

JEBSEN

2024

Sustainability Report

Jebesen Group



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9,830

Number of employees receiving training 9,830 person-time

17

Blue Girl has maintained its 17-year record of leading the Hong Kong beer market as of 2024

7,672

Total Greenhouse Gas Emissions 7,672.00 tonnes CO₂e - a year-on-year

1,023

Employee Volunteering Total volunteering hours: 1,023 hours

99.9%

Employees submitted their conflict-of-interest declarations, reaching a submission rate of 99.9%

Message from the Chief Executive Officer

Shared Responsibility, a Shared Future — Celebrating Sixteen Years of Commitment to Sustainable Development



2024 has underscored the urgency of addressing global challenges such as climate change, social inequality, and resource scarcity. The world is placing unprecedented focus on sustainable development, and expectations for corporate responsibility continue to rise. In this context, enterprises are playing an increasingly pivotal role in shaping a more equitable, inclusive, and environmentally resilient future.

At Jebsen Group, sustainability has never been an afterthought—it is embedded in our corporate DNA. For over 16 consecutive years, we have published our Corporate Social Responsibility and Sustainability Reports, maintaining a high level of transparency in sharing our progress across five key pillars: People Oriented, Innovation and Excellence, Climate Action, Community Contribution, and Corporate Governance. This unwavering commitment reflects our deep sense of responsibility towards society and future generations.

At the core of our sustainable development agenda is the belief that our people are our greatest asset. Guided by our 2025 Talent Vision, we continue to support our employees across the full career lifecycle. Our human resources strategy is built on the principles of employee well-being, diversity and inclusion, and continuous professional development. By 2024, women made up 51.2% of our workforce, with nearly 40% holding executive positions—clear evidence of our commitment to gender equality and leadership diversity. We have further enhanced our

talent development framework by upgrading our digital HR platform JebLink 2.0, refining training systems, and redesigning career pathways to foster a more empowering and inclusive workplace.

In response to the escalating climate crisis, we are proactively embedding green transformation into our operations and long-term strategy. In 2024, we made meaningful progress in carbon management and energy efficiency, achieving a reduction of 1,896.88 tonnes of CO₂e and a 0.75% decrease in carbon intensity. Through a range of systematic green initiatives, we are not only improving environmental performance but also taking concrete actions to address broader ecological challenges.

In the realm of social responsibility, our efforts are guided by a long-term vision to create lasting, meaningful impact. For 14 years, we have partnered with international NGO Orbis to implement Project Morning Star, promoting eye health at the grassroots level in the Chinese mainland. In 2024, we expanded the programme to Guangxi province, where we continue to deliver volunteer-led eye-care education and services to children. To date, the initiative has provided vision screenings to over 460,000 children, ensuring that underserved communities receive timely, affordable treatment. Our Sports for Vision campaign further engages employees by converting their sporting efforts into charitable contributions, enabling visually impaired students to explore the world of art.

We also believe that education is a powerful enabler of change. In 2024, we strengthened our collaboration with the First Affiliated Hospital of Sun Yat-sen University, supporting an innovative programme to develop medical talent. Through the three-year Golden Autumn Towards Light initiative, we have helped 85 underprivileged students pursue their academic goals. Meanwhile, our Jebsen InspiringHK Long-term Sports Training Programme continues to support grassroots development, fostering social integration and opportunity.

Robust governance is the foundation of sustainable development. Jebsen Group strictly adheres to international best practices and local regulatory requirements, upholding the highest standards of business ethics. In 2024, 99.9% of our employees completed their conflict-of-interest declarations, and we recorded zero cybersecurity or data privacy breaches. We remain steadfast in strengthening risk management, compliance training, and internal controls to build a transparent, responsible, and trustworthy organisation.

Over the past 16 years, we have consistently integrated sustainability into the fabric of our corporate culture and strategy. Looking ahead, we will continue to work hand in hand with our employees, partners, and communities to advance our shared vision for a more sustainable, inclusive, and prosperous future.

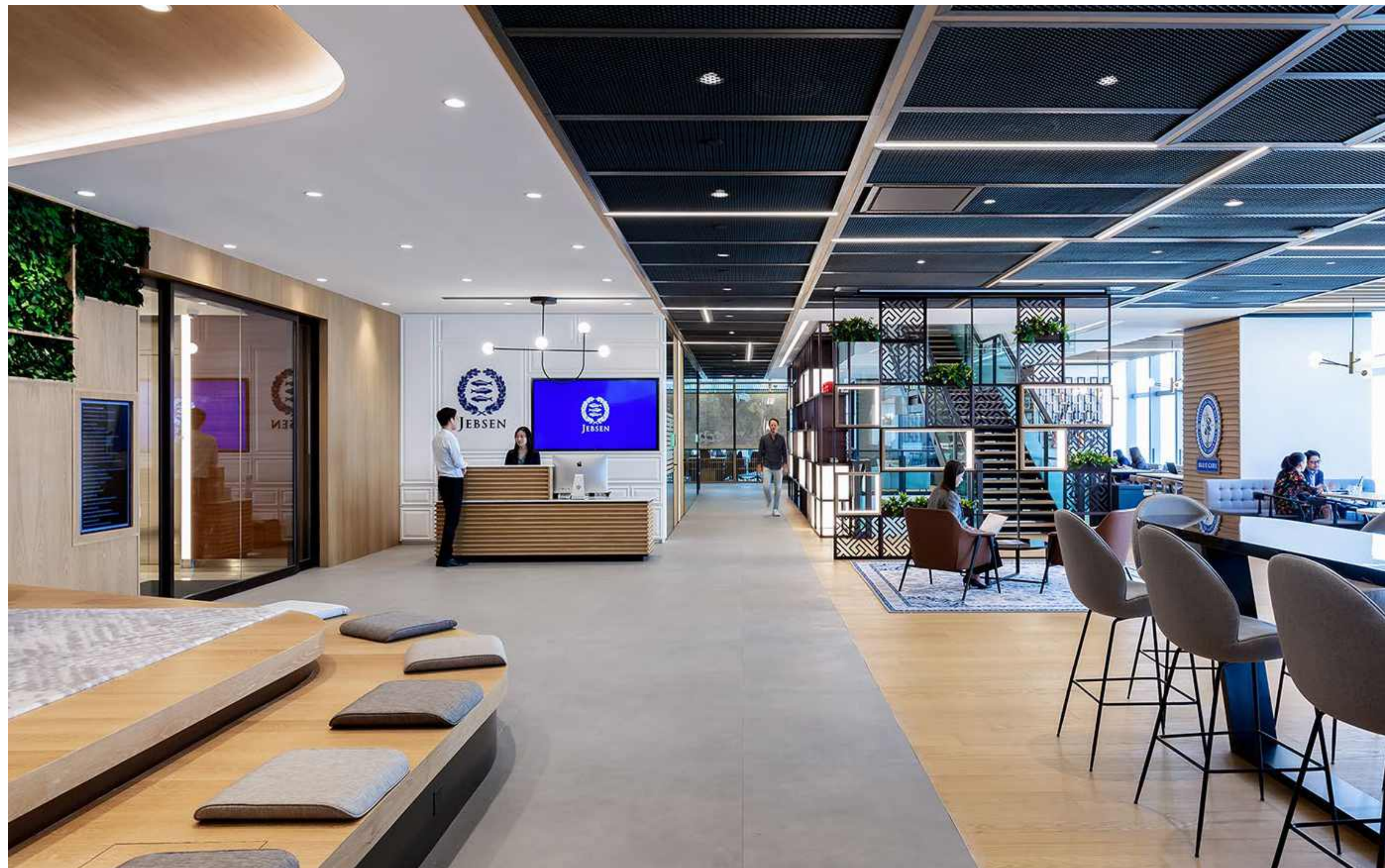
Alfons Mensdorff-Pouilly | Chief Executive Officer

About Jebsen Group

Jebsen Group

At Jebsen Group, we build and invest in premium brands that bring new products, services and experiences to the changing consumer in Greater China.

A family-owned private company with 130 years of continuous presence in the region, Jebsen is committed to supporting our partners' needs in building market demand, generating sales, and connecting local customers. As a strategic co-pilot, Jebsen elevates the value of partnering brands and helps them achieve success.




Business Lines & Brand Services

Jebsen Motors

Jebsen Motors has represented Porsche for 70¹ years, starting in Hong Kong in 1955 and subsequently in the Chinese mainland in 2001. Jebsen Motors currently holds a 12% market share in Greater China, ranking first in regional electric vehicle sales. Today, we operate 21 Porsche locations across eight major cities, offering sales, aftersales, and related services.

2024 Highlights

-  Approximately **130,000** workshop visits
-  Around **145,000** digital leads generated
-  **20%** year-on-year growth in pre-owned car sales

Remark ¹: 1955–2025, as of the latest report release.



Jebsen Beverage

Jebsen Beverage is a premium beverage operator with a diverse portfolio of self-owned and exclusively distributed brands across beer, wine & spirits, and wellness categories. We are committed to bringing high-quality beverages to market through strong partnerships and brand-building expertise.

Product Portfolio



Kalamanda



Twinwoods



Bundaberg



San Pellegrino



FIJI Water



Bollinger



Budweiser



Stella Artois



Hoegaarden



Corona Extra



Blue Girl



Suntory The Premium Malt's



Hibiki



Vita Coco

Jebsen Consumer

For over 50 years, Jebsen Consumer has enriched everyday life by distributing trusted international lifestyle brands. Our offerings span consumer electronics, pet care, and home & living, providing consumers with products that enhance convenience, comfort, and well-being.



2024 Highlights

Sales volume of CASIO Timepiece and Calculator in Hong Kong surpassed **2,400,000** units

Jebsen Capital

Jebsen Capital is the Group’s in-house investment arm, focused on identifying and supporting high-potential companies with robust business models and strong innovation capabilities. By offering both capital and strategic value, we help accelerate growth and unlock new opportunities.

Selected Investments



Jebsen Group M&A



Fund Partners



Awards and Recognition



Jebsen Motors

- Best Dealer: Porsche China's Dealership Rankings from 2015-2023
- 2024 Porsche After Sales Challenge (PACE) After Sales Quality Index (ASQI) Group Top 3
- Porsche Centre Hangzhou Westlake clinched "Dealer of the Year" National Championship for 6 consecutive years
- Porsche Centre Guangzhou Tianhe honoured Sustainability Award "More than a Porsche Dealership"



Jebsen Beverage

- Bundaberg wins the "2024 Premium Beverage" award at the "19th Annual Beverage and Cold Drinks Conference"
- Blue Girl honoured "Top 10 Outstanding Brand Awards 2024" ParkNshop and "Most Favourite Brand Award 2024" 7-11





Social Perspective

Yat-sen Education Contribution Award 2024

CSR China Top 100 2024

Corporate & Non-Commercial Organisation (Volunteer Hours),
Certificate of Appreciation 2024



Environmental Perspective

CarbonCare® Champion Label 2013-2024

CarbonCare® Star Label 2013-2024

ESG New Tune of Green Space-Green Building/ Space Innovation
Award 2024

Hong Kong Green Organisation 2022-2024

TVB ESG Awards— ESG Special Recognition Award



CarbonCare InnoLab (CCIL) - CarbonCare®
Champion Label and CarbonCare® Star Label



TVB ESG Awards - ESG
Special Recognition Award



Awarded "ESG New Tune of Green Space-Green Building/ Space
Innovation Award" by Shanghai Huangpu District

Embracing a Sustainable Future

Sustainability Strategy

Sustainability is embedded in Jebsen Group's core strategy and operations. Our approach aligns with the United Nations Sustainable Development Goals (SDGs) and is structured around a Five-Pillar Framework. Through targeted initiatives and collaboration with stakeholders, we strive to build an inclusive, responsible, and resilient future.



Shareholder Engagement

Jebsen Group prioritises open and ongoing dialogue with stakeholders. We have established a comprehensive communication ecosystem that includes platforms such as LinkedIn, WeChat, Weibo, our official website, public email, and our in-house publication *MOMENTS*. These channels enable us to share real-time updates on strategic initiatives, sustainability progress, and corporate milestones.



People Oriented



At Jebsen Group, people are our most valuable asset. We are committed to cultivating a dynamic, inclusive, and empowering workplace that attracts top talent and fosters long-term career development. Guided by the principles of diversity, equity, and inclusion (DEI), we build team cohesion, support individual growth, and nurture a culture of collaboration and mutual respect.



People Oriented



Total number of employees

2,203

The proportion of female employees reached

51.2%

Female executives accounted for

39.2% of management positions

Number of employees receiving training

9,830 person-time

Employee engagement events attracted

2,555 participants



2025 Talent Vision

Guided by the "Employee Career Lifecycle" framework, we introduced the GHR 2025 Vision, a strategic roadmap for talent attraction, recruitment, development, and retention to foster a diverse workforce and drive business success.

GHR 2025 Vision


Accelerate Sustainable Business and People Growth by Creating Impactful Values




Compensation and Benefits

Our holistic HR strategy places employee well-being at the core. We are committed to providing a fair, transparent, and competitive work environment.


Our Benefits Include




Birthday, bereavement, marriage and childbirth leave




Annual Check-up




Group Medical Insurance Scheme




Group Life Insurance Policy




Employee Workmen Compensation Insurance



Business Travel Insurance



Long Service Award



Employee Abundance Programme



Building a Trusted Employer Brand

Jebsen Group is dedicated to shaping an authentic and compelling employer brand that attracts and retains exceptional talent to support sustainable business growth.



Employer Brand Recognition in 2024

HKET Excellence Awards 2024

Excellence in Talent Strategy and Workplace Culture Enterprise

Labour Department, HKSAR

Good Employer Charter

Supportive Family-friendly Good Employer

2024 /25 HKIHRM HR Excellence Awards

Community Caring Award - Elite Award (Silver)

Employee Happiness Award - Elite Award (Silver)

HR Analytics Award - Elite Award (Silver)



Grand Award of Employee Experience - Merit Award (Bronze)



Data- Driven Talent Acquisition

We integrate innovation into people management by leveraging data analytics and digital tools to align people strategies with business needs. This approach enhances efficiency and supports sustainable growth by empowering people through technology.

Key Initiatives in 2024

- 
 Implemented a diversified recruitment strategy using intelligent tools to improve hiring efficiency
- 
 Promoted internal talent mobility to build robust core capabilities



Fostering Diversity, Equity, and Inclusion (DEI)

Workplace Embracing Diversity, Equity, and Inclusion (DEI)

We actively promote a workplace that embraces cultural diversity and inclusivity.

