oneAsia 亞洲脈絡 Empower Your Digitalization

2024

OneAsia Holdings Limited

ESG Performance Report

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I. Background

Introduction

Welcome to OneAsia's Environmental, Social, and Governance ("ESG") report.

As an IT company headquartered in Hong Kong, OneAsia Holdings Limited (hereinafter referred as "OneAsia" or the "Company") is committed to upholding the highest standards of corporate responsibility and sustainability. This report provides a comprehensive overview of the Company's ESG initiatives, strategies, and performance, demonstrating our dedication to creating a positive impact on the environment, communities and stakeholders.

In this report, we will cover the following key areas:

Environmental:

We will discuss our efforts to reduce carbon footprint, promote energy efficiency, and promote the use of sustainable technologies in our operations.

Social:

We will highlight our commitment to fostering a diverse and inclusive work environment, supporting local communities and promoting employee well-being.

Governance:

We will provide insights into our corporate governance structures, board diversity and risk management, ensuring that our company is well-governed and transparent.

Throughout the report, we will share specific examples of our initiatives and achievements, demonstrating our ongoing commitment to ESG principles and the betterment of our environment and society. We believe that this transparency will foster trust and confidence in our company among our stakeholders, including investors, employees, and customers.

As we continue to evolve our ESG strategies and initiatives, we encourage you to join us in our journey towards a more sustainable and responsible future. We invite you to explore this report to learn more about our progress and our vision for the future.

Reporting Boundary

(Hong Kong – Kowloon Bay, Legan Centre)

The report aims to objectively, fairly and justly reflect the ESG concept of OneAsia and its remarkable milestones and achievements. We will discuss all relevant areas in detail, especially the ESG issues that may exert considerable influence over the sustainability of our business operations and are of concern to our stakeholders.

We determine the scope of this report to be 6 data centres operating in Hong Kong, China and Thailand namely "Hong Kong – Kowloon Bay, Legan Centre," ("KLB"), "Hong Kong – E-trade Plaza" ("ETP"), "Hong Kong – Global Gateway Tower" ("GGT"), "China – Jiangsu, Nantong" ("NTG"), "China – Shanghai, Waigaoqiao" ("WGQ") and "Thailand – North Bangkok" ("BKK1, previously called "OATH").

(Jiangsu – NanTong Data Centre)

The report covers the period from 1 January 2024 to 31 December 2024. To maintain continuity of information, the report may include practices before or beyond this time frame. This ESG Report has been prepared in accordance with the "comply or explain" provision of the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, and with reference to the United Nations Sustainable Development Goals ("UNSDGs"). OneAsia supports the UNSDGs and has identified specific goals synergistically with our operations and sustainability strategies.

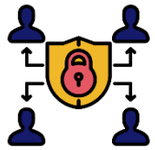
(Shanghai – WaiGaoQiao Data Centre)

Materiality Assessment

In preparing this ESG report, the principles of “Materiality”, “Quantitative”, “Balance” and “Consistency” are applied to define the content of the report and how the information is presented. Materiality: During the preparation of this report, we have identified the main stakeholders and key ESG issues of their concern and made targeted disclosure according to their relative materiality. Quantitative: This report adopts quantitative information to disclose the key performance indicators (“KPI”) in the environmental and social aspects. The measurement standards, methods, hypothesis and/or calculation tools, and the source of conversion coefficient used for the KPIs are explained in their respective paragraphs. Balance: The purpose of this report is to present the positive and negative ESG information and performance of the Company transparently and objectively. Consistency: The data disclosed in this report adopts the statistical method consistent with previous years, with individual changes explained to ensure consistency.

2024 OneAsia ESG Materiality Topics

Energy Management



Customer Privacy

Business Ethics

Data Security

Supply Chain Management

Employee Health & Safety

Competitive Behaviour

Systematic Risk Management

Employee Engagement, Diversity & Inclusion

In these few years, through continuous and effective communication with the main stakeholders in their investigation results, following the suggestions from external experts, and understanding the areas of media attention, the Company has comprehensively identified relevant ESG issues and assessed their materiality, as well as regarding them as an important reference to the report.

9 material ESG topics have been identified. Considering the potential impact that these issues may have on our business operations, we have formulated appropriate measures and policies to address these issues. For details of the policies and the relevance of the topics to our operations, please refer to the corresponding chapters of this report.

Management's Statement

OneAsia began its ESG journey in 2021. As a start, OneAsia joined GRESB yearly Assessment, which is one of the most well-recognized ESG rating systems. We set up an ESG Committee to monitor and control GRESB and ESG related matters. We have been working to achieve company-level ESG KPIs and then Personnel KPIs. In the long term, we will keep working on Net Zero and Energy Saving targets.

Over the years, OneAsia's commitment to ESG has shaped our standards and policies. We recognize the importance of ESG initiatives in creating a positive impact on our customers, employees, business partners, and the communities in which we operate. By taking proactive measures, such as energy and water reduction goals, community engagement, and compliance with local regulations, we aim to uphold the highest standards of ESG practices and contribute to a better future for all stakeholders involved.

Our Commitment and Goal:

Environment

OneAsia is conscious of the environmental impact associated with our operations. In line with our commitment to providing excellent data centre, GPU, cloud and connectivity solutions, we consistently adhere to our "On-green" development guideline. We have set clear objectives for reducing energy consumption, water usage, and greenhouse gas ("GHG") emissions.

To achieve our energy, water, and GHG emission reduction goals, we will exploit the latest green technologies. Furthermore, we continuously monitor and manage our energy and water efficiency to achieve our specific target:

- Net Zero 2050
- Power Usage Effectiveness ("PUE") reduction by 12% by 2025 (against 2021 baseline)
- Water Usage Effectiveness ("WUE") reduction by 12% by 2025 (against 2021 baseline)

Additionally, we have a long-term objective of increasing the proportion of renewable energy sources in our operations.

Our continuous efforts to minimize our environmental impact is a testament to our commitment to providing responsible and eco-friendly solutions. By adhering to our "On-green" development guideline, we strive to create a positive impact on the environment while delivering excellent data centre solutions to our customers.

Social

OneAsia firmly believes in the importance of social responsibility. We consider diversity, equity, and inclusion as the creed of our people's engagement. To ensure the realization of these goals, we have developed employment guidelines, staff handbooks, and customer handbooks. These resources serve as frameworks to foster a diverse work environment.

