and Development Zone by the Group. In 2024, they generated a total of 2.03 million kWh of green electricity, saving electricity tariff of approximately USD 250,000 annually. The Group has replaced the obsolete main units of the central air conditioners in the Development Zone and optimized the operation modes of the exhaust hoods, demonstrating remarkable energy-saving effects. The Group adheres to the ISO 50001 Energy Management System framework, implementing ongoing initiatives to continuously enhance power use efficiency across operations. During the year, the electricity consumption of the Group reduced by 19% year-on-year. Water consumption of the Group reduced by 14% year-on-year.

The Company effectively manages water consumption and wastewater treatment, organizes energy saving and emission reduction activities, and educates its staff to raise their environmental awareness. The Group did not encounter any difficulties in seeking appropriate water sources.

The Group promotes green office practices and integrates energy conservation and emission reduction into its business activities ranging from procurement, production, operation and office work. It actively advocates for double-sided printing of documents and reduces colour printing, accelerates the digital transformation of the procurement supply chain, promotes the application of e-procurement and e-ordering processes, and encourages paperless operation for the entire supply chain. The Group continuously pushes forward the electronic management of accounting files, e-invoicing for VAT and paperless operations for reimbursement. It adopts the automatic process for tax declaration to reduce the use of paper documents. The Group encourage online meetings and training to minimize unnecessary business travel. It also collects data on the greenhouse gas emissions from business travels of employees through the business travel information platform.



2.03M kWh
of Green Electricity



US\$ 250k+
Annual Electricity
Cost Savings



↓ 19%
Electricity Consumption



↓ 14%
Water Consumption



ISO 50001
Energy Management
System

ENVIRONMENTAL PROTECTION AND RESOURCE UTILIZATION



Type of energy	Total amount		Unit	Density (Unit/ ten thousand HK\$)	
	2024	2023		2024	2023
Electricity	17,059,112	21,060,965	kWh	37.67	0.32
Municipal water	164,171	191,163	cubic meter	0.36	

(III) ENVIRONMENT AND NATURAL RESOURCES

The Group is proactive in enhancing staff awareness and responsibility towards environmental protection. All the employees in each of its branches worldwide are required to comply with local laws and regulations in respect of environment, safety and health. In the absence of local laws and regulations, they are encouraged to provide assistance in solving environmental issues within their capacity.

The Group has reduced its negative impact on the environment and natural resources by pursuing high quality products, as evidenced by the reduction in repair rate of products and reported damage rate of machines. The Group has implemented flexible layout and upgraded its intelligent manufacturing equipment in its production workshops during the reporting period. All pieces of equipment have been connected to optimize the intelligent deployment in the life cycle of products so as to improve operation efficiency of products, reduce the repair rate in the market, and extend the useful life of machines.

The Group has actively responded to the national “Dual Carbon” strategy, kept abreast of the climate change issues involved in its daily operations, and strived to identify and assess the climate risks and opportunities that may have an impact on its business, implement and continuously optimize the responsive measures in order to enhance its climate risk management capabilities. In terms of transition risks, against the backdrop of accelerating popularity of the low-carbon economy, the Group has actively responded to the trend of green and low-carbon development by closely monitoring the developments of the industry, market and policies, and formulating timely measures to strengthen its carbon emission management in a bid to cope with the risks arising from policy and market changes. In terms of lowcarbon network operation, the Group launched the low-loss and high-efficiency green antenna to minimize internal antenna losses and enhance antenna gain and efficiency. With the same input power, the base stations can cover a larger area, and in turn allows the Group to reduce the density of base stations. Within the same coverage area, the base stations require a lower input power, resulting in less energy consumption.

BUILDING TALENT, GROWING EXCELLENCE

Systematic training to enhance employee quality, capability, and skills.

EMPLOYMENT AND LABOUR PRACTICES

(I) EMPLOYMENT

The Group has standardized labor management in accordance with national laws and regulations. It also strictly regulates the employment system including recruitment, resignation, promotion, staff salary and benefits, and resolutely eliminates the employment of child labor and forced labor.

The Group considers its employees as an important resource. Thus, the Group attaches great importance to safeguarding their interests, offers them competitive remuneration packages and contributes towards the relevant insurances. Apart from national statutory holidays, employees are also given an appropriate number of leaves or compensation depending on their entitlement under their respective employment agreements with the Group and in accordance with the relevant laws and regulations.

As of 31 December 2024, the Group had 4,349 employees in total. The Group is committed to ensuring equal development opportunities of both male and female employees while protecting and improving the rights of female employees. The Group's employment policy seeks to eliminate gender discrimination and female employees are all entitled to maternity leave according to the local laws. The Group's employees are located primarily in Mainland China with certain employees located in the other districts such as Europe and Southeast Asia.