Key DEI Initiatives



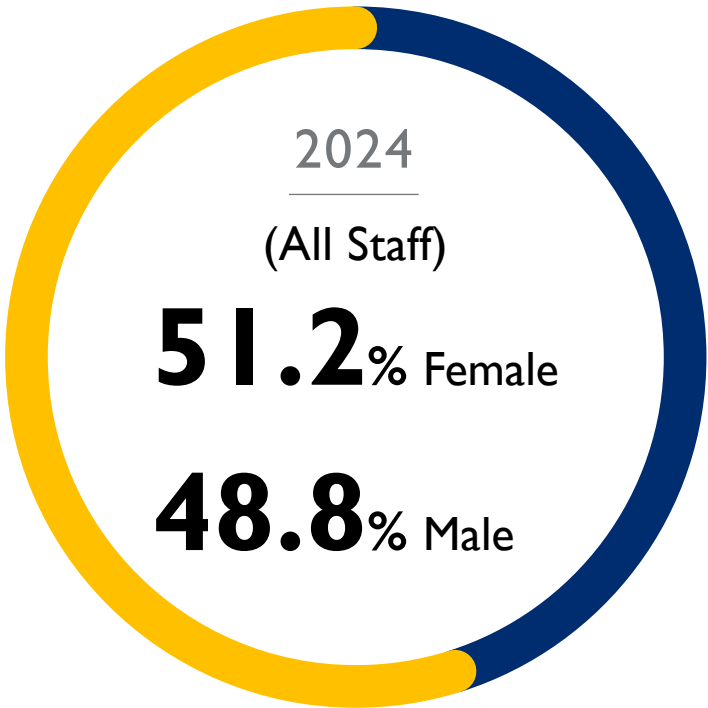
Multilingual Communication

Ensuring accessibility of internal communications



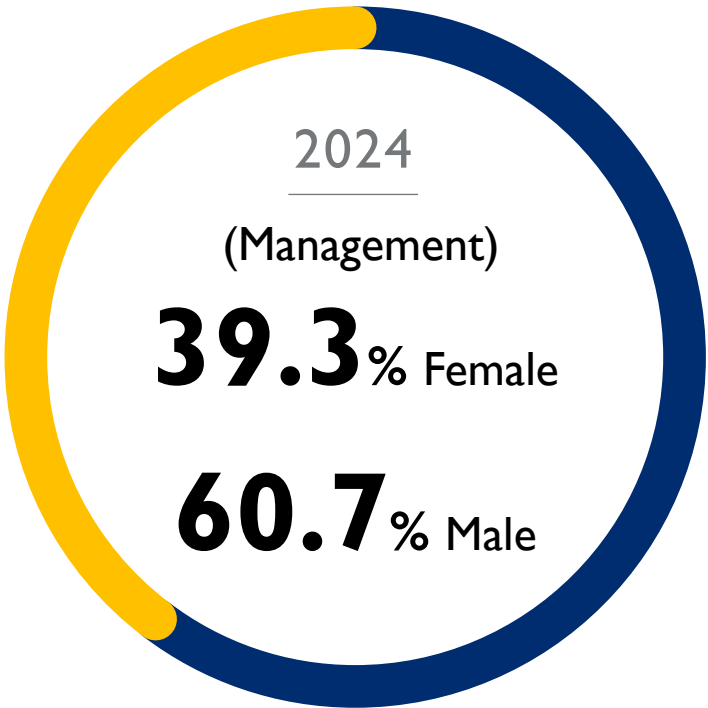
Family-Friendly Facilities

Providing private nursing rooms for breastfeeding employees



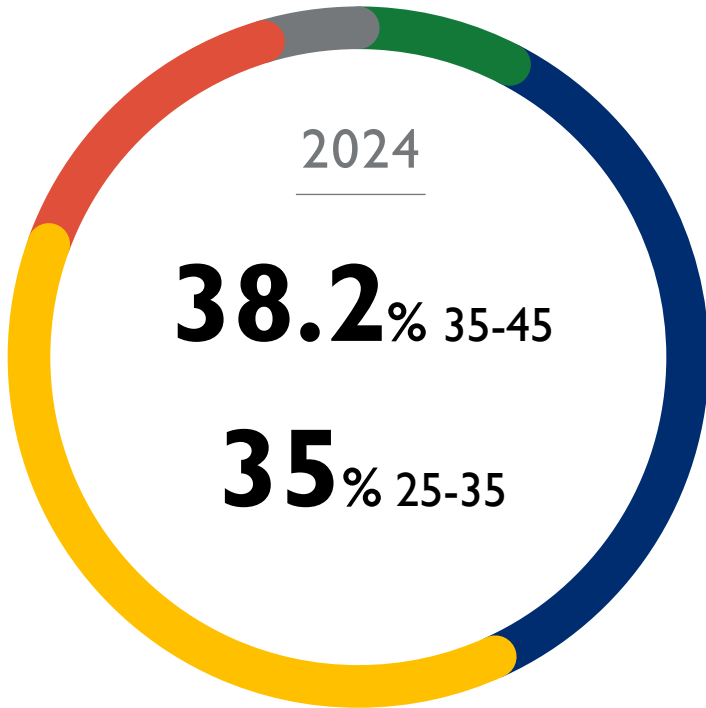
Gender Ratio

■ Female (All Staff).....	51.2%
■ Male (All Staff)	48.8%



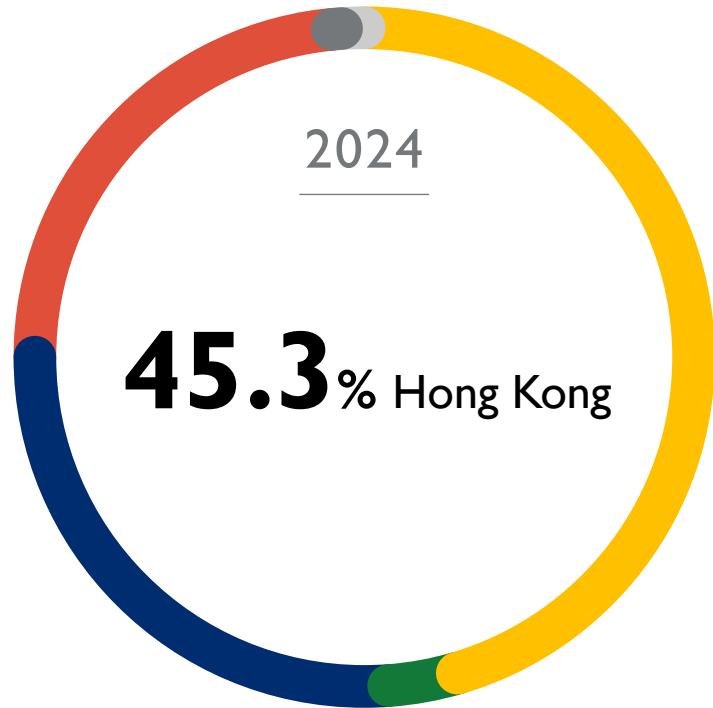
Management

■ Female (Management)	39.3%
■ Male (Management)	60.7%



Age Distribution

■ < 25	7.4%
■ 25 — 35	35%
■ 35 — 45	38.2%
■ 45 — 55	15.1%
■ Over 55	4.4%



Location Distribution

■ Hong Kong	45.3%
■ Northern China	3%
■ Central China	27.8%
■ Southern China	23.2%
(excluding Hong Kong, Macau and Taiwan)	
■ Macau.....	0.6%
■ Germany	0.1%

Empower Employee Growth

We invest in lifelong learning through structured development programmes that support employees at every stage of their careers.

Jebsen Academy

Our centralised platform for learning and development, offering training across general competencies, professional skills, and specialised industry capabilities.

Jebsen Academy		
Training Type	Target Group	Core Courses
Common Core	All Employees	Critical Foundation Risk and Compliance
Critical or Power Skills	All Staff (Segmented by Grade/ Role)	Digital Academy Leadership
Business Line Specific	Specific teams / staff in BL	Beverage Academy Consumer Academy Motors Academy



New Initiatives in 2024

-  **Soft Skills**
MBTI workshops, team-building events
-  **Professional Training**
Cybersecurity, advertising compliance
-  **Advanced Learning**
Digital video editing, leadership development programmes

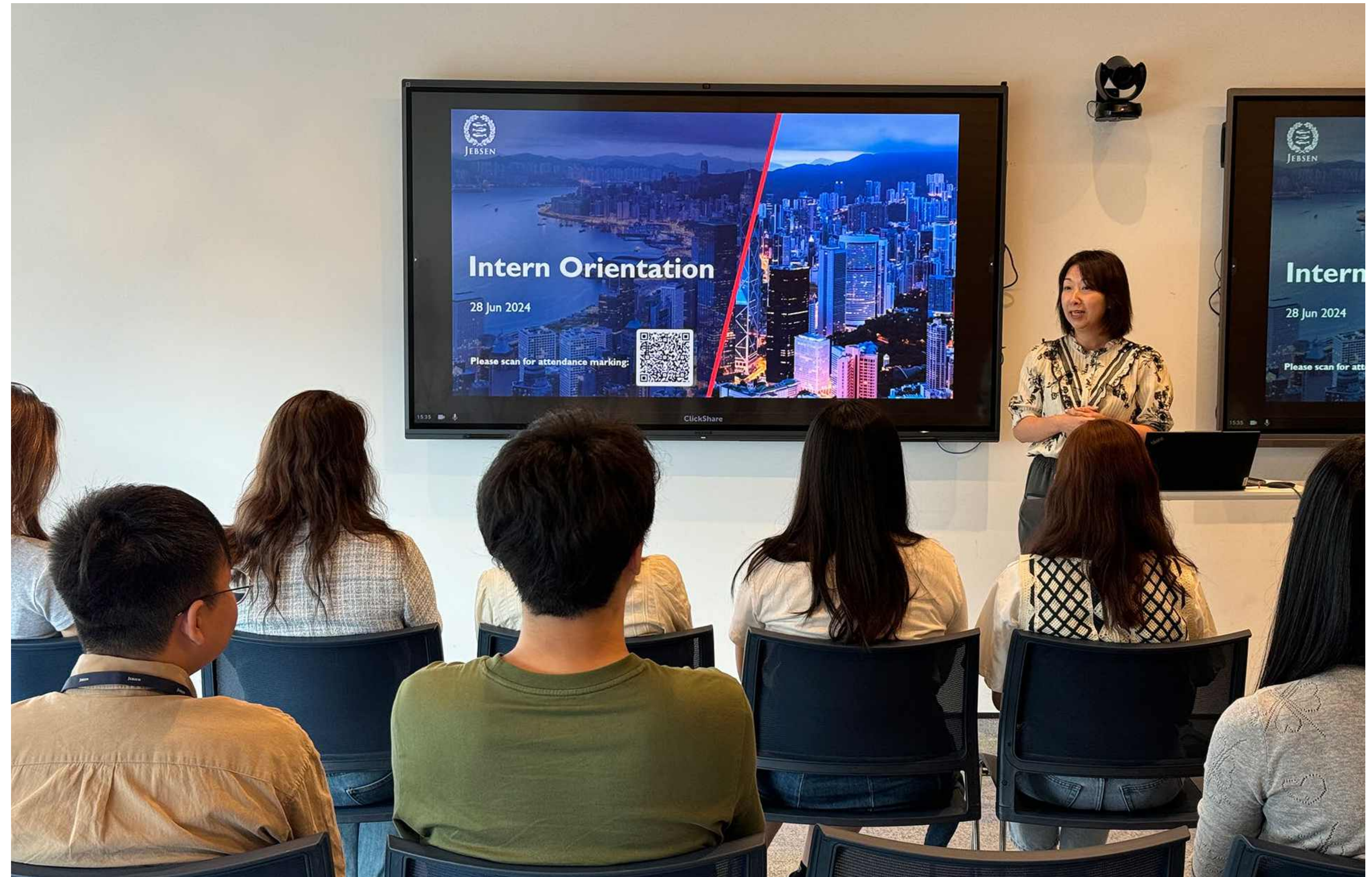
Training Achievements

- Attracted **1,644** potential customers
- Generated **148** in-store visits



Structured Career Development

We have developed a scientific and systematic assessment model based on the CEB framework and the nine-box grid. This approach allows us to evaluate employees in terms of engagement, career aspirations, and potential. Through our Talent Development Programme, we offer tailored growth pathways designed specifically for high-potential employees.



Strengthening Organisational Cohesion

Occupational Health & Safety



Regular fire drills and first aid training



Emergency response plan and dynamic safety audits



Encouraging first aid certification among employees



Family-Friendly Culture

By creating a warm and supportive environment, we foster a sense of belonging and team spirit through various staff engagement activities.



Christmas celebrations across offices in Guangzhou, Shanghai, and Beijing



In 2024, the number of employees were honoured with the Long Service Award was **202**



Enhancing Employee Experience

We continue to advance our HR digital transformation to optimise workflows and enhance employee satisfaction.

Jeb Link 2.0 Platform



Integrated Management

Personal records, leave tracking, and org charts



Smart Dashboards

Real-time insights on attrition, labour costs, recruitment metrics



Cross-Team Collaboration

Shared calendars to break down silos



Jebsen Beverage Townhall: Celebrating Success and Inspiring Future Initiatives



Jebsen Motors New Management Team Townhall:
Facilitating Open Dialogue and Strategic Alignment

Promoting Well-Being and Work-Life Balance

We host a wide range of activities to support physical, mental, and social well-being.



Signature Events



Wellness Month



Community Sports Activities



Innovation and Excellence



At Jebsen Group, we consistently remain at the forefront of technological advancements, dedicated to accelerating our digital and intelligent transformation. By integrating AI technology, we achieve deep synergy between business operations and technological capabilities, fostering innovation and operational excellence. We persistently explore new markets, expand sales channels, and refine partnership strategies to unlock growth potential, enhance efficiency, and improve customer experience.



Innovation and Excellence



Customer satisfaction score reached

9.76/10 at Jebsen Motors

Blue Girl has maintained its

17-year record of leading the Hong Kong beer market as of 2024

Sales volume of CASIO Timepiece and Calculator in Hong Kong surpassed

2,400,000 units within Jebsen Consumer

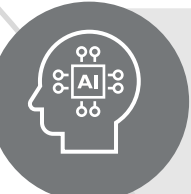


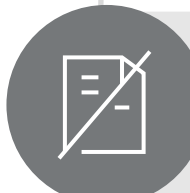




Driving Innovation and Growth

Digital Transformation and Responsible AI Adoption

Jebsen Group is committed to responsible digital innovation. In 2024, we advanced our digital transformation by:



- 
Deploying AI tools to improve analytics, enhance customer experience, and optimise operational efficiencies
- 
Updating our AI Usage Policy, to ensure ethical use of emerging technologies
- 
Implementing a unified Group Order Management System under the “Common System Strategy”
- 
Achieving 100% paperless non-trade procurement for IT
- 
Adopting SaaS platforms to enhance security and reduce hardware maintenance costs
- 
Upgrading our IT Infrastructure with SDWAN (Software Defined Wide Area Network) and Cloud Infrastructure to drive infrastructure efficiency and scalability