Health and safety are crucial in our workplace, including to our customers, employees, and

partners. We prioritize the well-being of all stakeholders and actively communicate our Health and Safety Policy and target with our stakeholders on zero accident intolerance. Moreover, giving back to the communities where we operate is an integral part of our social responsibility.

In 2022-2024, we achieved notable performance highlights in this area. We engaged in sponsorship aimed at supporting the development of young people, enabling them to thrive and reach their full potential. Additionally, our employees volunteered their time and efforts in plowing for the needy, exemplifying our dedication to making a positive impact in society. Furthermore, we actively participated in seminars, sharing our insights and expertise with the industry, fostering knowledge exchange and advancement.

At OneAsia, social responsibility is a necessity. By prioritizing diversity, equity, and inclusion, ensuring health and safety, and actively giving back to our communities, we strive to create a positive and meaningful impact on the lives of our stakeholders and the broader society.

Governance

OneAsia is committed to achieving ISO management certification for 100% of our data centres. We understand the importance of integrating local regulations and practices into our corporate governance policies with a target of zero breaches. We conduct regular internal audits to monitor and evaluate our performance and ensure compliance throughout our organization.

In 2022-2024, we achieved outstanding performance highlights in governance. We updated and launched ESG related policies, further strengthening our commitment to environmental, social, and corporate governance principles. To enhance the implementation of compliance, we engaged functional department heads in ESG committee. This ensures that compliance is effectively integrated into our operations. At OneAsia, ESG is a fundamental part of our operations. We remain dedicated to improving our environmental performance, social responsibility, and corporate governance practices. By upholding these principles, we strive to make a positive impact on our stakeholders and contribute to a sustainable future.

As a citizen in our community, as an employee in OneAsia and as an individual on your own, what should be done in an ESG way? First and foremost , we shall abide by regional laws and regulations. We also need to be clear about and comply with our company policies and procedures. When our company has new ESG initiatives and events, we look at the big picture and always be supportive. It is always true to be considerate of others in our community when we plan and perform our duties. We think about risks and avoid risk-taking as “all roads lead to Rome”. We stay alert to our world and keep up with world affairs. In our daily jobs, we keep good collaborations with our suppliers and contractors and maintain long-term and sustainable business relationships. As a whole, we live a happy, healthy and productive life for our resilient future.

Business Overview

Founded in 1992, Legan Group has established a formidable reputation as a leader in the data centre industry. The Legan Group has a solid financial performance with continuous revenue growth.

OneAsia is a major member of the Legan Group and is a leading IT services provider in Asia providing data centre, connectivity and cloud-based solutions. OneAsia's top-tier rated data centres are located across Asia to keep our customers connected from anywhere in the world with consistent levels of quality, security and service.

Partnering with the technology leaders, OneAsia offers a full range of cloud and AI supercomputing solutions, from infrastructure, management to application software to businesses of all sizes without additional capital investment or strong IT support.

Flexibility, reliability, and security are the core values of OneAsia. With fully redundant infrastructure, well developed systems, multi-layered security and skilled personnel, OneAsia delivers professional and reliable services to customers.

With an aim to keep customers connected wherever and whenever they are, OneAsia is staying at the forefront of the industry with extensive infrastructure coverage in Greater China, Japan, Korea, Singapore, and Thailand.

A Glimpse of OneAsia

Major 3 Pillars of Services

Centre

Connectivity

Cloud

Year of Operations

since **2002**

Wide Coverage in APAC

22

Data Centres

>12 spots

>500 MW (2N)

Employees

>500

In APAC

Hong Kong Legan Centre

- Brownfield 16MW (2N)
- 14,000 sqm Completed in 12 months 5/F purposed built
- Tier-III standard ISO 9001, 14001, 20000 & 27001
- TVRA assessment completed

China, Shanghai Waigaoqiao DC

- Brownfield 20MW (2N)
- >26,000 sqm Completed in 18 months 6/F purposed built DC
- Tier-III ready ISO 9001, 14001, 20000 & 27001

China, Jiangsu Nantong DC

- Greenfield 100MW (2N)
- 130,800 sqm Completed in 18 months 5 x 5/F purposed built
- Uptime Tier-III ISO 9001, 14001, 20000 & 27001
- Campus style DC with 5 data centre buildings

Thailand, N. Bangkok (BKK1)

- Greenfield 20MW (2N)
- 20,000 sqm GFA
- Tier-III ready Plan ISO 9001, 14001, 20000 & 27001

Prospects

"OneAsia North Bangkok, Thailand" ("BKK1, previously called "OATH") Data Centre has been in operation since 2024, while the second Data Centre in Thailand (namely "BKK2") has been in plan. New data centres in "Japan Kanagawa" and "South Korea Busan" are under development.

OneAsia has the following ESG plan for 2025:

- The ESG Committee will continue to work for improving the Company's overall ESG performance against clear targets.
- Quarterly environmental data reporting will be enabled upon individual requests from customers and investors.
- HKGOC's "Energywi$e Certificate" and "Hong Kong Green Organization (HKGO)" will be pursued for KLB, ETP and GGT.
- Keep track latest updates in green building elements, energy management/ saving opportunities and ESG reporting/ disclosure requirements.
- Localized Health & Safety management systems will be consolidated.
- Personnel KPIs will be reviewed by the end of 2025.
- Employee engagement will be promoted through enhancements in refresher trainings.