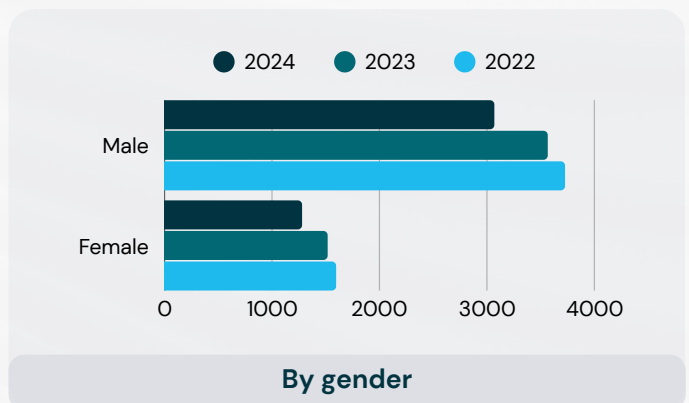
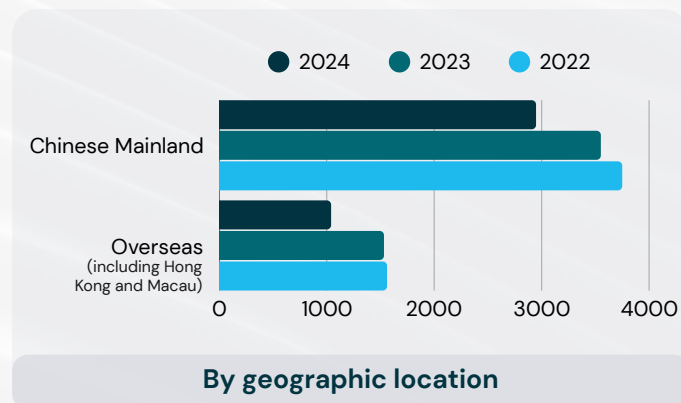
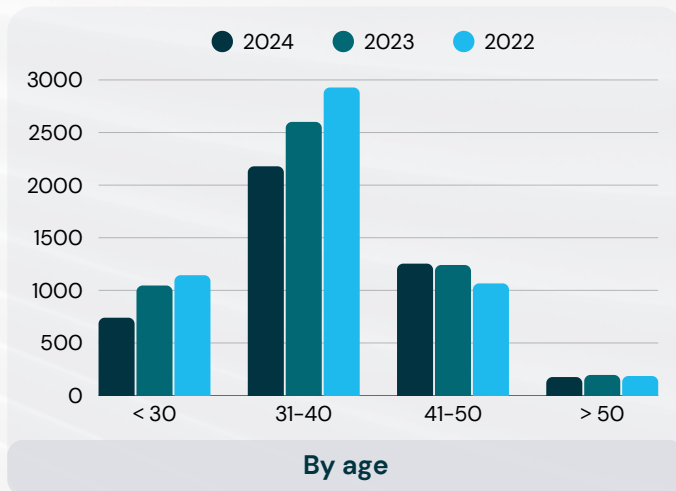
The Group has always attached importance to the competitiveness of employees' remuneration packages. It adjusted the annual organizational incentive model to further motivate the organization and employees. It also improved its long-term incentive framework and optimized the flexible benefit system, in a bid to satisfy the diversified demands of employees and enhance core employees' satisfaction of remuneration.

The Group has a robust performance management system in place and has implemented performance assessment for all employees. It has improved the assessment and incentive system and the restraint and supervision mechanism to ensure the fairness and credibility of performance assessment.

During the reporting period, the Group has complied with relevant laws and regulations that have a significant impact on the Group relating to employment and labour standards.

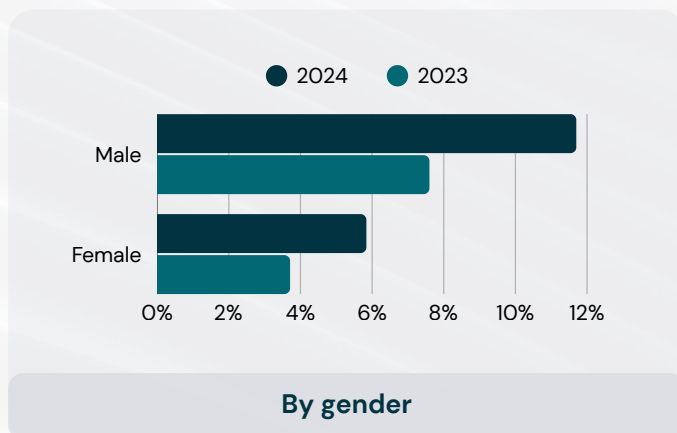
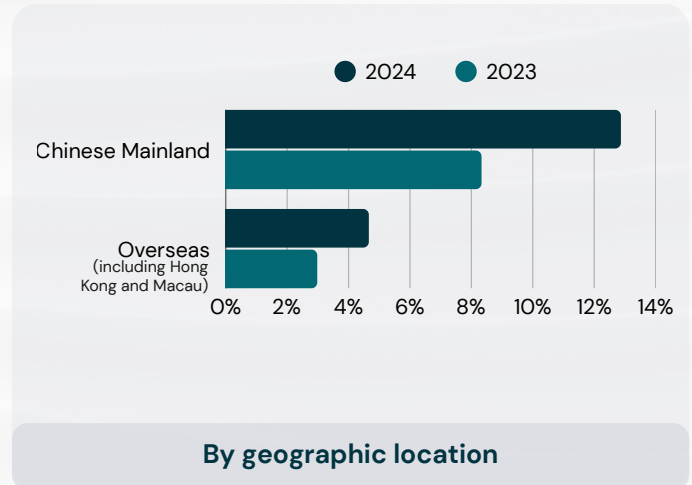
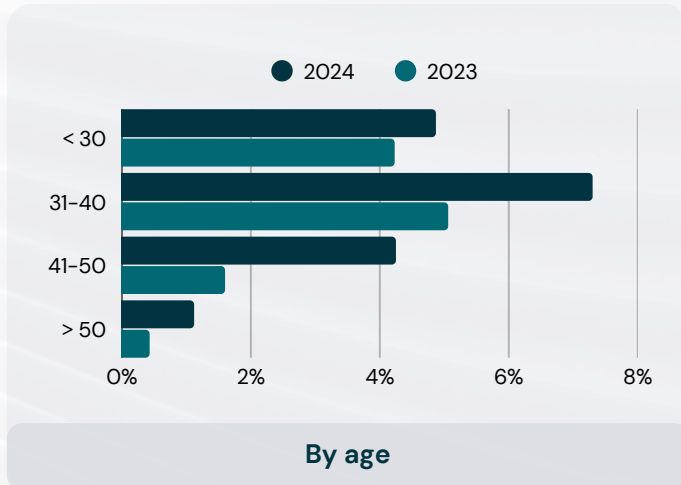
EMPLOYMENT AND LABOUR PRACTICES

• Total number of employees



EMPLOYMENT AND LABOUR PRACTICES

• Turnover rate of employees



EMPLOYMENT AND LABOUR PRACTICES

(III) HEALTH AND SAFETY

Striving to create a safe, healthy and comfortable working environment for its employees, the Group has established the ISO45001 Occupational Health and Safety System and SA8000 Social Responsibility System to protect employees' health and safety. Such systems are operated in combination with quality management system to deliver the Group's commitment to the community and its employees.