Jebsen Motors Initiatives

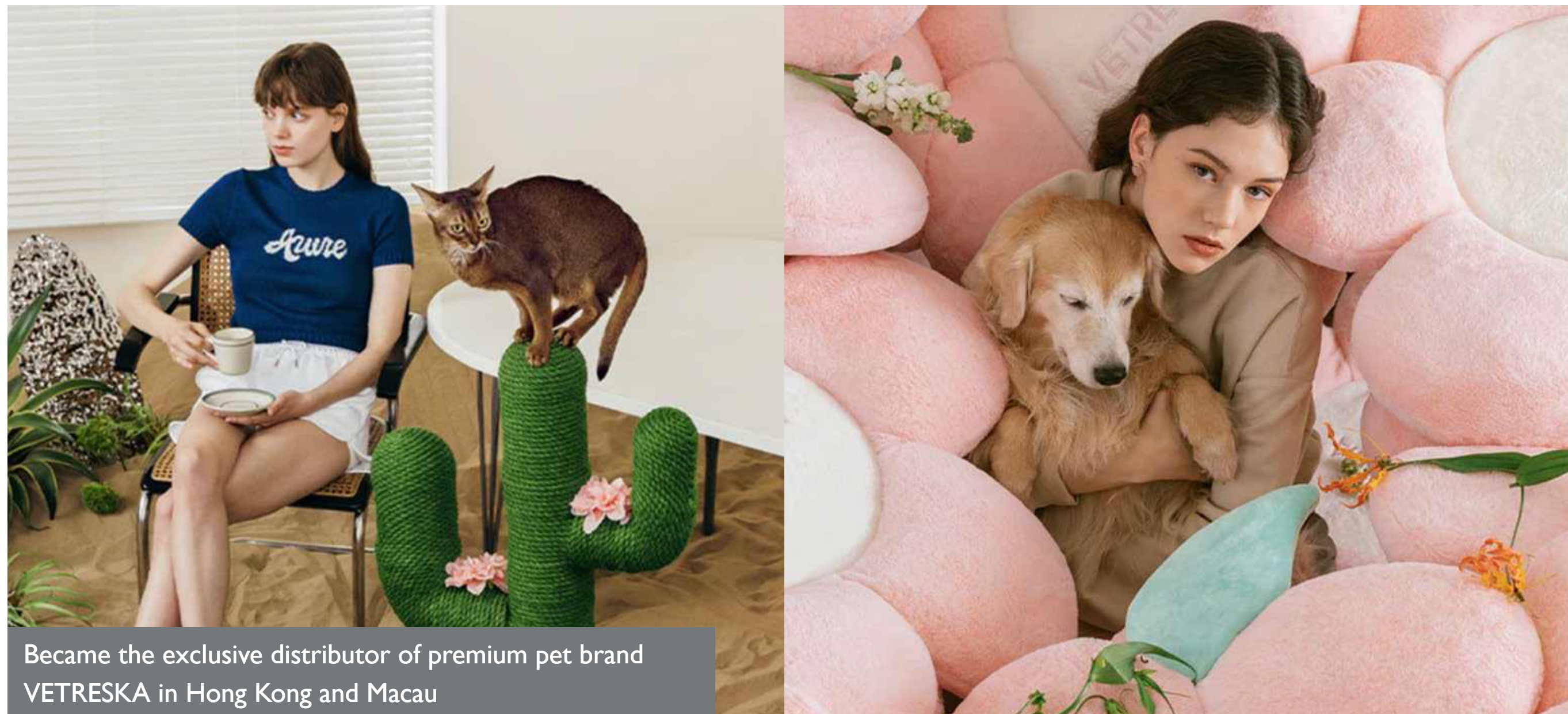
- Developed performance dashboards for operational analysis
- Streamlined OA processes to improve approval efficiency
- Upgraded the used car system to enhance OEM integration
- Promoted WeCom to enhance internal communication

Revitalising the Product Portfolio

Jebesen Group is committed to advancing product innovation and optimization, actively expanding our product portfolio. By utilizing market insights and consumer feedback, we consistently improve our offerings, thereby supporting sustained brand growth.

Jebesen Consumer: Strengthening Brand Identity

In response to evolving market demands, we have deepened our presence in the pet care sector.



Became the exclusive distributor of premium pet brand VETRESKA in Hong Kong and Macau



Revitalised the Q-Pets brand through updated promotion materials, consumer research, and integrated marketing promotions

Jebsen Beverage: Innovation for Growth

We continue to expand our wellness and premium beverage portfolio.



Became the sole distributor of Vita Coco beverage products in the Chinese mainland

Jebsen Beverage: Advancing into the High-end Spirits Market

In 2024, Jebsen Wines & Spirits entered a strategic partnership with Campari Group, becoming its exclusive distributor in Hong Kong. This collaboration reinforces Jebsen's competitive position in the premium spirits segment.



Continued Hong Kong's 12th Negroni Week with a drive to consumer engagement, offering classic Campari Negroni cocktails while supporting various charities through a share of proceeds



Collaborated with HKJC Happy Wednesday to promote Aperol Spritz, introducing Italian aperitivo culture to a younger audience



Partnered with Delamain Cognac, further expanding the premium spirits portfolio

Driving Innovation in Brand Promotion

We are committed to pushing the boundaries of brand marketing through strategic cross-industry partnerships and IP integrations. By blending online and offline experiences, we create immersive, interactive consumer engagements that enhance brand resonance and drive sustainable business growth.



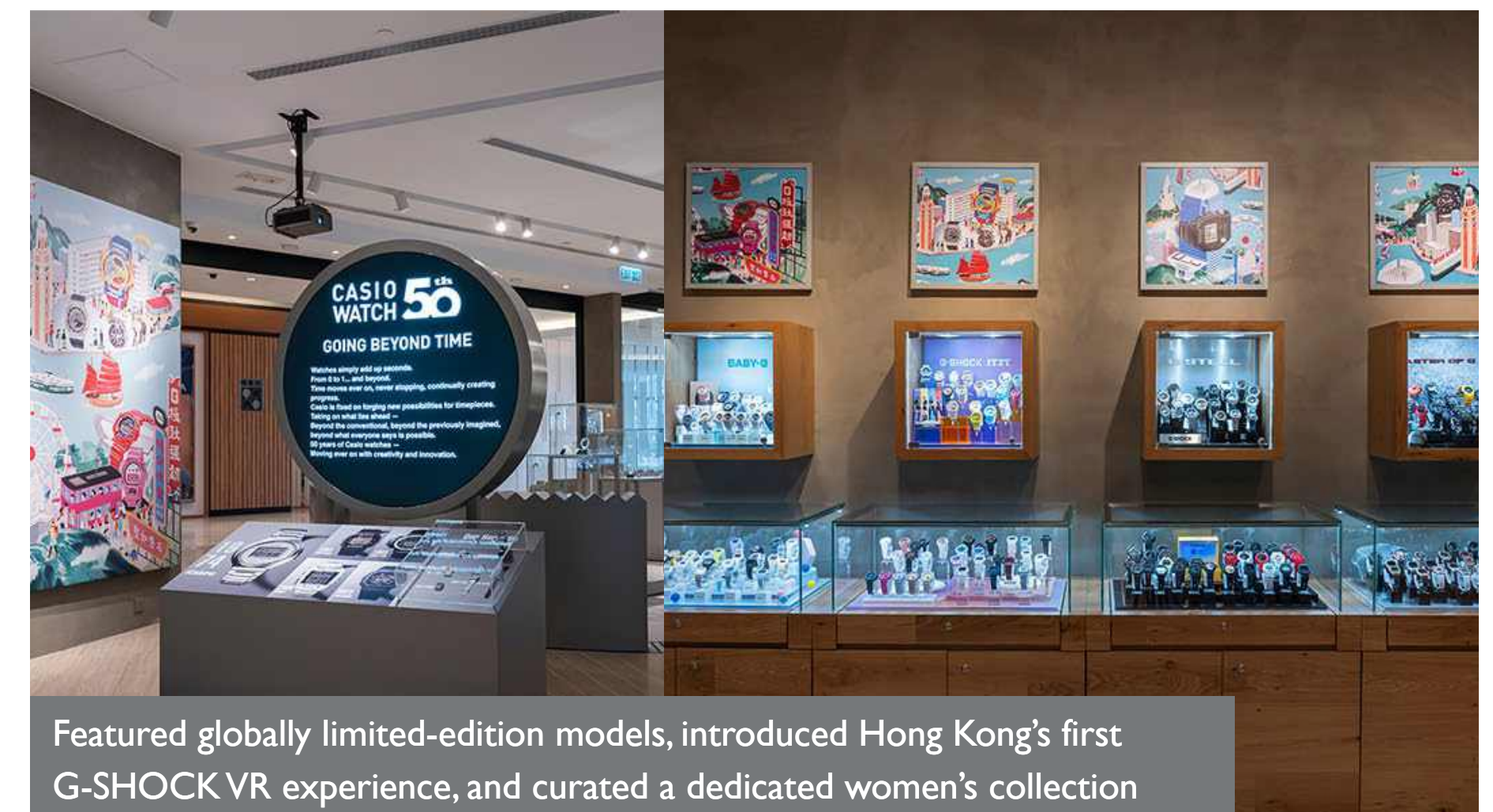
Debuted a co-branded project with Korean illustrator Aaron Chang — *What Do I Wear Tomorrow?* — combining fashion and vintage watch design to captivate next-gen consumers

Jebsen Consumer: Diversified Marketing for Trend-Led Engagement

Jebsen Group has maintained a long-standing partnership with CASIO G-SHOCK. In celebration of G-SHOCK's 50th anniversary in 2024, we collaborated on a series of creative marketing initiatives to reinforce brand vitality and market relevance.



Launched G-SHOCK's first flagship store in Hong Kong at PopCorn, Tseung Kwan O, showcasing the brand's "Absolute Toughness" ethos through immersive retail design



Featured globally limited-edition models, introduced Hong Kong's first G-SHOCK VR experience, and curated a dedicated women's collection

Jebsen Motors: Promoting Porsche motorsport culture and nurturing young talent

Jebsen Motors and the PCCA share a 20-year history: Jebsen Motors is a founding member of the PCCA and was one of the very first teams to participate in the race. To date, the team has secured 25 race wins and achieved 108 podium finishes. Staying true to its mission, Jebsen Motors remains committed to embodying the Porsche spirit and delivering exceptional experiences to its customers.



Team Jebsen secured the Porsche Dealer Trophy in 2024, marking its fourth championship after victories in 2006, 2008, and 2021

Jebesen Beverage: Creative Collaborations, Amplified Impact

Jebesen Beverage continues to pioneer brand partnerships that fuse unique brand identities to forge stronger market appeal and broader consumer reach.



Collaborated with Peet's Coffee during the 2024 Olympics, Bundaberg launched the "Golden Medal" Americano, combining signature strengths for a bold brand statement



Hosted the "Blue Girl Dai Pai Dong" party, which lasted for two months, leveraging Hong Kong's local culture and generating over one million social media interactions



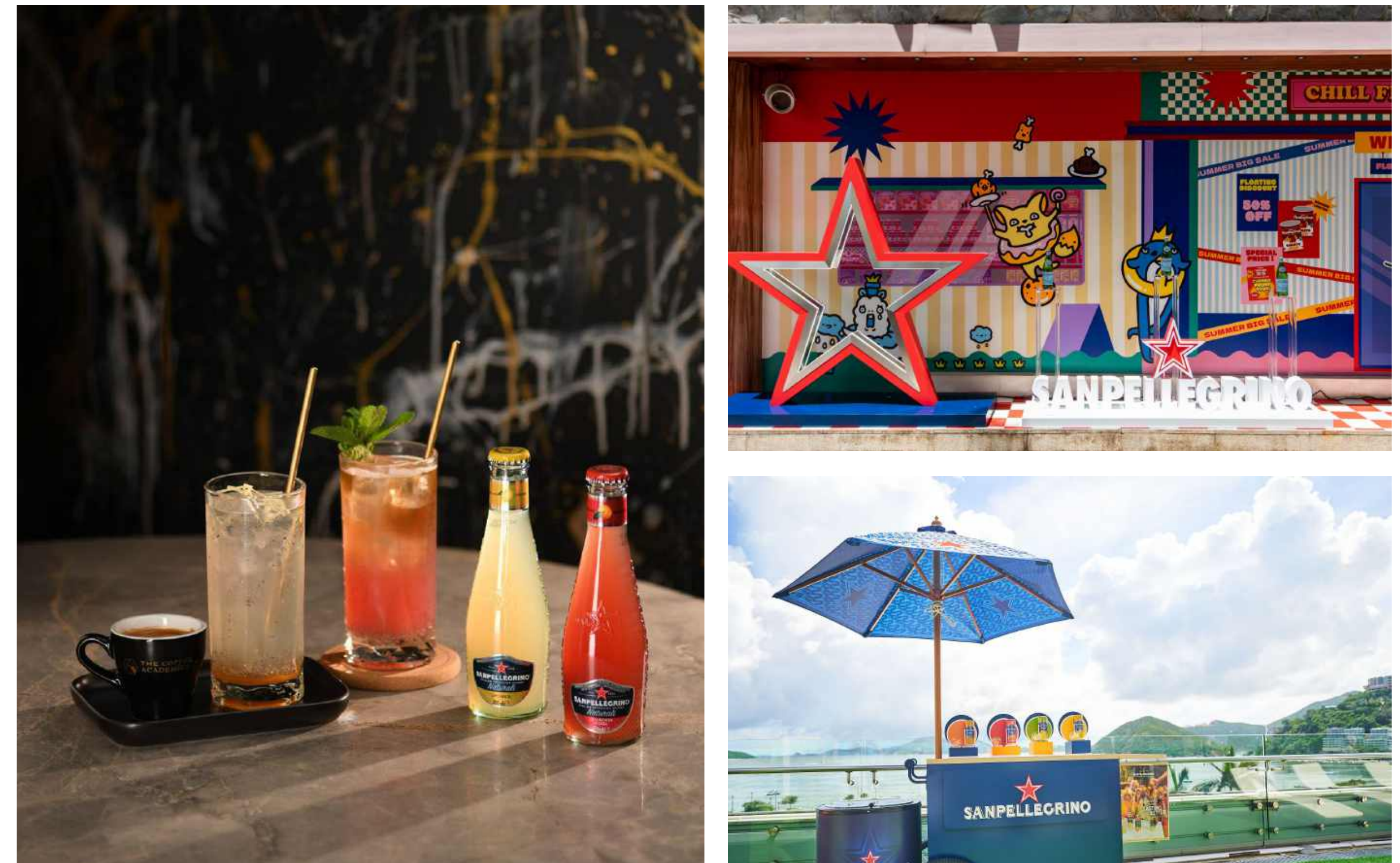
Launched the "Sparkle Music Concert" ticket raffle campaign across over 1,000 consumer touchpoints to boost music fan engagement and enhance brand affinity

Jebsen Wines & Spirits: Strengthening Brand Awareness

Jebsen Wines & Spirits is committed to elevating brand awareness to a world-class level, supporting long-term sustainable growth.



Partnered with Hongkong Land's LANDMARK to launch the "Sake Walk" campaign — a 7-week experience at top Michelin-starred outlets featuring 9 breweries from Jebsen's portfolio. The campaign achieved over 800 million impressions and fostered new collaborations with partners



Curated the San Pellegrino summer campaign, showcasing the iconic sparkling fruit juice with a coffee-mixer concept across multiple channels — from social media to pop-ups, casual dining restaurants, and cafés. The local initiatives were recognised globally as best practice

Strengthening Industry Engagement

Jebesen Group actively engaged in industry dialogue through forums, exhibitions, and summits—enhancing brand influence and professional credibility.

Jebesen Consumer participated in Pet Fair Asia 2024

- Asia's largest pet exhibition, attracting over **2,500** exhibitors
- **350,000** attendees



Jebesen Consumer is committed to introducing technical solutions from globally leading brands to the local film and television industry, aiming to improve efficiency and creativity in this field.



Jebesen Beverage took part in the 4th China International Consumer Products Expo and the China International Import Expo (CIIE), expanding brand awareness and customer acquisition



Jebesen Consumer showcased advanced film and TV technical solutions at the 14th Beijing International Film Festival alongside Jebesen Beverage

Enhancing Customer Confidence

Optimising Products and Services




We Emphasise customer-centric innovation by conducting thorough market analysis, embracing digital transformation, and optimising our operations. This approach allows us to improve efficiency while simultaneously enhancing customer satisfaction.