Thailand, N. Bangkok (BKK2)

Japan, Kanagawa

S. Korea, Busan

End-to-end
AI Infrastructure & DC

High-speed Network
& Advanced Storage

Multi-brand GPU Solutions
for GenAI

Proprietary AIOps for
GPU Operation and
Optimization:
OAsis & DCIM

Demand Generation &
Hybrid Cloud Solutions

Sovereign, Industries & Enterprise AI,
LLM Training & GPT

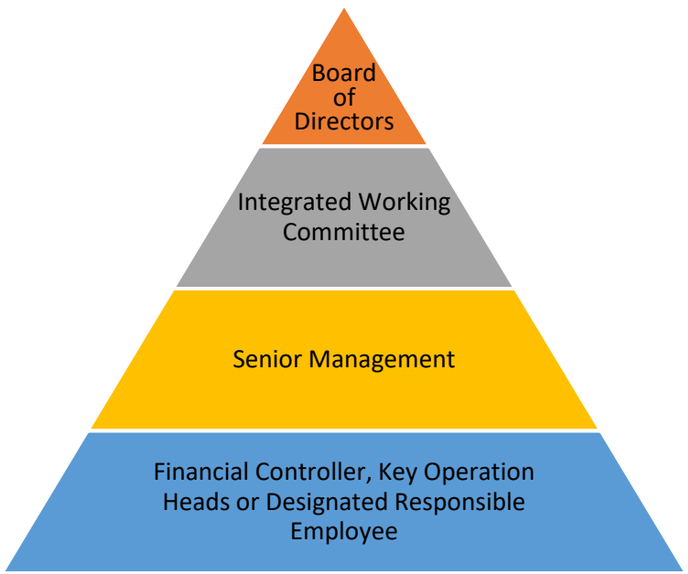
II. Corporate Governance

01 Governance Body Overview

OneAsia's Board of Directors is the highest responsible and decision-making body for ESG issues. It is responsible for driving ESG strategies, reporting and monitoring ESG performance, supervising ESG issues, and is committed to the sustainable development of the Company's business while actively practicing the concept of ESG, improving ESG governance, and pursuing the harmonious development of the Company with nature and society.

The ESG Committee is accountable to the Board of Directors by assisting it with the decision-making and implementing ESG initiatives and actions. During the year, the ESG Committee convened three ESG work report meetings to understand the development trend of ESG, the performance of ESG management and information disclosure in the past years, formulating ESG work plan for the following year, and made recommendations on ESG management of the Company. We have established an ESG organizational structure covering our subsidiaries and functional departments to better practice the ESG concept, and the relevant functional departments and subsidiaries are responsible for the management and implementation of ESG actions.

The Company's governance structure and roles and responsibilities of each party as depicted as follow:



OneAsia's Board of Directors is the governing body of the Company, who sets strategy, oversees management, and protects the interests of shareholders and stakeholders. The board makes decisions as a fiduciary on behalf of the Company and its shareholders. Broadly speaking, it provides insight, advice, and leadership for important objectives such as:

Protecting the interests of shareholders: The Board is committed to promote efforts and activities that maximize the value that our shareholders receive for their investment. Despite ensuring an efficiently run and profitable operations, our shareholders receive properly reported financial data and any other important information.

Managing risk: The Board establishes policies that allow the Company to identify, evaluate, and respond to financial, operational, security, legal and reputational risks, as well as to mitigate actual losses. Facilitating ongoing risk monitoring is an essential responsibility of the Board.

Engaging with stakeholders: The Board communicates with individuals and firms with vested interests in the Company so that it understands those interests, can address concerns, pursue necessary changes in corporate behavior, and make a positive impact that strengthens these relationships.

The Board of Directors includes the Company's Chief Executive Officer (“CEO”), Chief Operations Officer (“COO”), Investment Director, Country Manager (PRC) and our investor’s representative.

CEO: As the Chairman of the Board, the CEO leads and manages the Company and Board of Directors, and is responsible for defining objectives, establishing major goals, setting agendas, establishing committees, and other duties.

COO: The COO works closely with the CEO in overseeing the day-to-day administrative and operational functions of the Company. The COO assists the board in governing the Management Committees, oversees the implementation of the policies and provides resources for decision making. The COO reports to the board on quarterly basis and to the CEO on contingency basis, and also helps to address potential conflicts of interest of board members.

Investment Director: The Investment Director focuses on Company's investment strategies to help the Company to achieve financial and investment goals.

Country Manager (PRC): The Country Manager oversees the Company's operations in the PRC, ensuring business expansions run smoothly and efficiently under Company’s strategy.

Investor’s representative: OneAsia’s strategic partner APG assigns one representative to join the Board of Directors to help the Company stay focused on its direction over time and maximize shareholders' interests and value.

Company Secretary: The Company Secretary manages the board's administrative tasks, takes the board meeting minutes and maintains accurate corporate records.

As a private company, OneAsia’s Board of Directors is chosen in a manner that abides by Company's bylaws or articles of incorporation. The Company attaches importance to the diversity of Board members, including but not limited to gender, age, race, language, cultural and educational background and industry and professional experience.

OneAsia’s Senior Management is responsible for the operations, implementation and administration, and is subject to the supervision of the Board of Directors. Senior Management considers corporate goals, regularly reports to the Board on the effectiveness of the management process and notify the board members if there are significant risks appeared. Senior Management also needs to provide annual confirmation to the Board on the effectiveness of the management system.

OneAsia mainly consists of several major functional teams, namely Technology, Operations, Sales and Innovation. All of them focus on contributing their domain expertise to provide quality services for customers.