There had not been any employee fatalities related to work in previous 3 years including the reporting period. In 2024, no fire accidents were reported across all business units, and there were no loss days caused by work-related injury. The Group has organized fire safety training for all buildings, floors and departments within the premises and successfully covered 1,115 employees in the training, which significantly improved the fire safety awareness and sense of security among employees.

The Group continued to ensure the proactive and proper implementation of control measures for safety risks with a view to ensuring the target of "six zeros" in production safety, namely zero fatal accident of staff, zero fire accident above general level, zero accident on environmental protection, zero accident on occupational diseases, zero widespread contagious disease and zero incident of mass poisoning. The Group reported its progress in fulfilling the annual safety production goals, and reviewed the result based on its annual responsibility goals. Monthly reports on management and control of energy, as well as inspection of production safety have been prepared, while management and control responsibilities have been assigned to individuals, with a view to raising and cultivating awareness of energy conservation and production safety amongst all staff.

Targeted trainings for department heads, project leaders and employees were organized from time to time to improve the awareness on safety responsibilities and production safety, thereby ensuring that everyone has the awareness of safety and everyone manages safety. All staffs are required to sign the Safety Production Responsibility Agreement (《安全生產責任書》).

The Group carried out in-depth safety management actions and special investigation and remediation actions for hidden threats of major accidents. It also strengthened the analysis and notification of hidden threats of accidents and improved safety risk warnings. Besides, it endeavoured to enhance the risk awareness and bottom-line mentality of the entire workforce. To protect the personal safety and property of employees, the Group promoted production safety management and comprehensively prevented and eliminated major risks. The Group also carried out the investigation and rectification of hidden safety threats, organized all units to investigate and rectify hidden threats on an ongoing basis, optimized the hidden threat inventory and implemented closed-loop rectification in all aspects. The Group has incorporated all information of its building and building manager into the system for better management, and promoted the regular inspection and rectification of potential fire safety hazards in buildings.

EMPLOYMENT AND LABOUR PRACTICES

• Ensuring Safe Production

1. The Group has conscientiously implemented the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), took on all main responsibility of the enterprise, established a sound responsibility system, and fulfilled safety responsibilities at every level. In terms of formulating safety management policies and procedures, the Group has established safety management policies such as the Management Procedure of Safety and Environmental Protection for Construction Project (《建設項目安全和環境保護管理程序》), the Fire Control and Safety Management Regulations (《消防安全管理規定》), the Safety Production Responsibility System (《安全生產責任制》), the Labor Protection Standards of Production Position (《生產崗位勞動保護標準》) and the Transportation Safety Management Regulations (《運輸安全管理規定》). At the same time, it has refined various safety management policies and safe operating procedures of all levels. Pursuant to which, all persons in charge are required to sign the Safety Production Responsibility Agreement (《安全生產責任書》), and all the division principals are directly responsible for safety performance of their respective areas and timely rectifying potential safety hazards.
2. The Group continued to put efforts to improve environmental safety, regularly organize the supervision and inspection of employees' work sites, and improve the working environment and working conditions of employees. It replaced 44 water purifiers at the base in Science City up to 31 December 2024, and set up maternal and child care rooms to cater to the special needs of female employees.

The Group keeps improving working environment and protects the personal safety and health of its employees by offering corresponding appliances for labor protection to staff at special positions. It puts up educational safety posters at the bases and dormitories, striving to raise production safety awareness of all employees. It also installed 4 sets of automated external defibrillators (AED) at the base and organized training on first aid skills to enhance the first aid and mutual aid awareness and skills of employees in case of emergencies.

3. The Group continues to strengthen the publicity and promote training with regard to health and safety of all staff and formulates a safety manual in respect of production operation for staff compliance, with a view to promoting general improvement of health and safety awareness of all staff and thus creating a good atmosphere of production safety. During 2024, the Group organized 49 training programs in relation to health and safety, fire extinguishing system, chemical safety and fire safety.

During the year, regular annual fire drills and 8 drills for other types of emergencies, including heat stroke, food poisoning and elevator safety training, were held for all employees so as to continuously enhance their emergency response capability. Meanwhile, a fire emergency team, which is responsible for urgent evacuation of personnel in emergency, is established to protect its employees' life and property security.

4. The Group has established special safety inspection system and conducted 12 major safety inspections during the year, which covered a variety of measures, including daily fire safety, electrical safety and hazardous chemicals management. Inspection results are promptly reported, so that potential hazards can be identified and rectified in a timely manner within a prescribed time period to prevent the occurrence of related risks. The Group was repeatedly awarded as "Advanced Enterprise in Production Safety (安全生產先進單位)" and "Enterprise with Qualified Work Safety Standardizations (安全生產標準化達標企業)" in Guangzhou City.

During the reporting period, the Group has complied with relevant laws and regulations that have a significant impact on the Group relating to health and safety.