Jebsen Beverage: Exploring Online Consumption Scenarios

Launched the Jebsen Wellness Beverage mini programme, piloting localized group-buying to meet evolving consumer needs.

Introduced an AI-powered Automated Receipt Recognition System for Blue Girl, reducing manual errors and improving promotional efficiencies.

Efforts in 2024 included

-  Hosting VIP tasting events and exclusive brand experiences
-  Partnering with distributors for region-specific sales strategies
-  Launching festive campaigns with wineries to maximise seasonal impact

Jebsen Wines & Spirits : Elevating Premium Experiences

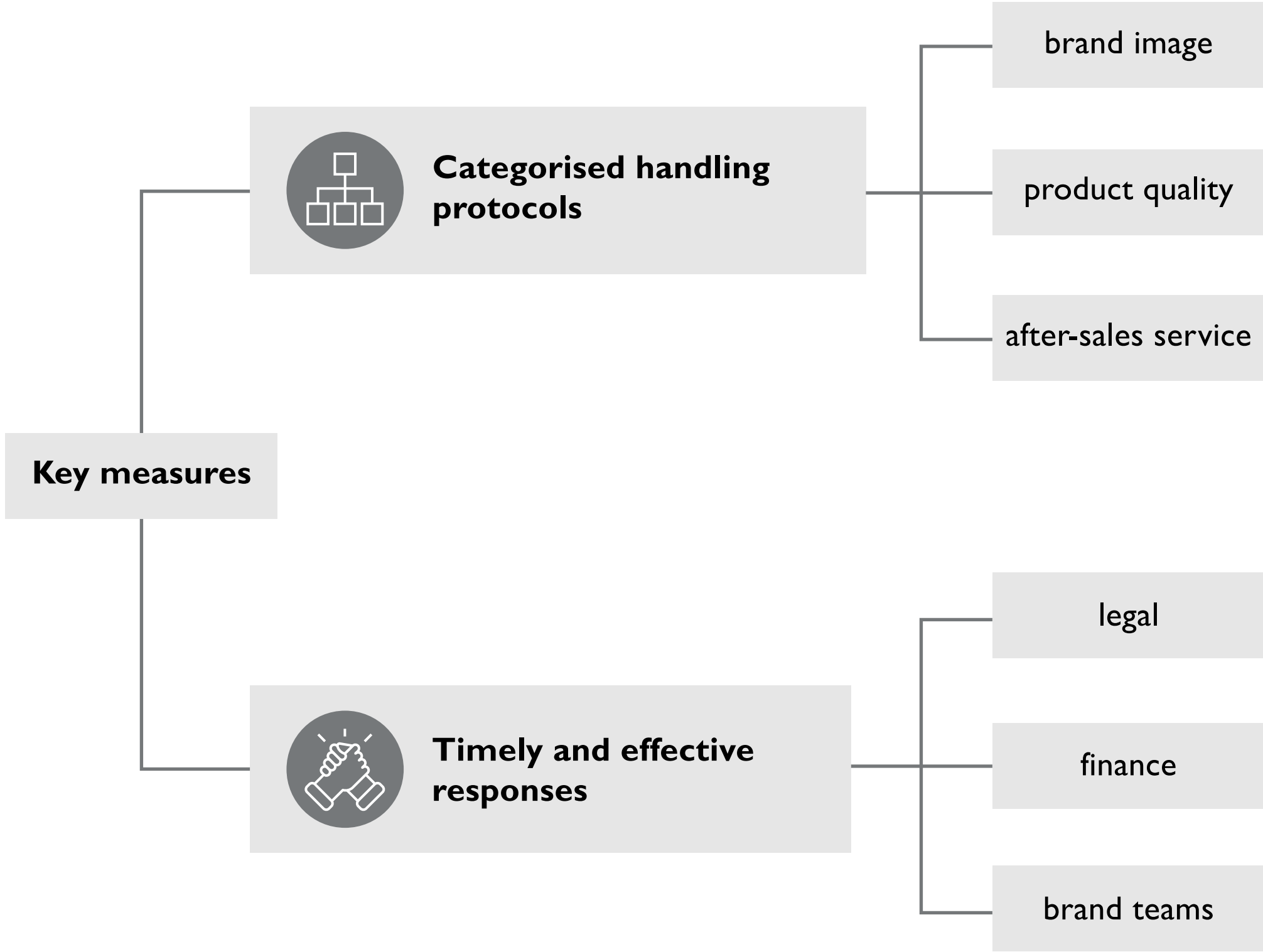
We continue to refine our strategic focus and sales models to enhance value delivery for premium clientele.



Building Customer Trust

Jebsen Beverage: Focused Inquiry Resolution

To enhance service quality, Jebsen Beverage established a dedicated quality management team and implemented a 100% closed-loop inquiry resolution system.






Jebsen Motors: Deepening Customer Loyalty

Jebsen Motors builds lasting customer relationships through tailored, high-touch engagement strategies.



Jebsen Motors maintains open and efficient communication channels to ensure seamless pre-sales and after-sales services. Customers can easily access information and share feedback via hotline, official website, email, and offline support, enabling continuous service improvement.

Initiatives in 2024 included

-  Hosting themed events such as owner salons, car meetups, cycling clubs, and gourmet experiences
-  Integrating WeCom to enhance private domain customer management
-  Maintaining accessible communication channels via hotlines, websites, emails, and offline service points



Ethical and Responsible Marketing

We uphold ethical marketing standards, ensuring transparency, consistency and authenticity in all external communications. Our visual identity is unified and rigorously managed to maintain credibility and brand integrity.

Jebesen Beverage reinforced responsible drinking practices through



Completion of FReD online training under the Hong Kong Responsible Drinking Initiative



Structured learning on the Beverage Academy online platform in the Chinese mainland



For “Responsible Serving”, by the end of 2024

- **329** employees completed the FReD online courses (Hong Kong)
- A total of **98** employees completed the online courses of the “Beverage Academy” (Chinese mainland)

Sustainable Partnerships

We integrate sustainability into brand and product collaborations to amplify social impact and promote environmentally responsible lifestyles.



CASIO also became an official sponsor of the Hong Kong Sevens, aligning durable design with athletic excellence



Highlights in 2024



CASIO partnered with No Coffee to launch eco-themed merchandise promoting reusable habits

Q-Pets organised 51 adoption events, finding homes for 85 animals and distributing reusable pet supplies to support responsible ownership.



Jebsen Capital embeds ESG principles into its investment strategy, empowering portfolio companies to deliver long-term, purpose-driven impact.



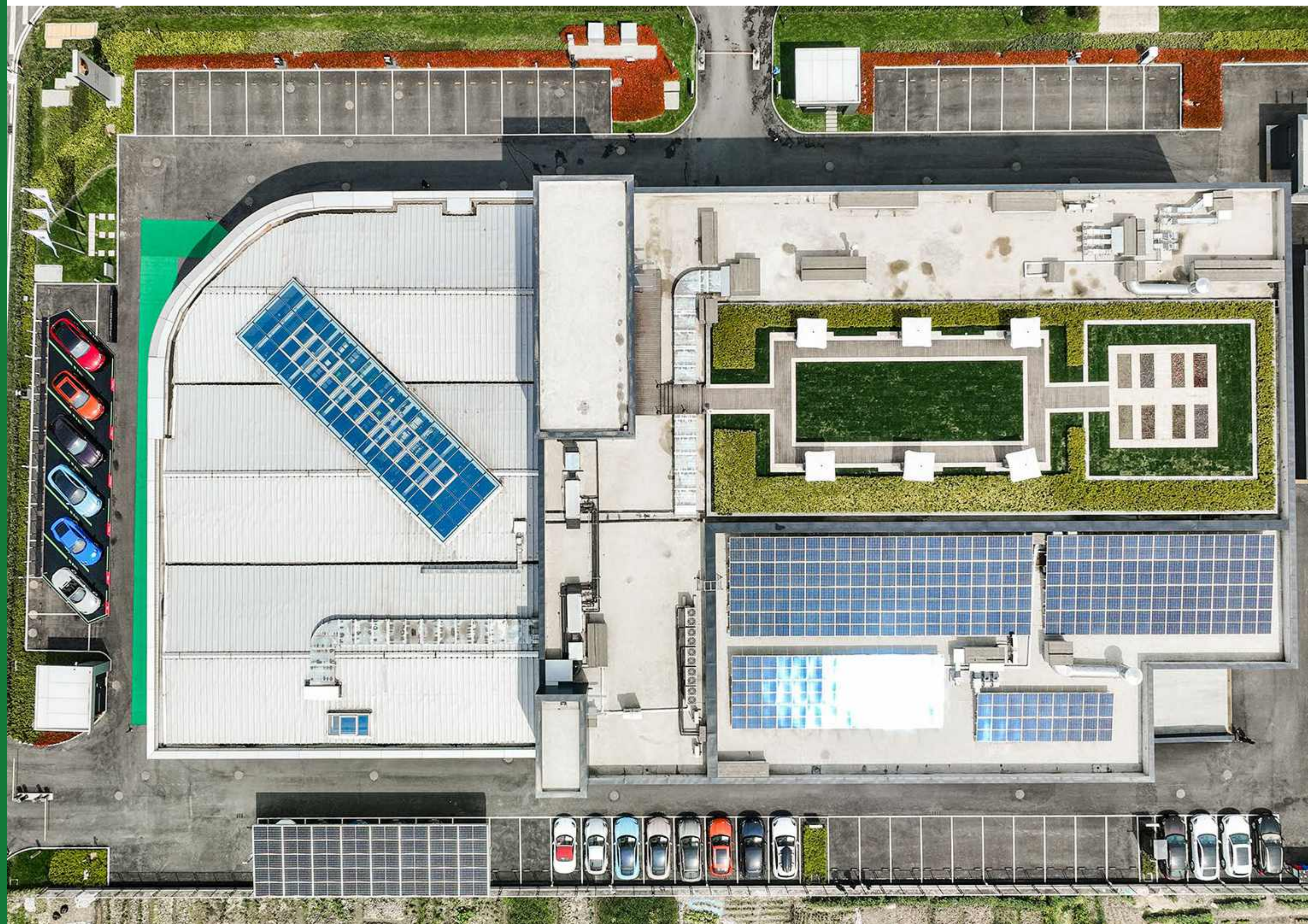
Key Highlights of Portfolio Companies in 2024

- 
Tonies: Strengthened carbon management and improved supply chain sustainability
- 
Pook Group
 - Launched the Safe Water Initiative in Yunnan, ensuring access to clean water
 - Introduced *One Meter Coffee*, offering employment training for individuals with autism
 - Advanced green supply chain practices and earned Ecovadis Bronze certification

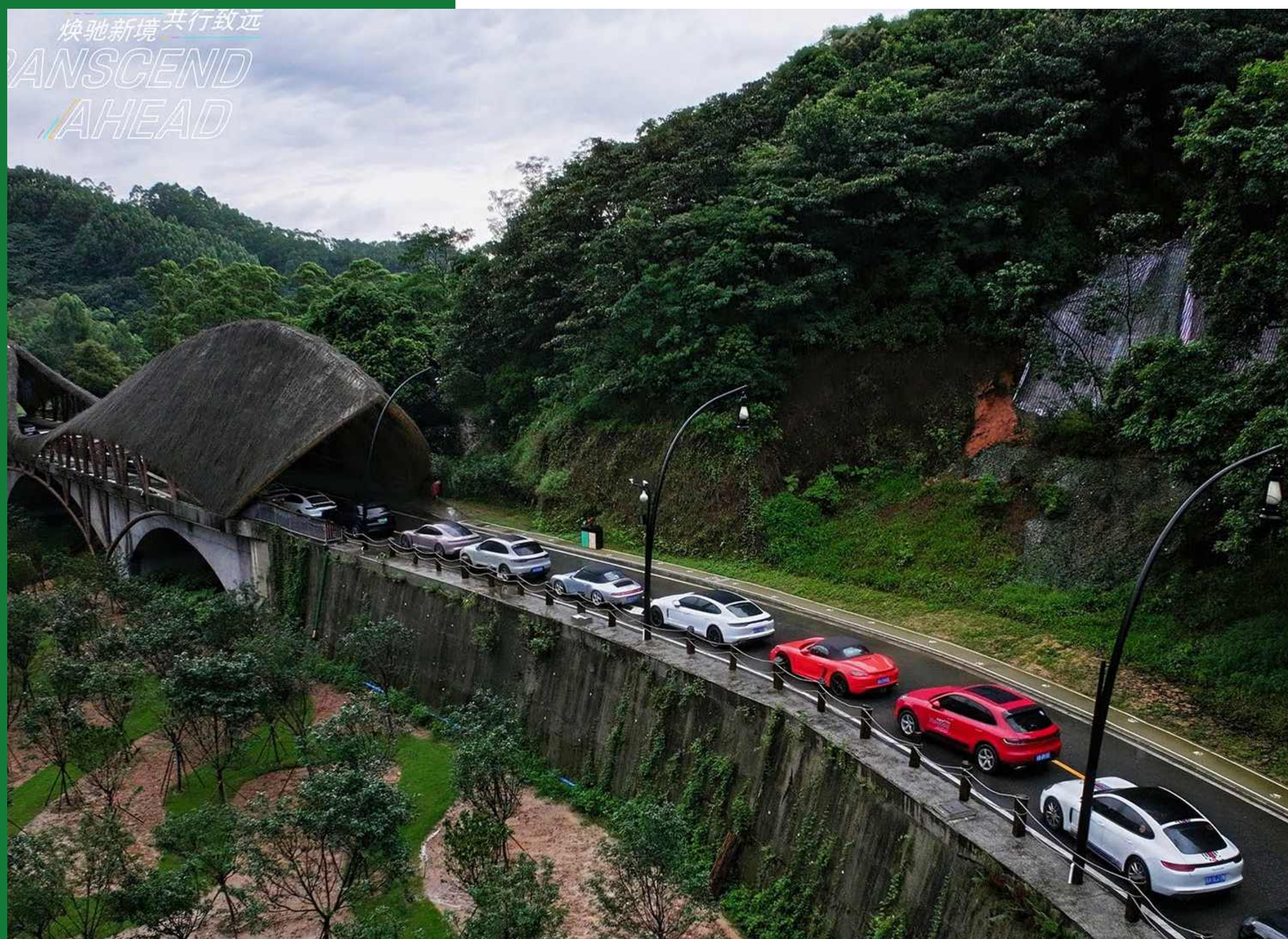
Climate Action



As a responsible corporate citizen, Jebsen Group embraces green and low-carbon development as a core strategic priority. Through sustainable operations and proactive climate action, we are committed to reducing our carbon footprint while collaborating with industry partners to generate both environmental and business value.



Climate Action



Total Greenhouse Gas Emissions

7,672.00

tonnes CO₂e - a year-on-year

reduction of **19.82%**

Carbon Emission Intensity

593.55

tonnes of CO₂e per HK\$ billion revenue

a decrease of **0.75%**

Electricity Consumption

Reduced by

9.54%

across the Group

Petrol Consumption

Decreased by

46.17%



Advancing Low-Carbon Development

Climate Risk Assessment and Mitigation

We adhere to global and local climate regulations, raising awareness and enhancing our ability to manage climate-related risks. To address frequent extreme weather events, we have improved our mitigation and adaptation strategies.