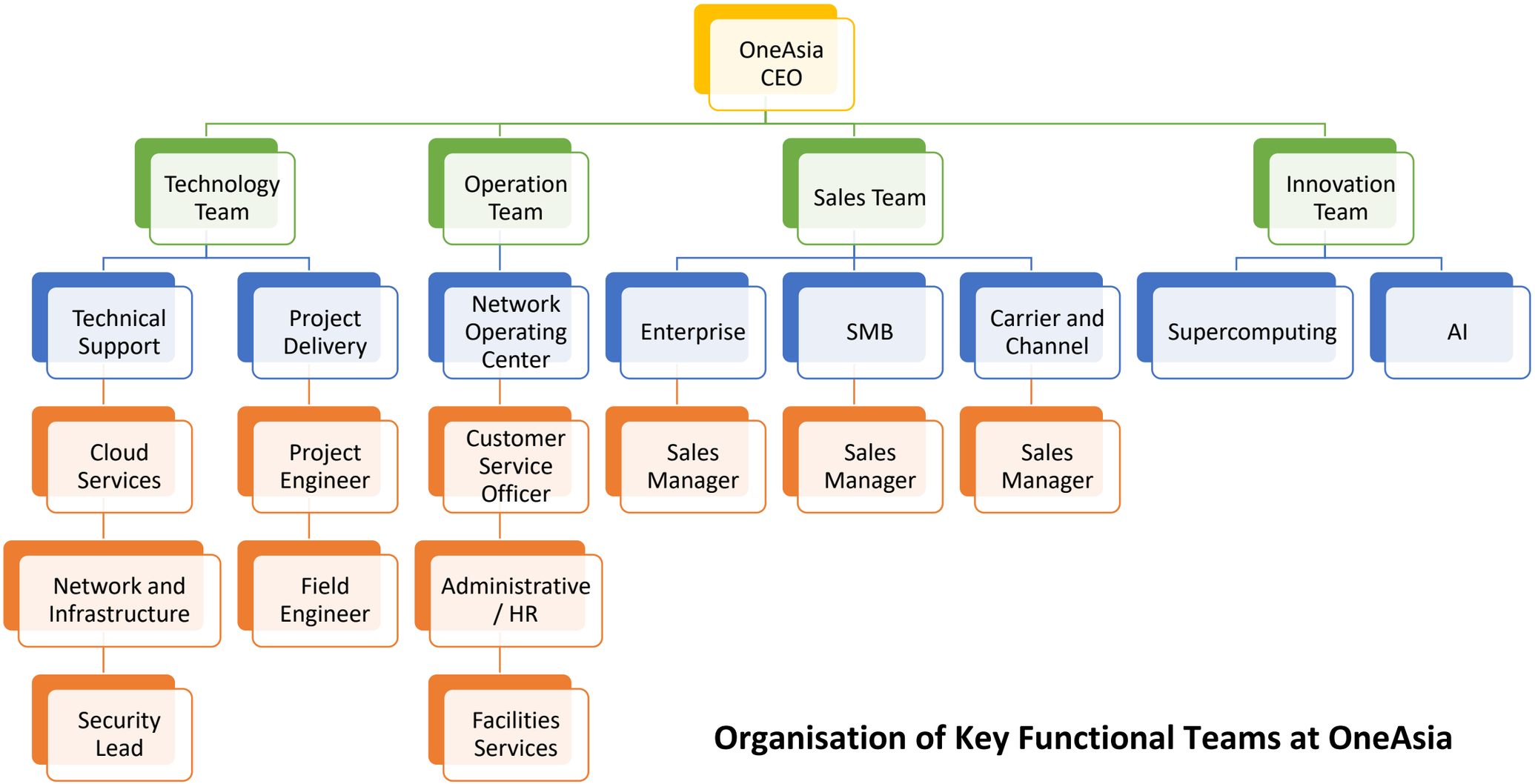
The roles and responsibilities of Operation Heads in corporate governance are:

- Ensure employee awareness and understand of, and compliance with, processes and their supporting policies, procedures, instructions, and guidelines;
- Determine the extent to which controls need to be applied and built into assets/processes under their ownership and control;
- Initiate, recommend or provide solutions through designated channels.

Oneasia adopts the “Three Lines Model” that establishes role clarity and distinguishes among the following three lines involved in effective risk management.

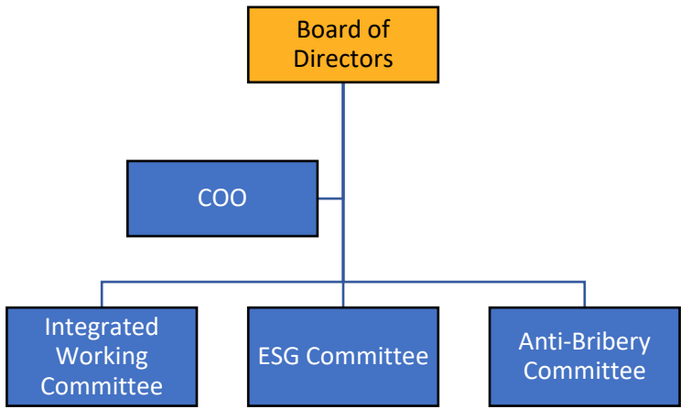
- First line: The Integrated Working Committee is the 1st line of defense, which maintains a continuous dialogue with the governing body, and reports on planned, actual, and expected outcomes linked to the objectives of the organization, and risk.
- Second line: The management is the 2nd line of defense, which provides complementary expertise, support, monitoring and challenge related to the management of risk.
- Third line: The internal auditor is the 3rd line of defense, whose role is to evaluate the effectiveness of both 1st line and 2nd line of defense of the operations and management functions.

The Internal Auditor serves for internal audit function which operates independently from the operations and management functions. The Internal Auditor offers objective assessment of the organization’s operations and risk management processes, provides assurance to the board and management about the adequacy of risk management practices, and conducts internal audits and site visits that may include testing the effectiveness of controls and reporting findings.



Organisation of Key Functional Teams at OneAsia

02 Management Committees



The Management Committees, namely ESG Committee, Integrated Working Committees and Anti-Bribery Committee, are subject to the supervision of the Board of Directors.

➢ Integrated Working Committee

Integrated Working Committee is responsible for:

- implementing, managing and monitoring management systems and operations processes.
- implementing Risk Assessment Policy
- regulatory updates and communication

➢ ESG Committee

The ESG Committee is responsible for managing and coordinating ESG-related works:

- Establishes and improves the Company's management system and operating mechanism in meeting ESG objectives and targets.
- Formulates the ESG work plans and organically integrates the development strategy, image, brand and operations with ESG concepts.

The head of the ESG Committee is the COO of the Company, and the members include the department heads in charge of the Company's relevant departments. The Company incorporates ESG work into daily management to reinforce ESG awareness and continuously improves the standardisation and systematism of work. The departments and affiliated companies allocate the ESG-related tasks to the frontline employees; and they are responsible for supervising and implementing ESG-related work.

➢ Anti-Bribery Committee

The Company established Anti-bribery Committee for implementing Anti-bribery Policy as follows:

- Receives stakeholders' enquiries and complaints (internal & external) through whistleblowing mechanism and keep proper record of conduct related issues.
- Conducts investigation (if applicable) and reports to the Senior Management.
- Ensures proper actions are taken in accordance with the pre-defined protocol.
- Gives full explanation of the reasons to the reporting stakeholders (internal or external) if it is decided that further investigation is not appropriate.

03 Risk Management & Internal Control

With reference to the enterprise risk management – integrated framework issued by the Committee of Sponsoring Organizations of the Treadway Commission ("COSO"), OneAsia has established this risk management policy which aims to provide management and staff within the Company a uniform process to identify, assess, treat, monitor and communicate on key risks including strategic, financial, operational and compliance risk, to move toward a fuller risk management process.