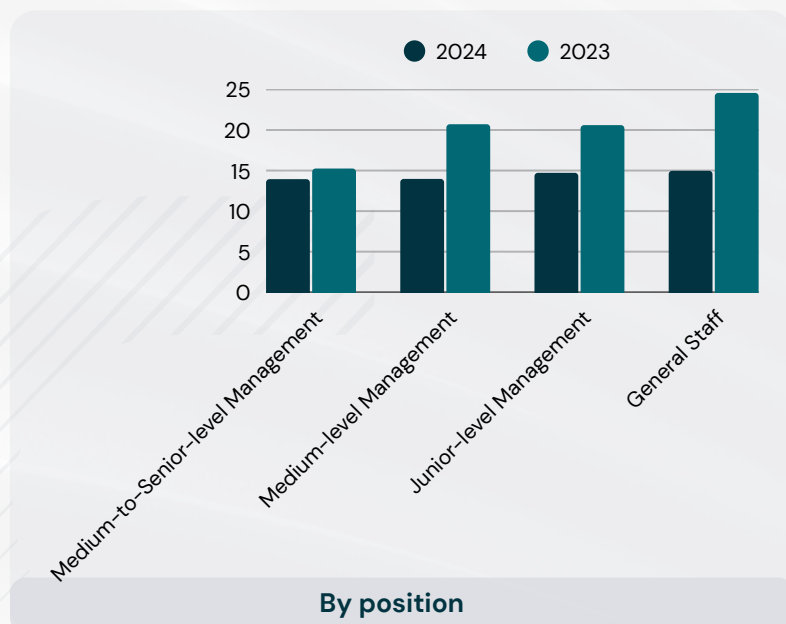
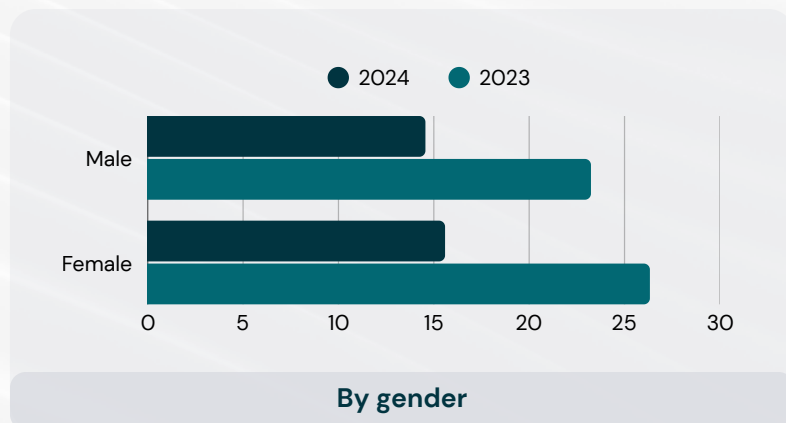
EMPLOYMENT AND LABOUR PRACTICES

(III) SUPPORTING EMPLOYEE DEVELOPMENT

The Group attaches importance to employees' long-term career development, and strive to strengthen the development of management talents and professional teams. The Group offers dual promotion paths, namely "promotion for management functions" and "promotion for technical expertise" and implements a system that links remuneration and promotion to employees' working experience, capabilities and performance to stimulate their enthusiasm at work. During 2024, 100% of both male and female employees at all levels attended training.

100%
Employee Training Coverage in 2024
All Gender • All Level

- Average hours of training completed by each employee



EMPLOYMENT AND LABOUR PRACTICES

Faced with changes in both external and internal environment, the Company focuses on setting targets and reaching a consensus. It carried out an all-round publicity of the Group's annual strategies, objectives, policies, initiatives and business progress to build consensus among all officers and employees, so that all employees act in concert towards the same objective. The Group carried out a series of interviews covering its outstanding projects, benchmarking teams and elite employees and disseminated their excellent track records, behavioral characteristics and mindsets and concepts in the columns of the Group's internal magazine, which promoted the inheritance of the corporate spirit and culture and encouraged all employees to learn from role models. To promote the corporate spirit and culture, the Group published and issued the "Comba Time Machine – 20th Anniversary of Listing" newsletter and set up the "Comba Story" column to reflect our corporate culture. During the Corporate Culture Month, it organized the "One Comba Creativity Challenge" for employees to participate online and offline.

The Group is committed to providing its employees with opportunities for personal development and growth, including organizing internal and external training and development programs and regular performance evaluation of employees in all departments, hence providing relevant professional development opportunities for employees, at the same time encouraging self-initiated personal development by providing a diversified learning platform to keep abreast of the world's top and new professional techniques in communication and telecommunication services. Outstanding employees were promoted based on the regular performance evaluation, as such they could lead the Group to progress and develop together. In the past two years, the Group devoted continuous effort in carrying out specialized works to boost its project management capability. It organized special exchange studies, optimized the mechanism and enhanced its capabilities in various areas, including marketing, research and development, services and functional management.

The Group has always been focusing on the cultivation of talents. On such basis, the Group advocates the talent concept of "promote the outstanding among flourishing talents" and establishes an effective and systematic talent training system, which is designed to enhance its employees' quality, capability and skills. In view of the Group's demand for talents arising from its development goals, the Group ensures effective implementation of training from the five aspects of training regulation system, training program system, training instructor system, training material system and training operation system. The Group has been granted the qualification of independent recognition of national occupational skill with respect to telecommunication and awarded "national" qualification certificates to over 1,000 individuals in total upon performance assessment.

1,000+

**National Telecom Skill
Certifications Granted**

EMPLOYMENT AND LABOUR PRACTICES

1. Enhancing Orientation Training for New Employees

In order to help employees quickly integrate into the team and enhance the cohesion of the Group, the Group offers well-established orientation training programs to new employees, which cover training on occupational health and safety, corporate culture, rules and regulations, organization management, quality management, trade secrets and intellectual property rights, anti-fraud, process and IT know-how and the application of office software, information security, product and professional knowledge, job practice and other aspects.

2. Building a Stronger Talent Pool of Operation and Management Staff

The management serves as the core strength in the operation and management of a corporate. To cope with the ever-changing market environment and enhance our management and operations capability, the Group has formulated and released the Comba Telecom Leader Competency Model 《(京信通信幹部勝任力模型)》 and Comba Telecom Leader Management Manual 《(京信幹部管理手冊)》 to clarify the capability standards and management requirements of the management. The Group continuously nurtures management personnel and issued the Guidelines for Development and Management of Leadership Talent Team of Comba Telecom 《(京信幹部人才梯隊建設管理)》. It strengthens the leadership and management skills of its management team by optimizing the leader management mechanism, recommending high-quality strategies and management training courses and providing practical training. It also fosters a culture of continuous learning and focuses on cultivating the strategic, innovative and team skills of management, so as to ensure compliance with the position-specific requirements for Comba Telecom management and meet the demand for future development and challenges of the Group. Meanwhile, such training programs also boost management's self-management skills, promote their career development in a more systematic way and better motivate and retain high-calibre management talents.