Key Initiatives in 2024

Risk Management

Incorporated extreme weather risks into the Group's Crisis Management Policy and business strategy



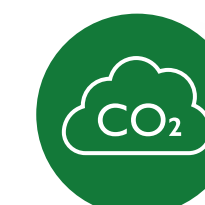
Policy Development

Issued *Work Arrangement in Adverse Weather Conditions* to safeguard employees



Low-Carbon Operations

Integrated sustainability into daily practices and workplace environments



Green Product Strategy

Promoted sustainable principles across our business lines



Resource Efficiency

Improved energy efficiency and adopted clean technologies at operational sites



Transparency

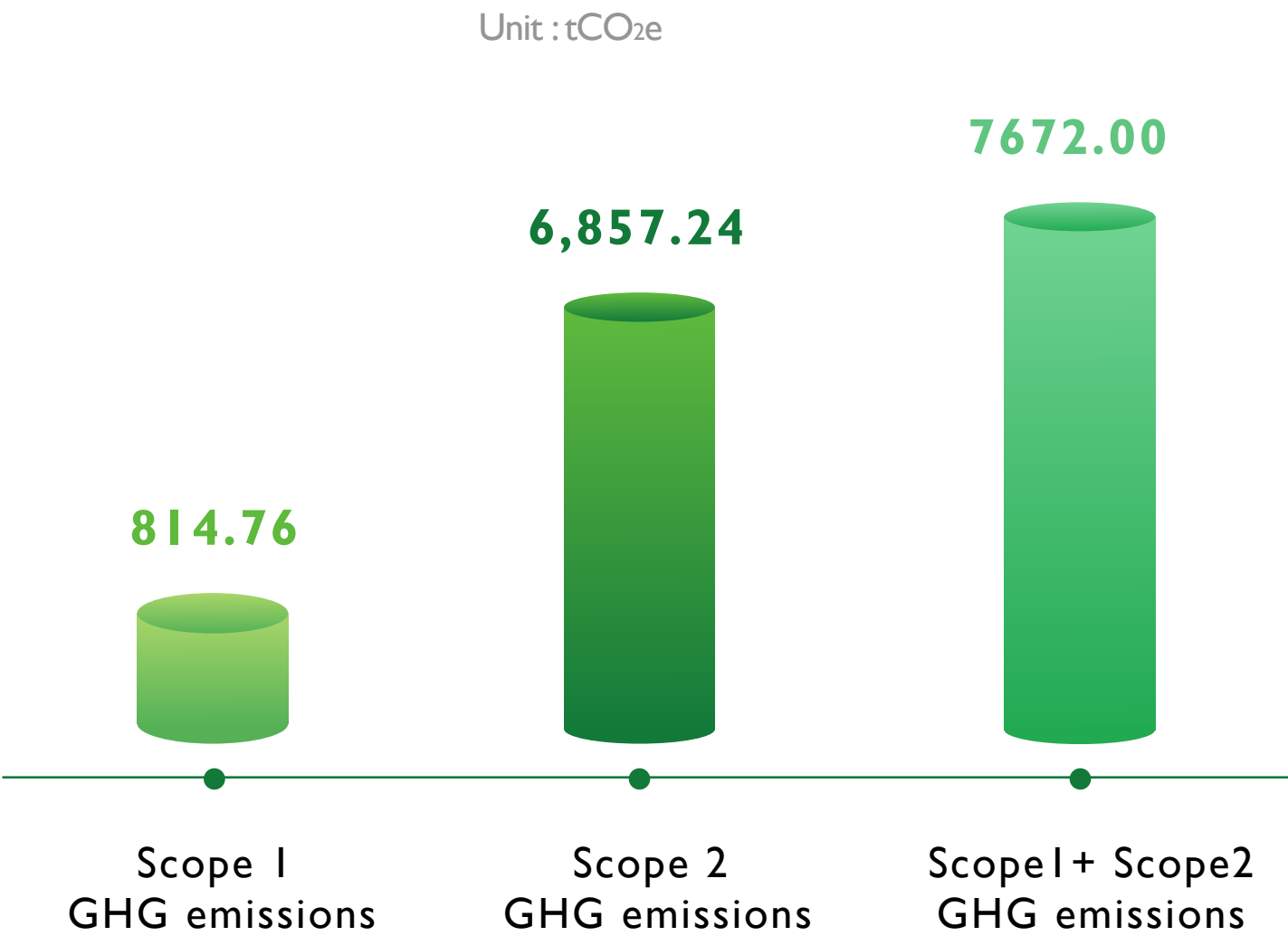
Published sustainability progress in our annual report



Strengthening Carbon Governance

Since 2010, we have established a dedicated audit task force to systematically strengthen our carbon management. Our approach extends beyond internal operations to include our full value chain, driving comprehensive low-carbon development.

Jebsen Group's 2024 GHG emissions



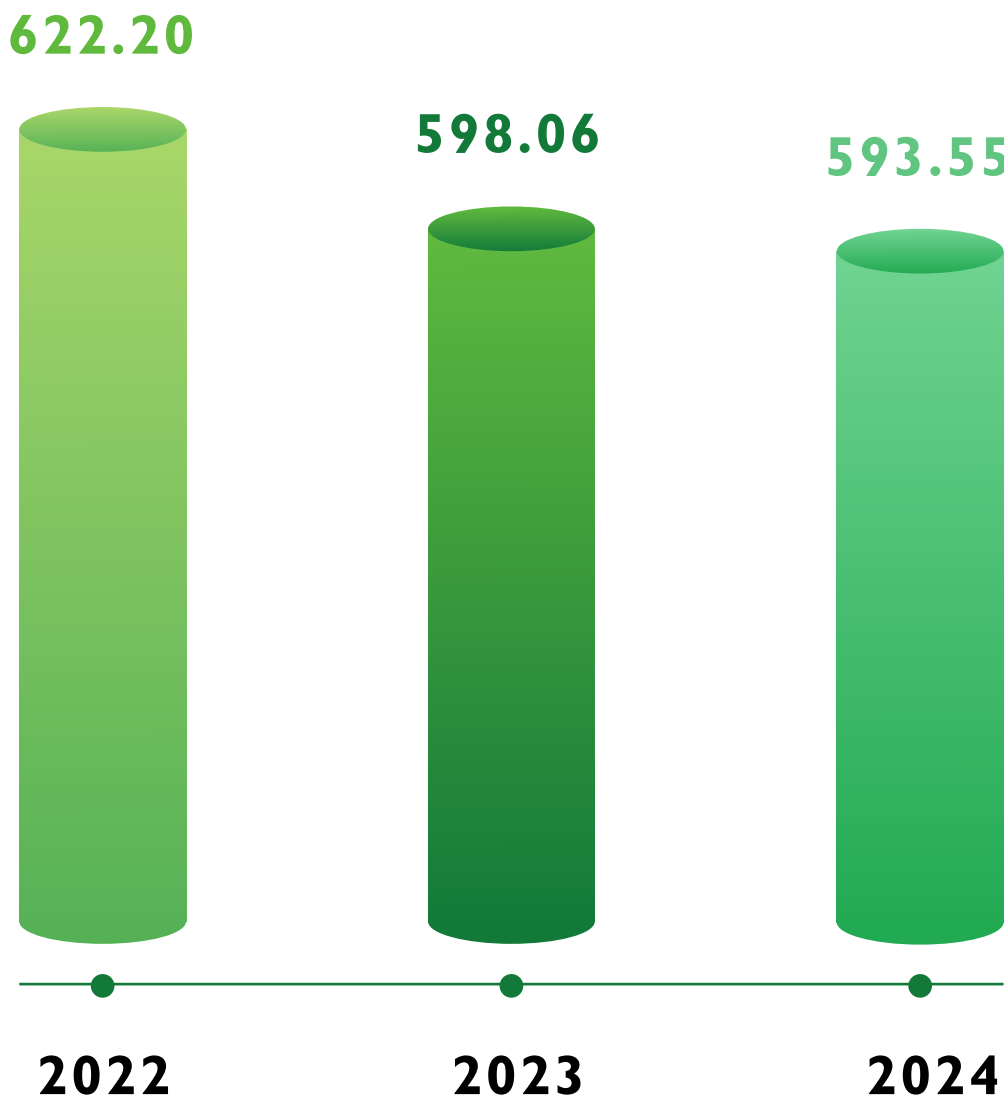
Note: Scope 1 emissions refers to direct GHG emissions generated by sources that a company owns or controls; Scope 2 emissions refers to indirect GHG emissions generated by electricity purchased and consumed by a company. Carbon emissions classifications and calculations are based on GHG Protocol-A Corporate Accounting and Reporting Standard and Greenhouse Gases-Part 1: Specification with guidance at the organisational level for quantification and reporting of greenhouse gas emission and removal (ISO 14064-1:2018)

Jebsen's GHG emissions are **19.82%** lower than in 2023

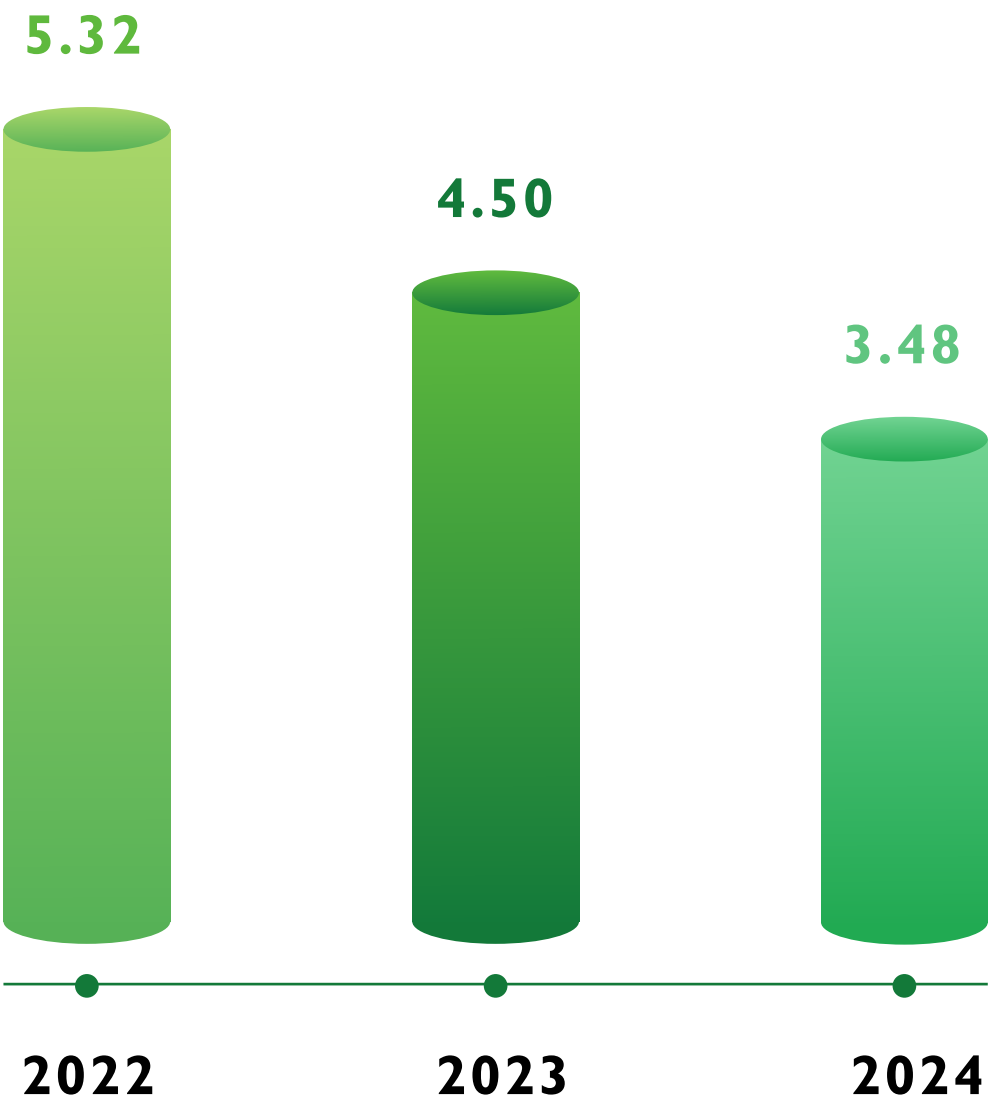
GHG emissions per unit of revenue **0.75%** lower than in 2023

Changes To GHG Emission Intensity In 2022-2024

GHG emissions per unit of revenue
Unit : tCO₂e/HK\$1bn



GHG emissions per capita
Unit : tCO₂e/person



Green Operations

Energy and Water Efficiency

Energy conservation



Green mobility

Streamlined vehicle fleets to cut fuel use and emissions



Eco-conscious behaviour

Encouraged lights-off habits and upgraded automation to reduce energy waste



Water Conservation Initiatives



Porsche Centre Shenzhen Longhua

Installed a wastewater recycling system for car washes



Porsche Centre Shanghai Minhang

Implemented rainwater harvesting for cleaning



Porsche Centre Haining (LEED Platinum)

Utilised rainwater for irrigation and road cleaning

Sustainable Buildings and Green Spaces

We actively support the national initiative to promote energy-saving and green building development

- Hong Kong, Shanghai and Beijing offices are housed in LEED Platinum buildings
- In 2024, our Guangzhou office relocated to the LEED-CS Gold pre-certified LaiSun International Center
- Porsche Centre Haining is the first newly built Porsche Centre to receive LEED Platinum certification



Sustainable Resource Recycling

We advocate the concept of resource recycling by implementing the reuse of office resources. Through participation in environmental recycling programmes, reducing the consumption of single-use items, and improving waste separation systems, we aim to promote the efficient circulation of resources.