OneAsia has established a sound compliance risk management mechanism, including five aspects: Determine Context, Risk Assessment, Risk Treatment, Risk Monitoring and Risk Reporting.

- **Determine Context**

Before the risk assessment meeting, the Risk Management Committee will brainstorm and determine the context of risks to be discussed. Internal and external parameters are to be taken into account when managing risk, setting scope and risk criteria for the remaining process to be defined. The internal context, which is anything within the Company that influence the way the Company manages risk, in which principally refers to the Company's culture, processes and structure is established. The external context, including but not limited to political, legal, regulatory, financial, technological, economic, natural and competitive environment, whether international, national, regional or local is established. Key drivers and trends having impact on the objectives of the Company are determined. Perceptions and values of external stakeholder are also determined.

- **Risk Assessment**

Having determined the context of risk to be discussed, Directors and Senior Management along with the Department Heads will hold meeting annually to discuss and address the key risks of the Company using relevant and up-to-date information. These meetings will be properly recorded in minutes with relevant sign off by the attendees.

- **Risk Treatment**

For the identified risks, management will determine whether or not to reduce the current level of risk to an acceptable level through implementation of additional controls or risk mitigating actions. These risk mitigating actions would include one or a combination of avoiding the risk, reducing the risk (by reducing risk likelihood, consequences, or both), transferring the risk to or sharing part of the risk with other parties (e.g. through insurance and/or supplier contracts), or accepting the risk. Selection of the most appropriate option and corresponding risk treatment measures involves balancing the cost of implementing each option against the benefits derived from it. In general, the cost of managing risks needs to be commensurate with the benefits obtained.

- **Risk Monitoring**

Daily risk monitoring is done by respective Risk Owners. The monitoring process ensures that the risk control and treatment measures are effective in both design and operation for identified risks. Emerging risks are analysed.

Lessons from events, changes and trends are analysed and learnt. Changes in the external and internal context are detected including changes to the risk itself which require revision of risk treatments and priorities. Periodically, the management will hold meetings with the Risk Owners to discuss the status of the follow up actions taken on the identified risks and improve the mitigation actions where appropriate to ensure that the risks are managed properly and effectively. Risk Management Committee, assisted by the internal audit function, shall review the risk register and evaluate the effectiveness of risk management process being undertaken by the respective Risk Owners concerned at least once a year. In addition, the internal audit function will take into account the risk assessment result in formulating its internal audit plan to assess and provide periodic assurance that the risk treatments together with the associated key controls implemented are carried out as intended and continue to be effective. The internal audit plan and assessment / review result will be reviewed and approved by the Risk Management Committee annually supported by minutes.

➢ **Risk Reporting**

The above risk assessment result including the identified risks, the related risk impact, likelihood ratings and risk mitigating actions will be registered. Such risk register should be approved by the management. Periodically, management should provide a report on the updates of the identified risks and / or any risks that have not been previously identified to the Risk Management Committee for their consideration. Key risks or significant deficiencies in Company's risk management process will be reported together with the steps taken to deal with them. Annually, the management will provide confirmation on the effectiveness of the risk management system to the Board.

Crisis management is the process of preparing for and responding to an inherently abnormal, unstable and complex situation that presents a threat to the strategic objectives, reputation or very existence of an organization. However, a crisis can be seen as a situation that is not planned or prepared for, or where the preparation is insufficient to deal with the scale of the event, and the result has the potential to damage the organization seriously. Crises in OneAsia are managed strategically, systematically and simply, and all executives, managers, leaders and employees must actively enforce a positive risk culture and a no-blame culture.

➢ **Internal Control**

OneAsia adopts internal control measures to ensure the completeness, accuracy, and relevance of ESG reporting, as well as to support the Company's focus on ESG initiatives include:

- Assess the control environment: This involves evaluating the overall perspective towards ESG matters, policies, procedures, and organizational norms in place to support the Company's ESG objectives.

- Perform an ESG-focused risk assessment: This step aims to identify and prioritize ESG risks and opportunities relevant to the Company's industry and business.

- Implementing effective control activities: Design and implement robust internal controls specific to ESG operations, compliance, and reporting.

- Establish clear information and communication with stakeholders: Engage stakeholders to discuss their ESG vision and progress, ensuring the Company's ESG implementation roadmap and assessing ESG.

- Monitor activities: Monitor the Company's ESG program is critical after implementation. Monitor controls detect and correct anomalies in day-to-day operations and can alert the Company to potential issues.

OneAsia is committed to achieving ISO management certification for 100% of our data centres. ISO 9001/14001/20000/27001 IMS system audits have been conducted and certified by third party certification body yearly.

III. Environment

01 Environmental Management

OneAsia is conscious of the environmental impact associated with our operations. The Company is committed to protecting the environment and supporting sustainable development by managing its environmental footprint across its operations and conducting its business in an environmentally responsible manner.

➢ **Regulations and Compliance**

OneAsia believe that well-managed and optimised operations are essential to long-term development. Thus, we continuously strive to embed good environmental practices and ensure our operations are managed in accordance with existing local environmental laws and regulations.

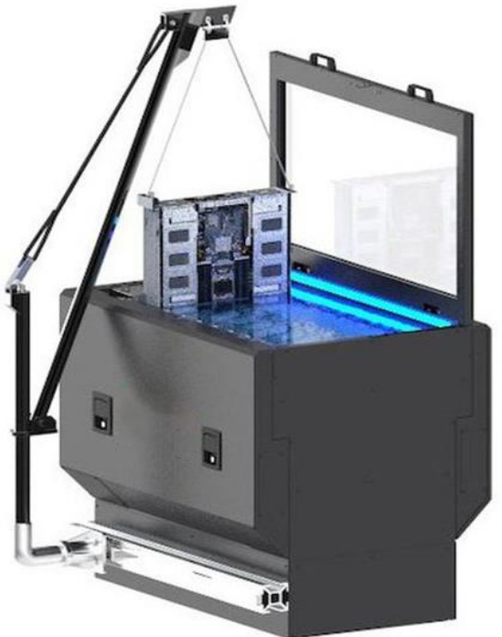
Our support to the global environmental commitments, such as achieving carbon neutrality by 2050 extends beyond compliance with the laws, as we also place emphasis on specific environmental material issues, and endeavour to reduce our energy use, carbon emissions, waste and water consumption. As part of our sustainability strategy, we have aligned our sustainability disclosure with applicable UNSDGs including SDGs 6, 7, 12, 13, 14 and 15.