3. Devoting Greater Efforts in Developing the Professional Competence of Employees

In order to enhance the expertise and skills of employees and to keep them abreast of the latest market changes and development trends, the Group provides technical, software, safety and compliance trainings in a timely manner. It has also provided external professional training for China Tower, which is a good opportunity for experience exchange of ideas, knowledges and information with external customers.

4. Establishing a Better Team of Internal Lecturers

The Group regularly organizes internal skill enhancement training and certification for lecturers in order to build a high-quality team of internal lecturers, improve their teaching skills, broaden their horizons and promote the accumulation and inheritance of its corporate culture. During 2024, there were 191 internal lecturers. In addition, the Group invites industry experts to provide its internal lecturers with full set guidance on curriculum development, teaching and presentation. Furthermore, the Group builds its branded lecturer team and delivers a series of excellent courses through after class practices and getting certification and approval of internal lecturers.

5. Position-specific and Professional Knowledge Training and Competitions

In order to improve the competence of employees, the Company has continuously carried out position-specific and professional knowledge training and practices through a three-level training system and by ways of instructor coaching, internal training, training by external lecturers, external training and on-the-job practice. Extensive On the job Training (OJT) has been provided to better align the training with actual job needs. Various branches and subsidiaries have repeatedly held skills competitions to encourage employees to develop their personal professional ability based on the requirements of the Company and the position, laying the foundation for the Company's stable business operation and employees' career development.

6. Training on i-learning Online Platform

In order to improve the competence of employees, the Company has continuously carried out position-specific and professional knowledge training and practices through a three-level training system and by ways of combining instructor coaching, internal training, training by external lecturers, external training and on-the-job practice. Extensive On the job Training (OJT) has been provided to better align the training with actual job needs. Various branches and subsidiaries have repeatedly held skills competitions to encourage employees to develop their personal professional ability based on the requirements of the Company and the position, laying the foundation for the Company's stable business operation and employees' career development.

EMPLOYMENT AND LABOUR PRACTICES

(IV) SAFEGUARDING THE BENEFITS OF EMPLOYEES

To safeguard employees' rights and benefits in compliance with applicable legal requirements, the Group strictly implements relevant national and local laws and regulations on labor and enhances its employment management. Various subsidiaries carry out stringent management on recruitment and employment matters in compliance with the requirements under the Labor Law of the PRC, the Labor Contract Law of the PRC and the relevant national laws and regulations, and uphold the principles of equality, voluntariness and consensus to guarantee staff's rights and interests in conformity with legal provisions.

The Group has entered into labor contracts with employees in writing to safeguard their basic rights and ensure fulfillment of obligations by both parties. Detailed requirements in relation to termination of the labor contract by employees are also stipulated and executed in compliance with relevant laws and regulations.

The Group is committed to creating an equal working environment for employees and is strictly abided by the regulations on equal opportunities and anti-discrimination. It adhered to fair employment policies, such as gender equality and equal pay for equal work, and offered multiple and diverse recruitment channels. It also specifies the recruitment requirements and form of employment, at the same time strictly implementing the relevant requirements of Prohibition of Child Labor Provisions. In order to prohibit the use of child labor and forced labor in compliance with relevant laws, it conducts strict identification verification on the interviewee to make sure the age meets the minimum working age stipulated by the government.

The Group treats employees equally and makes sure that they are free from discrimination in recruitment and real-life practice such as promotion, receiving awards, gaining training opportunities and dismissal due to reasons including race, skin color, age, gender, ethnicity and disability. Additionally, the Group also develops and maintains an effective grievance and complaint procedures to protect its employees' human rights and labor interests. During 2024, there were no incidents of discrimination, use of child labor and employee abuse.

In accordance with applicable labor laws and regulations in relevant countries and areas, the Group offered its employees remuneration and paid leaves accordingly. Working hours as well as holidays and leaves are specified under the employment contract. The Group also paid its employees salary in full and contributed to social insurance. It provided paid holiday to its staff and protected their legal rights. In addition, it offered compensation for employees who are leaving according to national regulations and relevant internal regulations and requirements.

The Group respects and protects its employees' right of freedom, including freedom to be employed, freedom to resign, freedom to work overtime and freedom of action. The Group also respects and protects their rights to freedom of association and collective bargaining.

ENHANCED ECO-FRIENDLY PACKAGING & MATERIALS

All materials meet national environmental standards, use recyclable packaging, and avoid pollution.

OPERATION MANAGEMENT

(I) SUPPLY CHAIN MANAGEMENT

The Group carries out the Bidding Law of the People's Republic of China and other procurement related laws and regulations strictly. The Group has established supplier acceptance, performance appraisal and exit mechanisms, by which the

regulated management of the key processes of supply chain such as the placing of purchase order, the entering into of contracts, product acceptance and the settlement is achieved.

Location of suppliers	2024	2023	Comparison
			↓ 6.44%
First-tier cities in Chinese Mainland	305	326	↓ 17.15%
Other cities in Chinese Mainland	198	239	↓ 20.82%
Overseas (including Hong Kong and Macau)	327	413	↓ 15.13%
Total	830	978	

OPERATION MANAGEMENT

• Strengthening the regulated management

The Group puts emphasis on supply chain management and implements comprehensive certification of its newly introduced suppliers. It has formulated the Supplier Code of Conduct (《供應商行為準則》), Supplier Social Responsibility Control Procedures (《供應商社會責任控制程序》) and Procedures for Supplier Certification and Management (《供應商認證與管理的流程》) based on the international standards such as SA8000, ISO14001 and ISO45001, as well as social responsibility concepts such as new requirements for energy conservation and environmental protection. The Group has incorporated supplier CSR into the supplier certification, selection and management process, formulated corresponding systems and templates, and carried out CSR review and improvement for key suppliers.