2024 Highlights



Paperless Office

Promoting digital-first workflows and reduced paper usage



Recycling Systems

Installed waste segregation bins and worked with partners for toner and ink cartridge recycling



Glass Bottle & Courier Box Recycling

Continuous efforts to reduce waste



Employee Engagement

Organised workshops and activities to foster sustainability awareness

“Decluttering Competition” for an Efficient Workspace

Recycled **7,698.9 kg** of wastepaper during “Decluttering Week”



Hong Kong Office: Participated in multiple recycling programmes including food waste, electronics, Lai See packets, and mooncake boxes



Resold or donated used furniture and electronics during the Guangzhou office relocation



Digital Decluttering Competition: Promoted paperless habits and cleaner digital environments

Creative Sustainability Engagements



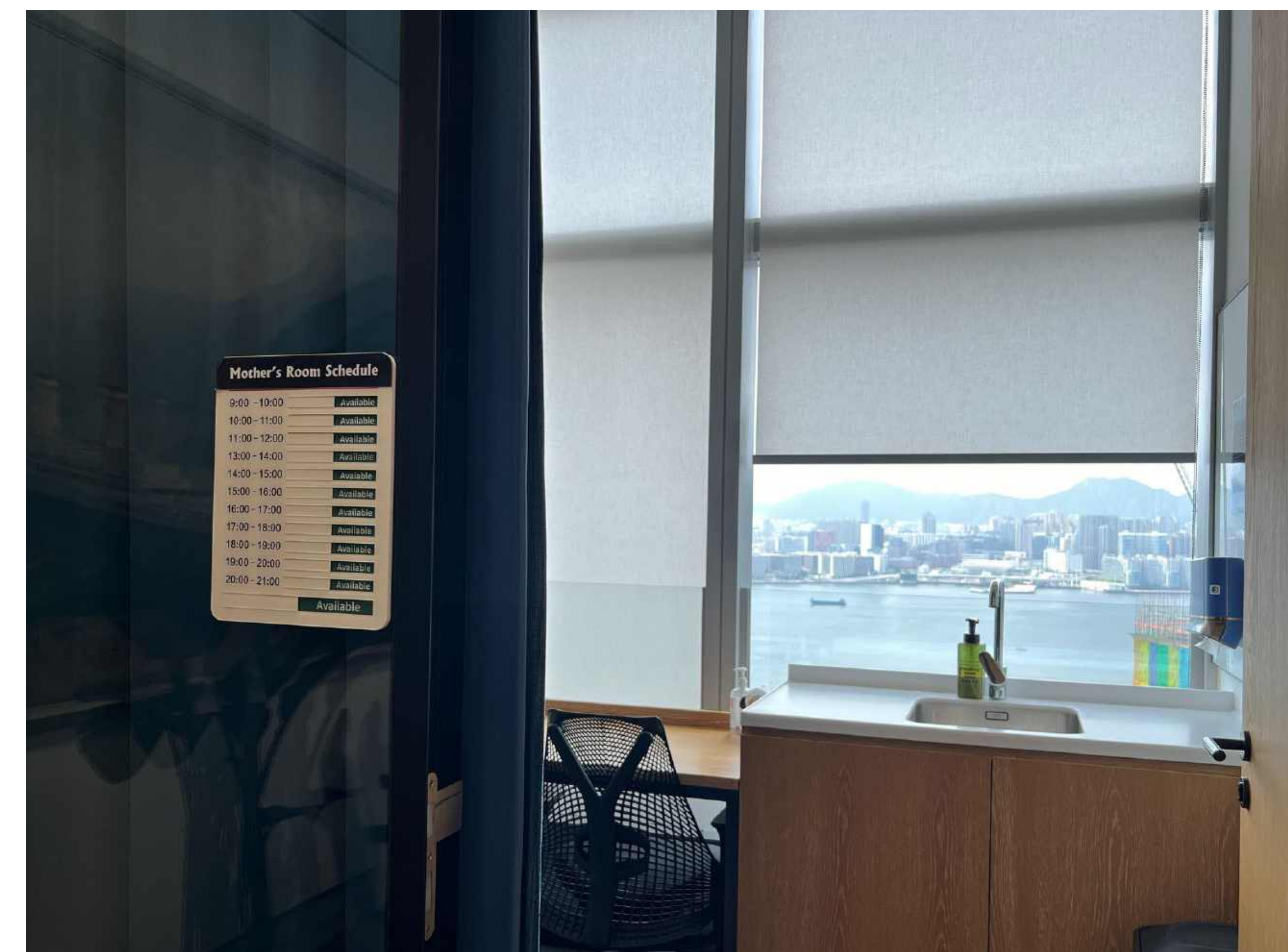
Electronics Donation Drive:
Devices donated to Caritas Computer Reuse Programme







Coffee Scrub Skincare Workshop:
Repurposing coffee grounds into skincare products

Clean and Pollution-Free Work Environment

We maintain a clean, healthy workplace through pollution control and resource management: BIO-D2 Mini Bio-System installed in pantries and nursing rooms (Hong Kong Office) to purify wastewater pipelines, keeping spaces odour-free.



Hazardous Waste Management at Porsche Centres under Jebsen Motors

-  Secure storage, clear labelling, and video monitoring
-  Detailed logging and reporting
-  Routine inspections following “Three Protections” : against dispersal, leakage, and loss
-  Partnered disposal with certified specialists



Co-Creating a Greener Ecosystem

We advocate environmental conservation and biodiversity through employee engagement and community programmes.

WWF Activities

Snorkelling at Hoi Ha Wan, organic farming experiences, and the “Walk for Nature” family event



We encourage all business lines to take proactive steps in environmental protection initiatives.

Wildlife Adoption Partnership

Porsche Centre Nanjing Jiangning entered a two-year wildlife adoption partnership with Nanjing Hongshan Forest Zoo

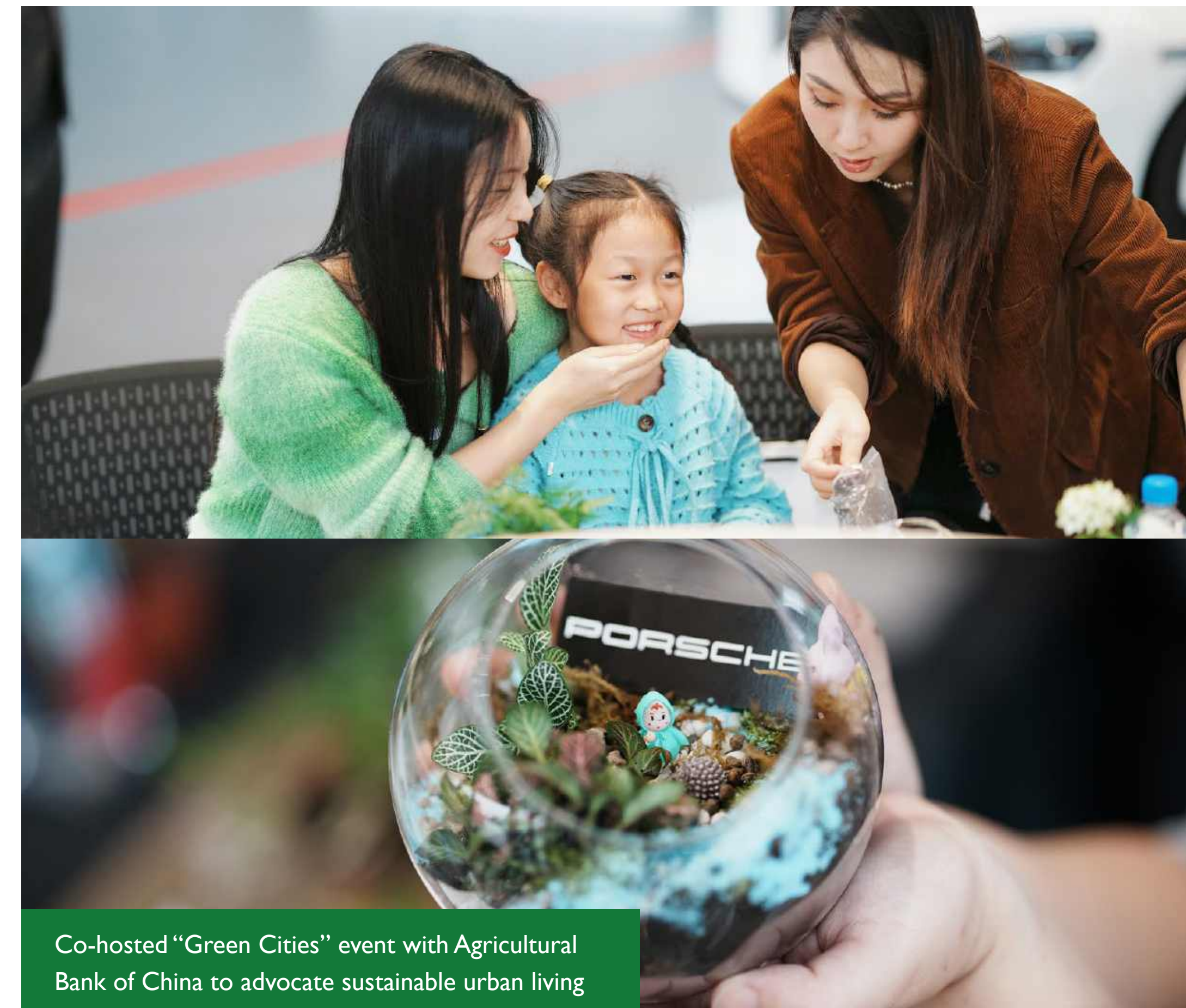


In 2024, Porsche Centre Haining actively promoted sustainability initiatives, integrating green concepts into the automotive sector.

Porsche Centre Haining Sustainability Events



Hosted Taycan EV launch to promote electric mobility



Co-hosted "Green Cities" event with Agricultural Bank of China to advocate sustainable urban living

Community Contribution



At Jebsen Group, we uphold responsibility, advancing health equity and inclusive education. Through innovative practices, we empower underserved communities, driving diverse initiatives to foster a more inclusive society and reaffirm our long-term commitment to sustainable development.



Community Contribution

Employee Volunteering

Total volunteering hours:

1,023 hours

Project Morning Star

Over **460,000** children received vision screenings

More than **350,000** local residents engaged in eye health education

Awards & Recognition

“Yat-sen Education Contribution Award”, Sun Yat-sen University

Public Welfare Beacon Award, Outstanding Foreign-Funded Enterprises in Guangzhou

Honoured “CSR China Top 100-Sustainable Responsibility 100”

“Autumn Towards Light” Education Support Programme

Donated **RMB 200,000** to enhance educational access for underprivileged children

“Jebsen InspiringHK!” Sports Programme

Benefited over

1,347 youth

Delivered **8,000** hours of sports training

Jebsen Group Charitable Foundation

Partnered with **7** charitable organisations to amplify social impact



Project Morning Star

Project Morning Star - Phase III Sustainable Impact for Youth Eye Health

Since 2011, Jebsen Group has partnered with the global nonprofit organisation Orbis on “Project Morning Star”, demonstrating a long-term commitment to enhancing eye health and vision care in the Chinese mainland.

Milestones of Project Morning Star – Phase III:

- Established **7** county-level pediatric eye care centres in Yunnan and Guangxi
- Provided vision screening and diagnosis for over **460,000** children
- Sponsored ophthalmic surgeries for **35** underprivileged children
- Provided subsidised eyeglasses for **709** children
- Provided training for **325** local eye health professionals to improve rural medical capabilities and ensure timely support for children in need



In 2024, Jebsen volunteers engaged in field activities in Hechi City and Dahua Yao Autonomous County, Guangxi Zhuang Autonomous Region, where they delivered vision screening to 1,600 children and conducted interactive eye health education sessions.






Sports for Vision Supporting Visually Impaired Students Through Action and Care

“Sports for Vision”, launched in 2023, aims to encourage employees to engage in physical activity to improve their own eye health while creating more opportunities for visually impaired students to experience the world through a points-based reward system.

Through this innovative public welfare model, every Jepsener is empowered to contribute, collectively advancing social inclusion and public health. By 2024, the “Sports for Vision” initiative has successfully completed five phases, consistently promoting eye health awareness and fostering a culture of proactive vision care.



How It Works:

-  **30 minutes of exercise = 30 Vision Points**
-  **1 additional point for every extra minute logged**
-  **100,000 points = Artistic experiences for visually impaired students and their families**
(e.g., museum/gallery visits)



Jebsen volunteers at Sky Art Museum in Shenzhen in December 2024



Milestones of “Sports for Vision”

- **153** Jebseners participated
- **5,436** check-ins, earning a total of **579,642** Vision Points
- Complete **5** project phases
- Enabled **46** volunteers to accompany **119** visually impaired students and their families on educational visits to museums and galleries



Organised a tactile art experience at BY ART MATTERS(Hangzhou) in July 2024





Engaged Porsche owners in inclusive sports events to broaden community impact



Additionally, we are also committed to creating a safe and inclusive sporting environment for visually impaired students, allowing them to experience the joy of physical exercise. Since 2021, we have continuously organised “Sports for Vision” Visually Impaired Fun Sports Day in Shanghai, Nanjing and Shenzhen. Through companionship and support of our volunteers, these students gain confidence and courage from exploring and challenging themselves in sports.



Jebsen volunteers at the Orbis Flying Eye Hospital, a mobile teaching hospital committed to training ophthalmologists and advancing global eye care standards



“Jebsen InspiringHK!” Long-Term Sports Training Programme

Empowering Grassroots Youth Through Sports

In collaboration with the InspiringHK Sports Foundation, Jebsen Group launched a five-year programme to provide long-term sports training opportunities for underprivileged youth.

This initiative leverages sports as a vehicle for change, enabling grassroots children and youth to build confidence, resilience, and a healthier life.



The Jebsen-sponsored girls' basketball team, Kai Ching Enchanters, claimed their second championship at the 2023-2024 WELL DUNK! Public Estate Basketball Brand Finals

2024 Achievements:

- Trained over **330** young athletes
- Provided **20** classes across **10** different sports, including dodgebee, fencing, rope-skipping, and karate
- Hosted sharing sessions featuring **star athletes and sports experts**





Additionally, Jebsen volunteers participated in the Home SWEAT Home initiative, visiting families living in subdivided flats to deliver furniture vouchers and care packages, offering both emotional and practical support.






Jebsen Group Charitable Foundation

Driving Sustainable Community Empowerment

The Jebsen Group Charitable Foundation, established in 2020 and certified under Section 88 of Hong Kong's Inland Revenue Ordinance (Cap. 112) in 2023, continues to support long-term public welfare initiatives across Hong Kong and the Chinese mainland.



Our areas of focus

-  Promoting mental health
-  Providing inclusive care services
-  Providing assistance for vulnerable communities



Educational Contributions

Supporting Education for a Brighter Future

The Jebsen Group employs a comprehensive strategy involving financial support, talent development, and resource integration to foster the growth of young social leaders.



"Jebsen & FAH-SYSU Education Fund" Programme

In 2024, we deepened our collaboration with the First Affiliated Hospital of Sun Yat-sen University (FAH-SYSU), supporting the development of young medical talent. Five outstanding students were awarded for their excellence and potential.





“Golden Autumn Towards Light” Programme

Concluded in 2024, the three-year “Golden Autumn Towards Light” Programme supported underprivileged students in pursuing their educational aspirations, aligning with our belief in education as a powerful driver of social mobility.



Three-Year Impact

- Total donation: **RMB200,000**
- Supported **85** students from underprivileged backgrounds
- Received the **14th Philanthropy Festival- Education Public Welfare Contribution Award**

Engaging Employees in Community Service

We actively encourage employees' participation in community initiatives, bringing positive energy and meaningful change to the communities we serve. Through consistent engagement and strategic partnerships, we are committed to fostering long-term social values.