As the Company's operations do not require the use of packaging material, nor do they generate any significant emissions of air pollutants, disclosures on these aspects are not applicable.

➢ **Energy Management**

Given the inherent nature of operating data centres, OneAsia recognises its responsibility as an energy-intensive Company, and we are thereby committed to identifying solutions to mitigate climate change. We believe that decarbonisation within the building and exploring alternative energy sources are significant strategies for lowering our GHG emissions and reducing reliance on fossil-based energy sources. Therefore, we put extra attention to articulating the enhancement of energy efficiency to offset the growth in demand. We also keep investigating the feasibility of utilizing renewable energies.

OneAsia launches the first immersion cooling solution for data centres in Hong Kong. The new solution significantly reduces data centre energy consumption and provides more reliable performance. It marks a groundbreaking shift for a heavy energy-consuming industry towards a greener future by adopting innovative, sustainable technologies and practices.



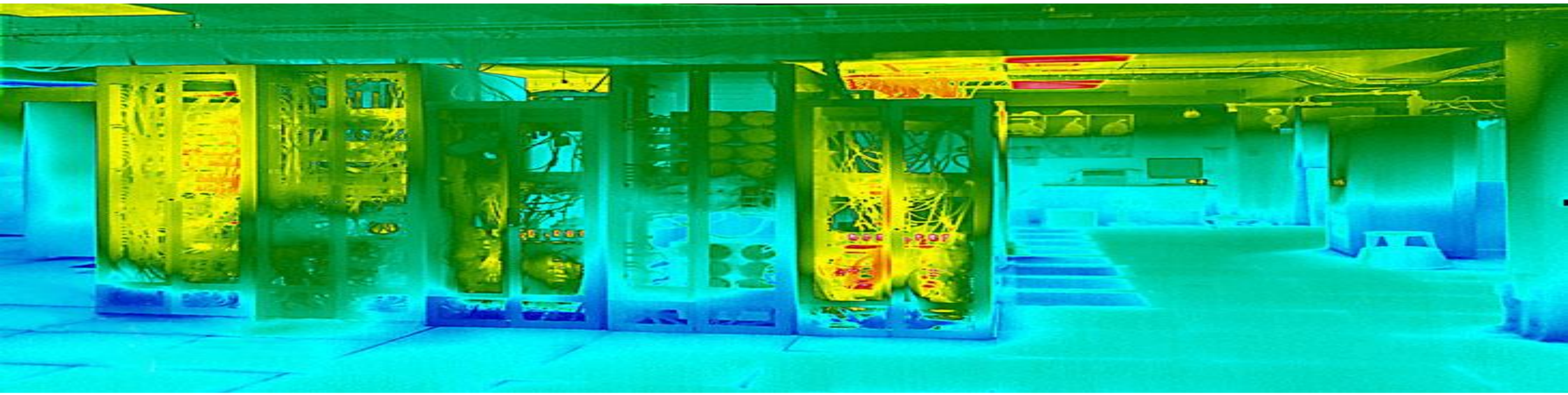
OneAsia is the first data centre operator to provide this innovative technology in Hong Kong and is set to expand the service to its other data centres in Greater China, and in North and Southeast Asia.

In recent years, advances in AI, IoT and machine learning, combined with increased computing power and performance requirements have led to a higher server rack density. The result has been an upsurge in heat generated by traditional data centres, with cooling systems correspondingly consuming significantly more energy at greater cost. By contrast, liquid cooling solutions are widely recognized for their reliability and energy and cost efficiency. They are also conveniently scalable to any size of data centre.

Liquid cooling is an innovative cooling solution that brings significant advantages over traditional air-cooling techniques, especially when applied to high-density environments such as data centres. Not only that the technology substantially reduces PUE, for facilities that feature extremely high-density racks, air cooling simply is not sufficient to maintain the reliability of IT systems, no matter how new or optimized they may be. For such facilities where rack power requirements are reaching close to 20 kW in many facilities, and many organizations are looking to deploy racks with requirements of 50kW or more, liquid cooling is not a choice but a necessity. Furthermore, our data centres adopt cooling systems which utilizes our self-developed software with data analytic and AI functionality to provide the best operation of data centre air conditioning systems. By integrating with IoT sensors and control devices, our system can optimize the cooling performance in the data centre, reducing energy consumption and enhancing IT reliability.

The key benefits of the system are summarized as follows:

- Real-time temperature monitoring: Provides real-time temperature data collection for each rack in the data centre.
- Total cooling capacity optimization: Achieves the total cooling capacity demand in real time, ensuring that the data centre is operating at optimal cooling capacity.
- Rack-level temperature control: Allows for real-time adjustment of air supply volume and CRAC cooling supply at the rack level, regardless of load changes.
- On-demand cooling: Enables rack-level on-demand cooling, which greatly improves cooling efficiency and effectively solves the problem of local hot spots.
- Automatic equipment inspection: Automatically inspects data centre air conditioning equipment and provides real-time monitoring, alarm feedback, and remote control
- Improved energy efficiency: Our system uses real-time data to dynamically adjust cooling settings, resulting in high efficiency and energy savings, and lower PUE.
- Reduced risk of downtime: Optimizes cooling operations to reduce the risk of downtime due to unmanaged temperature conditions.
- Enhanced IT reliability: By optimizing cooling operations, our system can improve IT reliability and reduce the risk of equipment failure.



➢ Waste Management

Our waste management is underpinned by our Environmental Policy, which incorporates the 5R principle, namely Reduce, Reuse, Recycle, Refuse, Repurpose/Recover. We also echo the government's vision as suggested by the Waste Blueprint for Hong Kong 2035, in which one of the main focuses is waste reduction.

To promote recycling and facilitate waste sorting, we have set out three-colour waste separation bins at our data centres. We have also contacted authorised vendors to recycle or revert solid wastes collected in all data centres and office areas. To reduce waste at the source, we have been encouraging a paperless working approach. While paper consumption is inevitable, we procure paper products from sustainably managed forests alongside recycled and controlled sources.