In the course of vendor certification process, the comprehensive capabilities of suppliers are thoroughly certified through various dimensions, including supplier evaluations, system audits, and technical expertise. The Group regards sustainable development as one of the basic conditions and requirements in introducing suppliers, so as to assess suppliers' capability and level to comply with laws and regulations and sustainable development agreements. To ensure the bidding of our projects is lawfully processed, we strictly comply with the requirements of the national laws and regulations and consistently select the suppliers by way of open tendering. Suppliers are required to undertake that they carry out business in compliance with applicable laws and regulations and meet the requirements for sustainable development. The Group has entered into Corporate Social Responsibility Agreement (《企業社會責任協議》) with material suppliers to establish a code of conduct on integrity and law abiding, human rights, labor standards,

health and safety, environment and prohibited business acts, which is a necessity to carry out supplier certification, audit and performance assessment, thereby allowing us to identify the relevant social risks along the supply chain. During the year, more than 500 suppliers have signed the agreement, covering 99% of our active supplier base.

Pursuing the fair, just and open principle, the Group has exercised standardized management on each procedure of procurement, while incorporating the social and environmental considerations into the whole process such as selection and engagement of suppliers, signing of contracts and assessment.

• Conducting hierarchical management

The results of supplier performance assessment are utilized for supplier management to enhance the cooperation with suppliers and promote their sustained improvement. Suppliers are subject to annual comprehensive assessment based on various factors such as their business volume, daily assessment, quality performance, RoHS risk, environment and safety. Over 38 material suppliers have been selected for on-site system audit in 2024. Suppliers with excellent performance are entitled to increase purchase percentage on the same conditions and provided with priority of business cooperation. Suppliers with poorer grades in performance assessment are provided with respective training and coaching so as to drive suppliers to regard corporate social responsibility as a requirement of product and related production process, and integrate it into business decision making and daily operation, thus establishing effective management system.

OPERATION MANAGEMENT

• Performing responsible purchase

The Group attaches great importance to the issue of conflict minerals and publicly states that it will not purchase or support the utilization of conflict minerals. All suppliers are required not to purchase conflict minerals and their sub-suppliers are also so required. The Group identifies the material lists and supplier lists relating to conflict minerals in accordance with OECD Guidelines for Due Diligence of Conflict Minerals (《OECD衝突礦物盡職調查指南》) and adopts conflict mineral questionnaire (CMRT Form) under Global Conflict Free Sourcing Initiative (全球無衝突採購倡議) (CFSI) to carry out due diligence and analysis on 98% of its suppliers.

The Group also attaches importance to environmental risks. For the acceptance of suppliers, the Group collects the RoHS testing qualified report from suppliers and formulates a period for the renewal of such report in order to carry out regular monitoring on suppliers' results of RoHS testing, thereby promoting the use of environmentally-friendly materials by suppliers. Over 186 renewed RoHS testing qualified report are collected during the year. Regarding social risks, the Group attaches significant importance to the enforcement of occupational and health regulations, and the protection of labor rights in our supply chain operation. We strive to prevent any harm to employees' health and to avoid incidents that may have adverse effects on our sustainable development.

During the year, the Group continued to optimize and reform its product packaging. The Group prioritized the adoption of environment-friendly technologies in the construction of new projects, during which an inspection report shall be submitted regarding the materials used so that all materials can meet the national requirements for environmental protection, the use of recyclable packaging material can be enhanced and all materials will not cause pollution to the surrounding environment when used.

Type of Packing Materials	Unit	Consumption in 2024	Consumption in 2023	Comparison
Paper boxes and paperboards	tonne	1,105	1,615	↓ 31.58%
Wooden boxes	tonne	450	602	↓ 25.25%
Packing accessories	tonne	295	341	↓ 13.49%
Straps	tonne	70	115	↓ 39.13%
Other packing materials	tonne	151	261	↓ 42.15%
Total packing materials	tonne	2,071	2,934	↓ 29.41%
Consumption of packing materials per ten thousand HK\$ sales revenue	tonne/ ten thousand HK\$	0.0046	0.0049	↓ 6.75%

1. Packing accessories include assembly materials, plastic bags, labels and packaging accessories (discs, manuals and certificates)
2. Packaging materials include straps and carton-sealing tapes
3. Packaging boxes include paper boxes and wooden boxes
4. Other packing materials include expandable polyethylene, stretch film and foam, etc.

OPERATION MANAGEMENT

(III) PRODUCT RESPONSIBILITY

By adhering to its corporate value and core culture, persistently seeking higher working quality and constantly promoting improvement and innovation, the Group is committed to building its brand reputation featured with “excellence” and “value-for-money”.

The Group is committed to creating an equal working environment for employees and is strictly abided by the regulations on equal opportunities and anti-discrimination. It adhered to fair employment policies, such as gender equality and equal pay for equal work, and offered multiple and diverse recruitment channels. It also specifies the recruitment requirements and form of employment, at the same time strictly implementing the relevant requirements of Prohibition of Child Labor Provisions. In order to prohibit the use of child labor and forced labor in compliance with relevant laws, it conducts strict identification verification on the interviewee to make sure the age meets the minimum working age stipulated by the government.

In terms of hazardous substance control, the Group has established the RoHS (Restriction of Hazardous Substances in electrical and electronic equipment) management system, a product control system for hazardous and toxic substances. Under the system, operational processes and regulations are developed for implementing RoHS management and control over the whole life cycle of products, including the process of product R&D and design, purchase and supplier management, incoming inspection, production and manufacturing procedure control, transportation and storage and product recall. All products produced by the Group have met the requirements under the Measures for Administration of the Pollution Control of Electronic Information Products (《電子信息產品污染控制管理辦法》) of the PRC, while all the products sold to the European Union have met the requirements under RoHS of the European Union.