Sustainable Living Workshop

In partnership with WWF-HK, we organised a bagel-making workshop for employees and their families to promote:

- Sustainable eating habits
- Local sourcing, reduced meat consumption, and waste reduction



Siu Sai Wan Christmas Party

In December, Jebsen volunteers brought festive cheer to residents at the Siu Sai Wan Housing for the Elderly through:

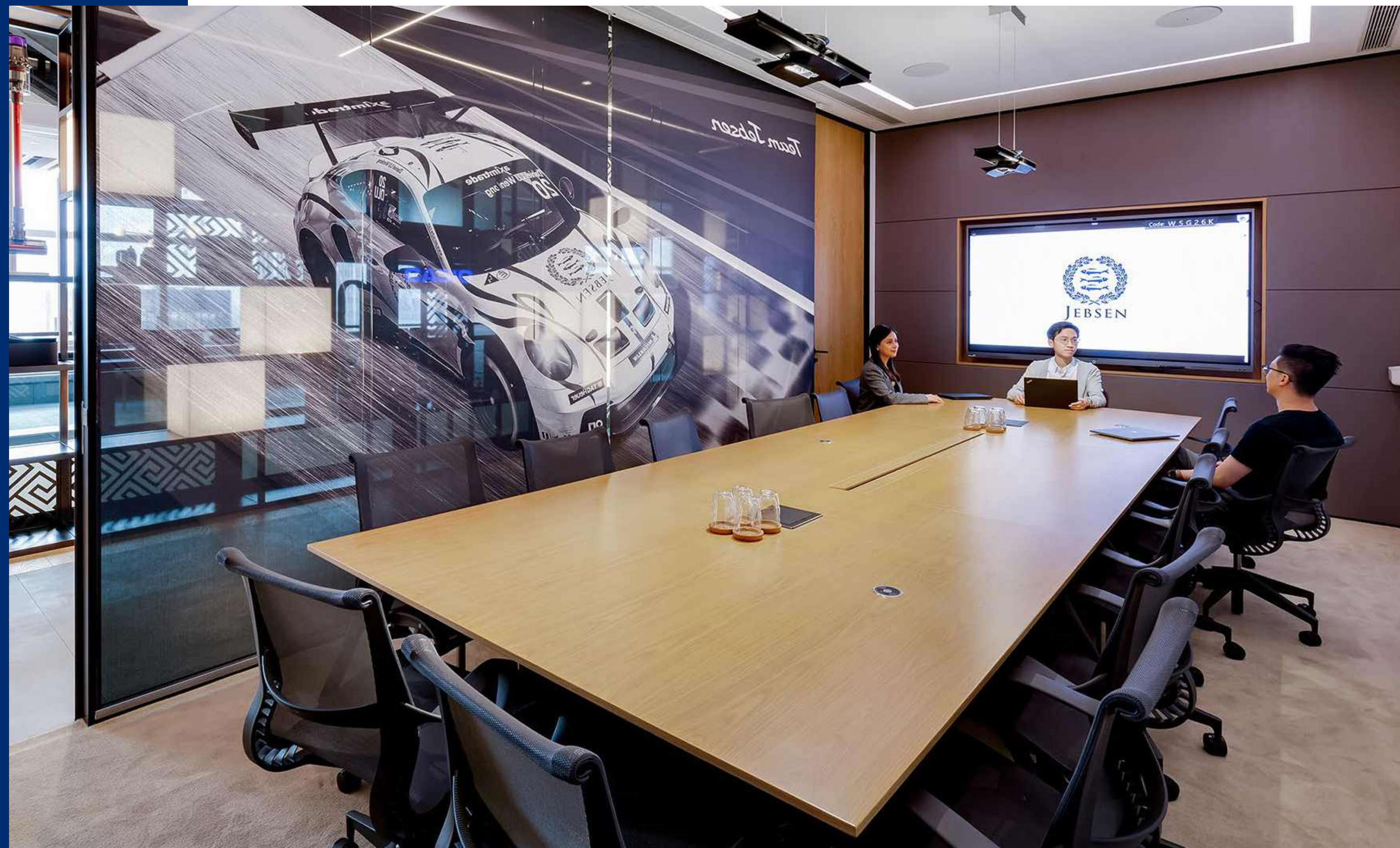
- Interactive games and carols
- Gift-giving and festive lunch
- A special karate performance by students from the Jebsen-InspiringHK! programme



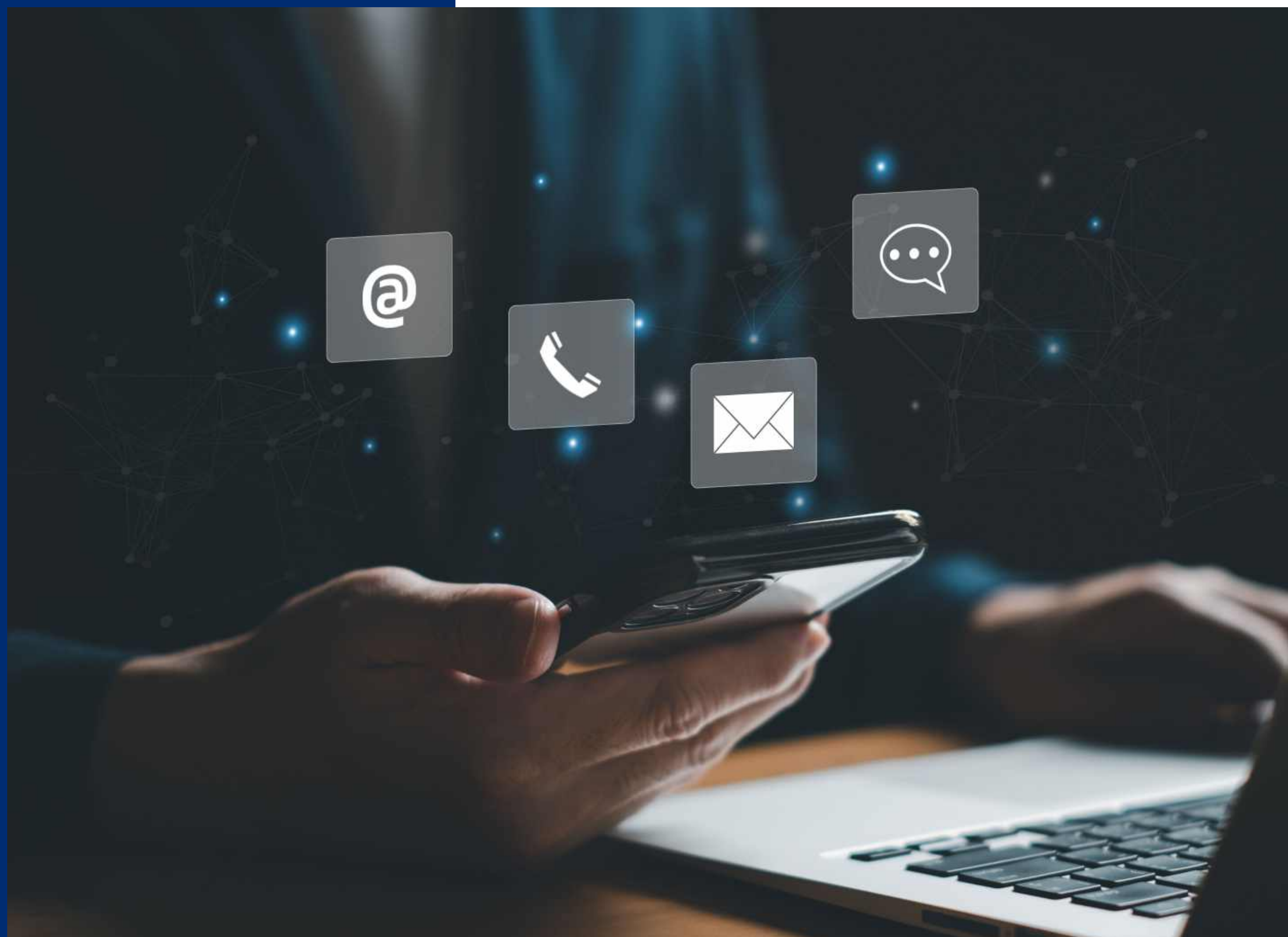
Corporate Governance



At Jebsen Group, integrity is deeply embedded in our corporate DNA and remains a fundamental cornerstone of our operations. We are committed to upholding the highest standards of business ethics, supported by efficient, well-structured, and comprehensive management practices. Through a robust risk management framework, we proactively monitor, assess, and mitigate compliance and operational risks, ensuring the Group's steady and sustainable development while maintaining excellence in corporate governance.



Corporate Governance



Conflict of Interest Declarations

Employees submitted their conflict-of-interest declarations, reaching a submission rate of

99.9%

Risk Awareness Newsletter

12

issues released to promote proactive risk management

Cybersecurity Incidents

No cybersecurity or privacy breaches were recorded



Compliance and Responsible Operations

Business Ethics

Jebsen Group places great importance on business ethics management. In 2024, we upgraded our compliance training to e-Learning, offering employees greater flexibility to complete modules at their own pace. Training content, developed and delivered by professional trainers, ensures both accuracy and consistency. Real-time monitoring by administrators guarantees high completion rates,

aligning with our goal to fully implement compliance requirements and enhance training coverage and efficiency. We maintain a zero-tolerance policy towards bribery and corruption. In 2024, various activities were conducted to raise awareness of corruption risks in different operational phases.



New Employee Coverage: At Jebsen Motors, **100%** of new hires participated in ethics and compliance training

Topics of compliance training include:

-  Interpretation of *Code Ethics and Business Conduct*
-  Employees' ethical responsibilities
-  Legal and compliance framework (Jebsen Motors)
-  Notes for advancing businesses
-  *Disciplinary & Termination policy*

Whistleblower Protection

We are committed to upholding an effective whistleblowing system, encouraging our employees and stakeholders to report any suspected misconduct or unethical behavior. All reports are handled with strict confidentiality, and the anonymity and rights of whistleblowers are fully protected, ensuring a safe environment for open communication.



Reporting Malpractices and Speaking Up policy



Whistleblowing Protection

- Established an internal whistleblowing policy to refine the management mechanism for reporting misconduct and standardise the governance of violations
- Launched diversified reporting channels i.e. mail and email to make reporting easier and more accessible
- Strengthened protection of confidentiality for whistleblowers and reported information, with a strict zero retaliation policy to ensure fair investigations



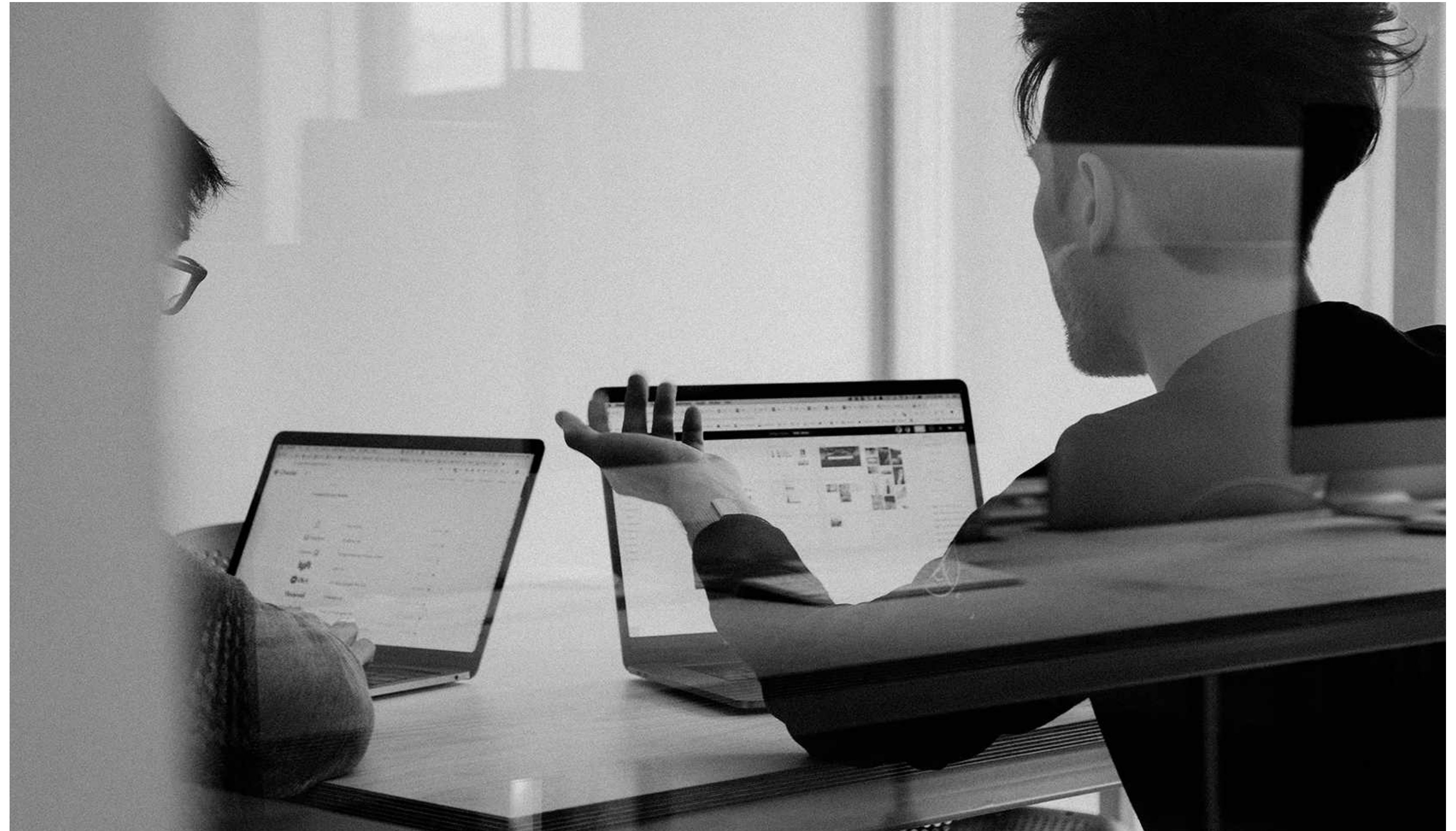
Jebsen Group's reporting channels

- Mailing address: Director, Group Internal Audit at 21/F, Hysan Place, 500 Hennessy Road, Causeway Bay, Hong Kong
- Email Address: reportmalpractice@jebsen.com

Information Security and Privacy Protection

Regulatory compliance, data security, and ethical integration of technology are key priorities that support our sustainable and secure operations. In 2024, we continued to strengthen our Group-wide cybersecurity protection framework by updating policies, developing secure data systems, and conducting regular employee training to create a multi-dimensional defense structure.

In 2024, we furthered our dedication to the responsible use of technology by conducting an extensive evaluation of our digital management systems, guaranteeing complete compliance with China's Multi-Level Protection Scheme (MLPS) requirements. All necessary systems have been certified, reinforcing regulatory adherence and securing our digital infrastructure.



We also implemented initiatives to strengthen our IT security framework, ensuring operational continuity and trustworthiness of its digital infrastructure.

Deployed **Microsoft Defender** and **Intune** to strengthen the protection of all company and mobile devices.



Partnered with a global top-tier cybersecurity company to provide **managed defense services**, ensuring robust protection for company devices.

Enhanced network scanning and monitoring capabilities through the deployment of an **Attack Surface Management** tool to continuously safeguard external-facing systems and websites.



Conducted **tabletop simulations** to reinforce coordination and response strategies in the event of cybersecurity incidents.

Jebsen continues to prioritise cybersecurity awareness as a cornerstone of our sustainable digital strategy. By cultivating a culture of vigilance and empowering our teams through continuous education, we strengthen the resilience and security of our operations, ensuring long-term digital success.

Comprehensive Cybersecurity Training

Delivered sessions on topics including data protection and retention policies, deepfake awareness, device security, and hosted interactive webinars.



Cybersecurity

Phishing: Why should we care?

Did you know that **85%** of cybersecurity incidents are attributed to phishing attacks?

Let's find out the phishing threat in Jebsen!

Cybersecurity is everyone's responsibility in Jebsen.
If you observe any suspicious activities, please report it to the GIT Helpdesk.



Phishing Attack Prevention

Regular phishing simulations were conducted, and employees were encouraged to report suspicious emails. GIT provided detailed analysis and actionable recommendations to strengthen our defenses.

Are you able to identify these phishing test emails?

Change existing password

Mail <mail@jebsen.com>

Important Payroll Update - Verify Your Information Now!

Your IT Security team has requested your signature on [Employee Email Security Policy](#)


Review and Sign

Jebsen HR <hr@jebsen.com>



Here's your email review for October 09, 2024. **3 messages** were held since your last review **2 days ago**.