Where waste generation is unavoidable, we ensure that all hazardous and non-hazardous waste are properly processed in accordance with local laws and regulations. Hazardous waste generated from the data centres and offices, including valve-regulated lead-acid ("VRLA") batteries from the UPS and fluorescent light tubes, are collected and undergo appropriate treatment by licensed vendors. For dangerous goods used in operations, the Company has set aside special temporary storage facilities in strict accordance with relevant regulations, and the storage is prevented from scattering, leakage and loss.

We strive to manage waste not just within our operations, but our care also extends to our contractors. Construction waste generated by our contractors are properly disposed at designated facilities. In the future, we will continue to monitor our waste generation periodically. We also target to further promote waste recycling and continue identifying possible opportunities to further reduce waste generation.

➢ **Water Management**

The use of cooling water is prevalent and indispensable to our operation of data centres, and our water is provided by local municipal water supplies. Despite the Company does not encounter any problems in sourcing water for our daily operations, we are committed to making every effort to promote better water usage. As stipulated in our Environmental Policy, we strive to conserve water by implementing a range of water-related initiatives. For instance:

- The Water Leak Detection System was adopted to identify any water leakages from taps, pipes and valves in time. All detection signals are sent to the DCIM for alarm monitoring to identify any water leakages;
- Automatic faucets are installed;
- Chemical dosing treatment is conducted before releasing used water from cooling towers into the drainage.

As the Company plans to expand its business, more water-cooled chillers will be installed in data centres. In face of an increasing trend in its absolute amount of water consumption, the Company will continue to identify possible solutions, including water recycling programmes and more frequent inspections of water leakage, to minimise its water consumption intensity.

➢ **Green Office Management**

All office staff is responsible for adopting good environmental practices and controlling environmental impacts of operation activities in the following aspects:

- Paper Saving
- Materials Re-use and Conservation
- Water Conservation
- Electricity Conservation applicable to Data Centre, Facility Room, Office and Meeting Room
- Stationery Conservation
- Green Pantry
- Monitoring Indoor Air Quality
- Waste Disposal Measures
- Proper Use of Chemical Substance

02 Emissions

Given the inherent nature of data centres, OneAsia recognizes its responsibility as an energy-intensive Company, and we are thereby committed to identifying solutions to mitigate climate change. We believe that decarbonization within the building and exploring alternative energy sources are significant strategies for lowering our GHG emissions and reducing reliance on fossil-based energy sources. Therefore, we put extra attention to articulating the enhancement of energy efficiency to offset the growth in demand.

Our data centre designs embody a range of green designs and solutions in different aspects:

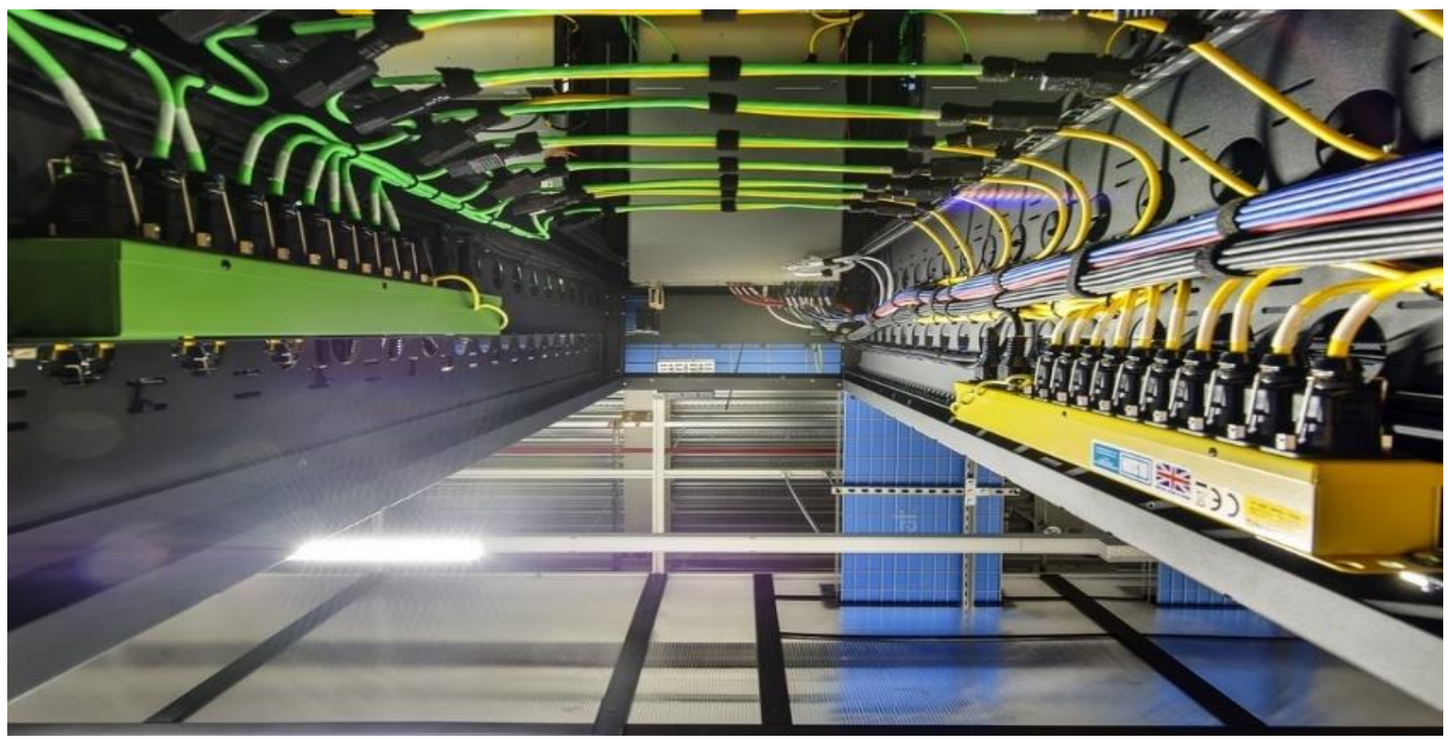
➢ **Cooling**

- Adoption of immersion cooling solution in Hong Kong
- Adoption of Intelligent Cooling Optimization System in data centres' operations
- Available for individual direction cooling system or chilled water cooling system
- Diverse distributed pipework
- The designated use of non-chlorofluorocarbon ("non-CFC") based refrigerants at our newly constructed data centre to reduce direct GHG emissions
- Temperature and humidity in data centre to industry accepted standards and maintained within energy efficient parameters
- Adoption of water leakage detection system to detect water leakage minimize water loss
- Installation of high-efficiency water-cooling system in most of the facilities to reduce energy use for cooling
- Hybrid use of different size of air-cooled chiller for various loading demand to save energy

- Automatic Temperature Control ("ATC") system is deployed to maximise energy efficiency, i.e. auto-setting in switching off air conditioning units during night time in those area without operation need

➢ **Lighting**

- The use of LED lights in our data centres to reduce energy consumption
- Time schedule and temperature control of FCUs/VRVs are used to save energy.
- Occupancy sensors are installed in data centres and our offices to control the use of lights to save energy.