OPERATION MANAGEMENT

(III) PROTECTION OF INTELLECTUAL PROPERTIES

The Group continued to step up its efforts in intellectual property management and protection. To optimize the intellectual property management system and regulate the utilization and protection of intellectual properties, it stipulated various institutional documents such as the Management Measures of Business Secrets (《商業秘密管理辦法》) and the Pilot Management Measures on Intellectual Properties for Exhibition (《展會知識產權管理辦法(試行)》) and revised the Management Measures on Intellectual Properties (《知識產權管理辦法》), the Management Measures on Patents (《專利管理辦法》) and the Incentive Measures on Intellectual Properties (《知識產權獎勵辦法》).

We designated specific personnel to conduct daily supervision and monitoring of the trademarks held by the Group, help identify risks and maintain the trademarks properly, and make claims against any infringement on the Group's trademarks or names in a timely manner to protect the Group's lawful rights by legal means. Since 2020, the Group has maintained China's National IP overseas infringement liability insurance for five consecutive years, which safeguard the Group's expansion in the overseas market.

The Group has applied for patents since 2002. As of the end of 2024, the Group has applied for **over 5,900 patents** in total in Chinese Mainland and overseas, including more than 4,000 applications for invention patents. The main trademark of the Group, "Comba", has been granted approval for registration in 51 countries and regions across the world.

In 2024, the Group achieved remarkable success in the field of intellectual property. It received two Excellence Prizes at the 25th China Patent Award and won the Silver Award at the 2024 Guangdong-Hong Kong-Macao Greater Bay Area High-Value Patent Portfolio Layout Competition. In addition, the Comba trademark was once again included in the 2023 Guangdong Key Trademark Protection List. Comba RF Technology (Guangzhou) Limited was recognized as a Guangdong Province Intellectual Property Demonstration Enterprise. Comba Network Systems Company Limited, Comba Telecom Technology (Guangzhou) Limited and Comba RF Technology (Guangzhou) Limited successfully passed the recertification for the Enterprise Intellectual Property Compliance Management System Requirements (GB/T 29490-2023) in 2024. The achievements of the Group's intellectual property efforts were fully recognized by external parties.

5,900+
Patents

OPERATION MANAGEMENT

(IV) PRODUCT QUALITY

The Group regards product quality as its life. Hence, the Group has built up a robust quality control team to take charge of incoming inspection, production process and delivery inspection of products, so as to make sure all its outgoing products meet its customers', corporate and national or international relevant standards and requirements. It has put in place all-process quality management and developed a complete quality system to ensure integration of various crucial requirements such as compliance, reliability, quality, internal control, network safety and privacy protection and information security into various business areas including marketing, R&D, delivery and services, supply chain, procurement and manufacturing. All domestic products of the Group have conformed with and passed the "3C" certifications, namely the National Safety Certification (國家安全認證) (CCEE), the Imported Products Safety and Quality Licensing System (進口安全質量許可制度) (CCIB) and the Electro Magnetic Compatibility Certification in China (中國電磁兼容認證) (EMC), while all its overseas products have conformed with and obtained the certification of American Underwriters Laboratories (美國保險商試驗所) (UL).

The Group's products have undergone strict reliability tests in terms of environmental stress testing on high and low temperature, water spilling and electro-magnetic compatibility and the staff performing such tests have undergone strict professional quality training and obtained relevant certificates. The Group carried out sample testing regarding the manufacturing process of products and products ready for final shipment underwent 100% testing and will only be shipped when the requirements are met. Neither sold or shipped products of the Company has been recalled for safety and health reasons.

In 2024, we received 34 complaints regarding our products and services. The company established product recall procedures and set up multiple online and offline channels for gathering customers' feedback of returned and repaired products, categorizing the recalled products, as well as identifying solutions and improvements so to ensure the maintenance and replacement of recalled products comply with local laws and regulations during implementation process. The Company will conduct investigation and report all recall reasons in order to reduce the likelihood of future recalls. We identified solutions and made improvement in accordance with the 8D reporting management principle.

The Group is committed to ensuring the security of product throughout its whole life cycle. Upholding the principle of life cycle analysis, the Group strives to make sure that every stage in life cycle is taken into consideration, which includes manufacturing, transportation, installation, utilization, after-sale service and recovery. For the domestic market, the Group develops free or compensated recovery mechanism in every province nationwide. For the international market, the Group enters into cooperation with local enterprises qualified for recovery processing and entrusts them with the recovery processing of its products.

During the reporting period, the Group has complied with relevant laws and regulations that have a significant impact on the Group relating to product responsibility.

OPERATION MANAGEMENT

(V) INFORMATION SECURITY

The Group upholds its responsibilities to protect customers' privacy and the security of their personal information. The Group strictly implements the information security and confidentiality policy, and formulates and implements confidentiality management policies for strict protection of the Company's and customers' confidential information. Through various systems such as VI Standards on Management and Utilization (《VI 管理及使用規範》) and Management Measures on External News and Publicity of the Group (《集團對外新聞宣傳管理辦法》), the Group has strengthened its management of corporate brand image and sensitive information so as to ensure all the business activities of its employees are in compliance with the laws and relevant contracts. In order to effectively ensure the security of the Company's information system and improve the ability of the information system to serve the Company's production and operation, the Group has formulated and continuously revised and improved the Information Security Management System (《信息安全管理制度》) and Information Security System (《信息安全體系》). The Group actively conducts hidden threat clearance and rectification work regarding cybersecurity loopholes of the network and systems, continuously enhances the management of cybersecurity and information security, optimizes practices and procedures for handling online information security and improves the capability of handling risks regarding online information security. For self-developed systems, we prevent external malicious attacks against our businesses through perceptual analysis, optimise external network mapping and business systems, and reduce the risk of external attacks. In respect of data security, we adhere to the overall working philosophy of "management-based and supported by technology; give due regards to both security and efficiency, and maintain appropriate management and control over information security" and follow up the management progress, thereby realizing our strategy for information security of "protection against external attacks and internal information leakage".