Review My Messages

STAY ALERT FOR SUSPICIOUS EMAILS



Report phishing by clicking the report button



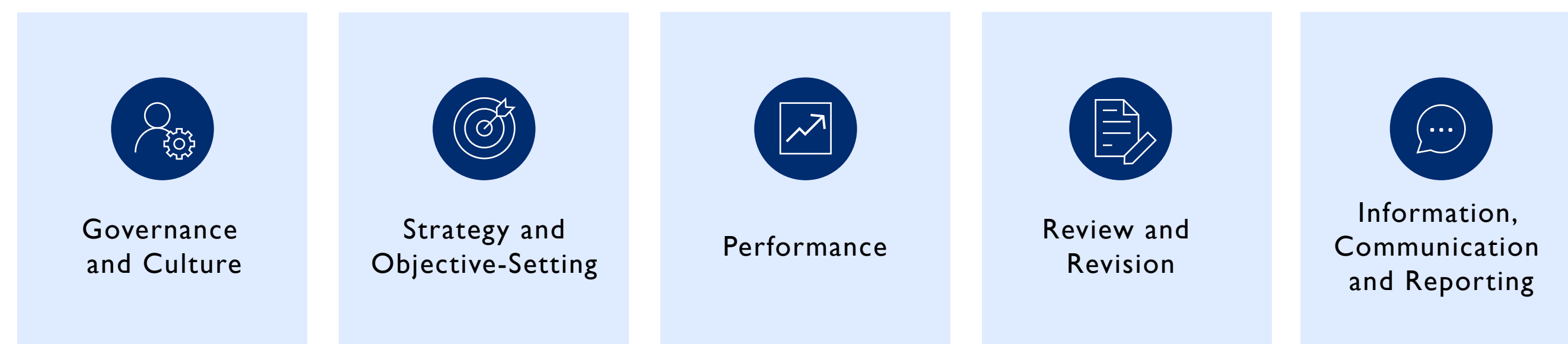
Attend cybersecurity training at Jebsen Academy in Jeb Link

Risk Control

Risk Management

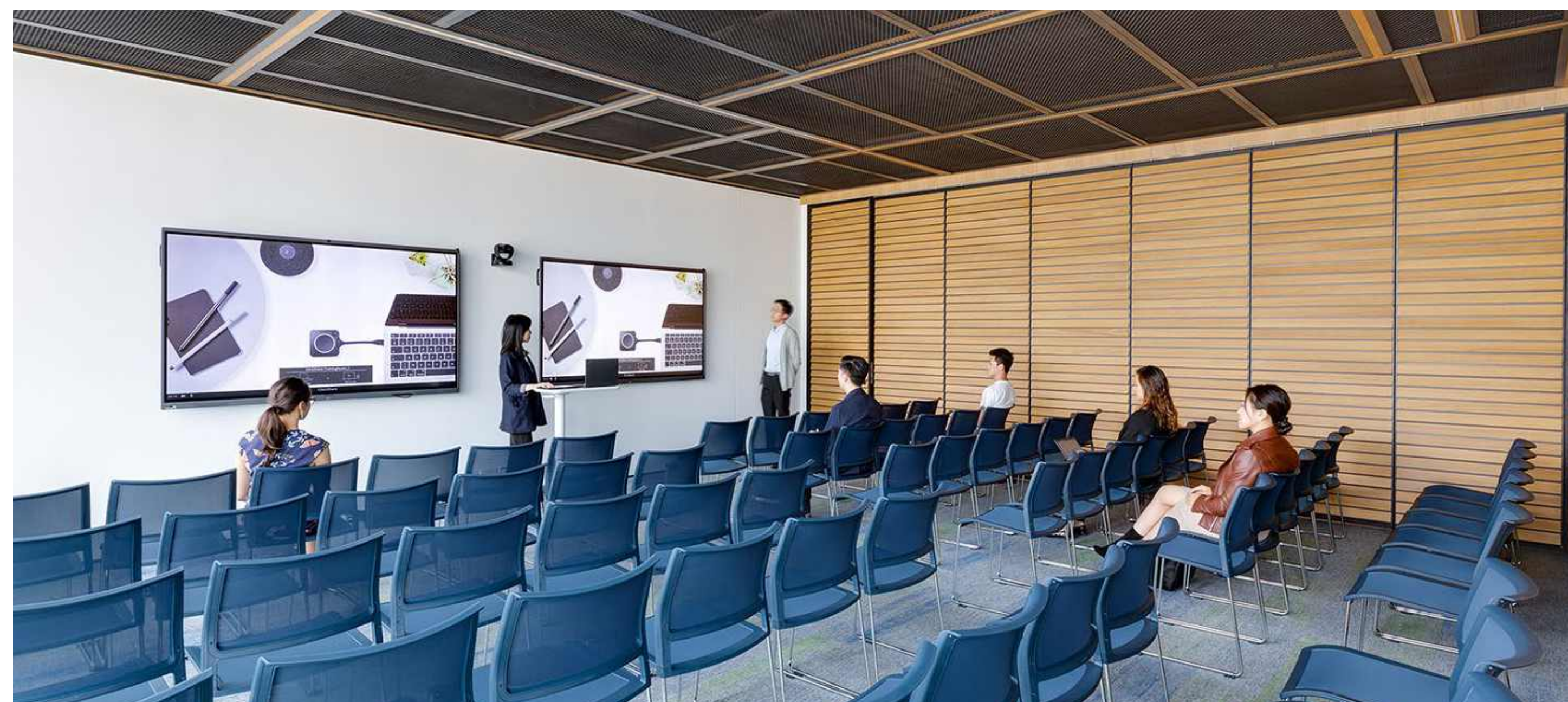
Effective risk management is crucial for cultivating long-term resilience. At Jebsen Group, the Board of Directors supervises the risk management system, which is supported by a dedicated and fully independent risk management department, Group Internal Audit. This department operates under a vertical reporting structure, granting it unrestricted access to business information and ensuring a thorough and objective approach to risk oversight.

Enterprise Risk Management (ERM) Framework



In 2024, we enhanced our risk management framework through:

- Bi-annual comprehensive group risk review, including the practice of risk identification with risk owners, assessment of risk exposure for all identified risks, development of proactive risk mitigation strategies, validation of these strategies, and continuous risk monitoring throughout operations.
- Top down interview, conducted interviews with C-suite members and BL and GF senior management to gather their views on changes in the risk landscape.
- Five tailored bottom-up risk management workshops, engaged a total of 196 participants, providing a platform for sharing insights, discussing mitigation strategies, and deepening understanding of risk practices.



We publish a monthly Risk Awareness Newsletter to continuously raise employee awareness of potential fraud and compliance risks. These initiatives have significantly improved risk awareness across the Group and empowered teams to proactively manage emerging risks.

Risk Awareness Newsletter covers various topics:

- Proper Ways of Handling Festival Gifts
- Best Practices in Personal Data Management
- Integrity in Procurement Management
- Identifying and Avoiding Bid Rigging Practices in Procurement



Internal Control

Jebsen Group has established comprehensive policies, procedures and guidelines to govern our key business operations. Our functional departments and business lines regularly review business processes to identify internal control deficiencies and malpractices. The Group Internal Audit Department conducts independent, risk-based reviews aligned with our annual audit plan.

In 2024, we introduced the Continuous Audit Initiative, aimed at minimising operational risks, enhancing internal control effectiveness, and fostering efficient, sustainable organisational development. Through continuous optimisation of internal controls, regular audits, and employee compliance training, we reinforce our commitment to operational integrity and support the Group's long-term sustainable growth.



About This Report

This report marks the 16 consecutive year that Jebsen Group publishes its annual Sustainability/ Corporate Social Responsibility Report ever since 2009. It explores and documents our effective practices in the area of sustainability in 2024. The report covers our relevant endeavours in 2024, examining the current efforts and excellent practices in “People Oriented” , “Innovation and Excellence” , “Climate Action” , “Community Contribution” and “Corporate Governance” across our diverse business lines.

Report Scope

The report covers all entities under Jebsen Group that have control or major impact over the Group’ s finance, operations policies and practices, including Group Functions, Beverage, Consumer, Motors, and Jebsen Capital. It documented the economic, environmental and social aspects of the Group’ s operations from January to December 2024 in Greater China. All data and information used in this report are sourced from Jebsen official documents and reporting. Jebsen Group herein may be referred to as “Jebsen”, “the Group”, or “We”.

Report Index

This report is compiled based on the Sustainability Reporting Standards set by the Global Reporting Initiative (GRI), and referred to Sustainable Development Goals (SDGs) set by the United Nations.

Report Publication

This electronic report will be released simultaneously in Simplified Chinese, Traditional Chinese, and English in July 2025. For online reading or downloads, please visit: www.jebsen.com.

Feedback

Your comments will enable us to refine future Sustainability plans and are therefore highly valued. Please contact us at feedbackonCSR@jebsen.com, all correspondence will be treated in strict confidence.

GRI 2021 Index

Statement of use: Jebsen Group has reported the information cited in this GRI content index for the period January 1, 2024 through December 31, 2024 with reference to the GRI Standards.

GRI used: GRI 1: Foundation 2021

GRI Standards	Serial Number	Disclosure Requirement	Location
GRI 2: General Disclosures 2021	2-1	Organizational details	P2
	2-2	Entities included in the organization' s sustainability reporting	P76
	2-3	Reporting period, frequency and contact point	P76
	2-6	Activities, value chain and other business relationships	P3-6
	2-7	Employees	P10, P77
	2-12	Role of the highest governance body in overseeing the management of impacts	P68
	2-13	Delegation of responsibility for managing impacts	P68, P73
	2-15	Conflicts of interest	P67
	2-22	Statement on sustainable development strategy	P9
	2-23	Policy commitments	P67-69
	2-24	Embedding policy commitments	P37-39
	2-26	Mechanisms for seeking advice and raising concerns	P69
	2-27	Compliance with laws and regulations	P68
	2-29	Approach to stakeholder engagement	P9
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	P42
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	P54
	203-2	Significant indirect economic impacts	P52-65
GRI 205:Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	P68
GRI 206:Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	P68, P79
GRI 302: Energy 2016	302-1	Energy consumption within the organization	P79
	302-4	Reduction of energy consumption	P41
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	P44
	303-2	Management of water discharge-related impacts	P44
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	P50

GRI Standards	Serial Number	Disclosure Requirement	Location
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	P43,P79
	305-2	305-2 Energy indirect (Scope 2) GHG emissions	P43,P79
	305-4	GHG emissions intensity	P43
	305-5	Reduction of GHG emissions	P43
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	P46-48
	306-2	Management of significant waste-related impacts	P46-48
	306-3	Waste generated	P46-48
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P13
	401-3	Parental leave	P13
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	P20
	403-3	Occupational health services	P20
	403-4	Worker participation, consultation, and communication on occupational health and safety	P20
	403-5	Worker training on occupational health and safety	P20
	403-6	Promotion of worker health	P20
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P20
	403-8	Workers covered by an occupational health and safety management system	P20
	403-9	Work-related injuries	P78
	404-2	Programs for upgrading employee skills and transition assistance programs	P17-19
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	P78
	405-1	Diversity of governance bodies and employees	P16
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	P17
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	P79

Sustainability Performance

People Oriented	Unit	2022	2023	2024
Total number of employees ¹	Person	2,382	2,375	2,203
Gender ratio				
Female	%	45.2	49.6	51.2
Male	%	54.8	50.4	48.8
Female (management)	%	41.9	35.8	39.3
Male (management)	%	58.1	64.2	60.7
Age distribution				
< 25	%	4.1	11.0	7.4
25-35	%	41.1	40.6	35.0
35-45	%	39.8	33.3	38.2
45-55	%	11.4	10.9	15.1
> 55	%	3.7	4.2	4.4
Location distribution				
Hong Kong	%	34.3	42.6	45.3
Northern China	%	11.1	3.2	3.0
Central China	%	29.8	28.2	27.8
Southern China (excluding Hong Kong, Macau and Taiwan)	%	24.1	25.3	23.2
Macau & Europe	%	0.7	0.1	0.7
Compensation and Benefits				
Enrolment in social insurance plan ²	%	100	100	100

People Oriented	Unit	2022	2023	2024
Coverage of physical health checks and health records	%	85	78	82
Average annual leave per employee	Days	12.6	11.8	10.5
Employee Training				
Total training participation	Person-Time	2,897	9,052	9,830
Total training hours	Hours	57,629	8,262.47	7,171.75
Training hours per capita	Hours	26.87	3.48	3.26
Total number of promoted employees	Persons	151	220	63
Total training participation	Person-Time	2,897	9,052	9,830
Ratio of promoted employees	%	7.0	9.2	2.9
Safety drills	Times	2	4	3
Number of safety training sessions	Sessions	3	4	6
Number of employees participating in safety training/drills	Person-Time	46	216	34
Number of employees suffering workplace injuries	Persons	4	21	3

Note¹ : Physical headcount, each individual staff member irrespective of contract duration, JV, working hours and position

Note² : Excluding retirees and early retirees

Innovation and Excellence	Unit	2022	2023	2024
Customer communication				
Jebsen Motors Customer Satisfaction	Score	9.74	9.76	9.76
Suppliers				
Number of Jebsen Motors’ suppliers	No.	61	75	71
Among them, North China	No.	2	2	2
East China	No.	30	30	29
South China	No.	15	15	14
Central China	No.	1	1	1
Hong Kong, Macau and Taiwan	No.	13	27	25

Climate Action	Unit	2022	2023	2024
GHG emissions				
Scope 1 GHG emissions	tCO ₂ e	940.04	1,485.47	814.76
Scope 2 GHG emissions	tCO ₂ e	10,477.39	8,083.41	6,857.24
Scope 1+Scope 2 GHG emissions	tCO ₂ e	11,417.45	9,568.88	7,672.00
GHG emissions intensity	tCO ₂ e/HK\$ billion	622.20	598.06	593.55
Electricity consumption				
Electricity consumption in Hong Kong office	kWh	243,548	259,232	253,102
Electricity consumption in Beijing office	kWh	51,219	42,721	33,752
Electricity consumption in Shanghai office	kWh	114,712	98,079	71,814
Electricity consumption in Guangzhou office	kWh	36,691	30,663	33,734
Gasoline consumption				
Gasoline consumption in Hong Kong office	litre	4,901	5,854	6,445.28

Climate Action	Unit	2022	2023	2024
Gasoline consumption in Beijing office	litre	168	171	0
Gasoline consumption in Shanghai office	litre	620	2,866	1,983.64
Gasoline consumption in Guangzhou office	litre	785	1,734	793.22
Waste paper recycling				
Amount of waste paper recycled in Hong Kong offices	kg	3,549	7,445	7,698.9

Corporate Governance	Unit	2022	2023	2024
Ethics and compliance training				
Conflict of interest declaration rate	%	99.3	99.4	99.9
Total attendance of ethics and compliance training sessions	Person-time	253	430	151
Number of corruption lawsuits initiated and concluded against the Company ⁵⁴	No.	0	0	0
Number of corruption lawsuits initiated and Number of corruption lawsuits initiated and	No.	0	0	0
Cases related to anti-trust/anti-competition	No.	0	0	0
Information security incidents occurred ⁶⁵	No.	0	0	0

Note³ : Statistical source:The average value of the index of Porsche China's new car and after-sales customer satisfaction survey through telephone calls and questionnaires during the statistical year (a full score of 10 points)

Note⁴ : The target is 100% while individual cases were not closed in the statistical year but in the next year.
Number of corruption lawsuits refers to the number of cases adjudicated by a court

Note⁵ : Information security incidents involving customers or external stakeholders



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