Information security is comprehensively managed from six aspects: IT infrastructure protection, computer terminal management, application system management, data management, network management, data backup and emergency disaster recovery system to ensure information security and prevent data breach. Meanwhile, the Group also organizes relevant training to effectively raise the staff awareness of privacy and data protection. The Group strictly performs relevant non-disclosure terms in accordance with the requirements set out in the contracts entered into with the customers to prevent misuse of customers' information without permission. It also enters into non-disclosure agreements with employees based on actual needs, so as to minimize the risks relating to leakage of private information and business information.

ZERO TOLERANCE FOR CORRUPTION

Strong internal controls, risk management, and compliance. No corruption cases in 2024.

ANTI-CORRUPTION

In compliance with the requirements of national laws and regulations and the Group's relevant systems, the Group establishes and improves its internal audit rules and regulations and the internal control system with the aim of strengthening internal supervision, risk management and anti-corruption management. It adopts a zero-tolerance attitude towards corrupt practices and insists on operating in a lawful and compliant manner. The Group also encourages its associated third parties (such as suppliers) to comply with the relevant policies and principles. During the reporting period, the Group did not have any concluded corruption litigation against the company or its employees.

The Group strictly complies with the relevant policies and regulations on the prevention of bribery, extortion, fraud and money laundering in the locations where it operates. It strictly abides by the Company Law of the People's Republic of China (《中華人民共和國公司法》), the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》), the Provisional Provisions on the Prohibition of Acts of Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》) and other relevant laws and regulations, so as to improve the internal control and management system and strengthen the anti-fraud supervision on an ongoing basis. It conducts training on fraud risks and anti-fraud procedures to promote the development of a corruption-free culture and create a fair and just business environment. In order to effectively prevent fraud and corruption, the Group has developed a series of anti-fraud and anti-corruption systems focusing on the development of a sound corporate culture of fighting corruption, comprising (among others) the Code of Conduct for Managers (《集團經理人行為準則及管理守則》), Accountability System of Marketing Platform Operation (《市場營銷平台經營問責制》), Purchasing Accountability policy (《採購問責制度》), Regulations on Integrity of Purchasing Staff (《採購業務人員廉潔從業規定》), Accountability and Incident Management System in relation to Key Responsibility (《關鍵責任事件問責管理制度》), Anti-corruption Policy (《反舞弊制度》) and Standards of Commercial Conduct (《商業行為準則》).

As a complementary measure, the Group has also implemented various operation procedures, including the Management Regulations for Anti-Fraud and Anti-Corruption policy (《反舞弊反腐敗管理規範》), Compliance Management Regulations (《合規管理規範》) and Management Regulations for the Integrity of Staff in Sensitive Positions (《敏感崗位從業人員廉潔管理規定》). The Group clearly demonstrates a zero-tolerance attitude towards corruption in behavior or finance, and encourages all employees to participate in supervision by giving feedbacks and reporting any internal operational defects or irregularities of the Group through multiple channels including the whistle-blowing hotline and mailbox, thus curbing any forms of illegal operation activities such as bribery, fraud and corruption and fostering its corporate culture of integrity and compliant operation. The Group addresses the identified issues in a timely manner in accordance with the laws and regulations to ensure the implementation of the relevant systems.

In 2024, the Group's Audit Department launched the annual integrity promotion campaign for employees and suppliers. It sent the "Supplier Integrity Questionnaire" to 286 supplier partners and received responses from a total of 250 suppliers, representing a response rate of 87%. It also sent the "Annual Employee Integrity Questionnaire" to 1,830 employees and received responses from a total of 1,760 employees, representing a response rate of 96%.

In terms of the promotion of the integrity culture, new employees are required to receive orientation training in relation to the anti-fraud and anti-corruption culture. The Group also organizes publicity of its anti-corruption culture in daily operation through various ways including offline special training, Comba Colorful Classes, Comba Lessons (京日說法) and E-Learning online learning platform. Besides, the Group has organized special training on integrity and anti-corruption for specific personnel, including marketing staff and procurement staff. In respect of audit, the Group puts emphasis on the issues such as business ethics and anti-corruption. It carries out internal control audit and risk assessment regularly to ensure its business integrity and compliant operations in all aspects.

CARING FOR EMPLOYEES & GIVING BACK TO SOCIETY

Employee well-being programs, cultural and sports activities, and over HK\$1.1 M donated to social causes in 2024.

COMMUNITY AND PUBLIC WELFARE

In 2024, the Group actively put efforts in employee care by conducting compassionate visits and hospitalized employees to reflect the corporate humanistic care and enhance employees' sense of belonging. It organized flower distribution activities on Women's Day, and distributed festive care packages during festivals to send season's greetings and care to employees. It assisted 52 employees in applying for inpatient care and academic qualification upgrade subsidies of the higher-level trade unions. Besides, it analyzed, coordinated and solved the school admission problems for children of 29 employees. Seminars were organized for female employees to analyze and solve their problems by attentively listening to what the employees think and how they feel. Social and dating activities were organized for single workers in Guangzhou in pursuit of compatible partners to expand networking opportunities for single employees and enhance their sense of well-being.

The Group organized and participated in various cultural and sports activities on a continuous basis in 2024. These activities mainly included the opening ceremony of the Group's Sports Day and walking events, matches such as badminton, basketball and table tennis, hosting the Best-Voice Singers' Competition, chess match and Guandan card game (a Chinese trick-taking card game) of the Group. It regularly carried out the exchange events of the associations of badminton, yoga, dance and swimming respectively to enhance team cohesion, promote exchanges and cooperation among divisions, and promote physical fitness and enrich leisure life of employees.

In the steady pursuit of the healthy and rapid growth of business, the Group is devoted to supporting social charity and proactively fulfills its social responsibilities and obligations. In 2024, a total of HK\$1.137 million was donated in the areas of social charity, poverty alleviation and relief and public welfare activities.

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