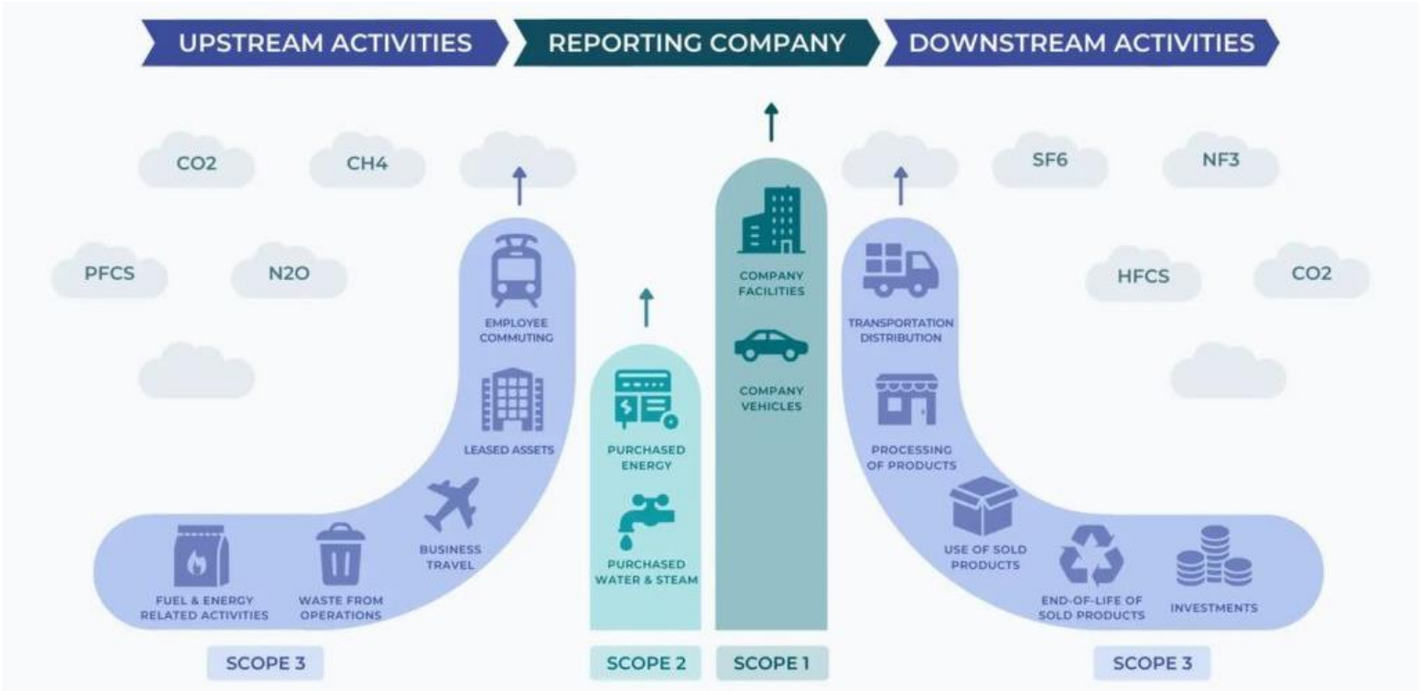


➢ **Energy use and supply**

- Employees are encouraged to switch off idle electrical appliances to minimise nonessential energy consumption.
- Explore in purchase of IRECs to further lower our carbon footprint.

➢ **Building design and control**

- Installation of Data Centre Information Management System ("DCIM") at our data centres to ensure the equipment operates in an efficient manner.
- 7x24 engineering system and environmental conditions monitoring in all technical areas
- Experienced 7x24 facility management team on site and monitoring
- All interior paints and coatings, interior adhesives and sealants, flooring, composite wood, ceilings, walls, thermal and acoustic insulation and furniture used comply with relevant VOC emissions and content standards.



The Company recognises the significant role of green technology in achieving carbon neutrality by 2050. Thus, we will continuously explore opportunities in various clean technology investments, particularly in renewable energy. Our operations team regularly audits properties to identify energy savings opportunities and sets energy reduction targets to improve energy efficiency and PUE.

In future, we investigate if Science-Based Targets Initiative ("SBTi") can be committed to reduce Scope 1, Scope 2 and Scope 3 emissions from our business operations.

03 Use of Resources

OneAsia adheres to the principle of "priority to conservation". We set the goal of “continuously improving the efficiency of energy and water resource utilization” and have initiated various water-saving measures. We have established energy emissions reduction management systems and set energy consumption targets annually. Our data centres have carried out IT equipment optimization and lighting facilities transformation projects, achieving energy savings, cost reduction, and efficiency improvement.

Our data centres mainly use municipal water supply in daily operations and do not have any problem in seeking suitable water sources. In terms of water resource utilization, the Company has set the water efficiency goal, that will strive to reduce water consumption and improve water efficiency continuously.

04 Impacts of Company’s Activities

The main business of the Company is the data centres’ operations, which have no direct impact on the environment and natural resources. We still regularly assess the pollution control status of our operations to prevent environmental pollution incidents. The data conters under the Company strictly follow local pollutant control requirements.

Concerning solid waste disposal, we establish a sound system and process for the management of hazardous and non-hazardous waste, and supervise and assess the relevant work of waste management. Hazardous waste is treated in accordance with relevant local laws and regulations. Non-hazardous waste, such as food waste, is properly disposed of by building management companies or third parties.

In addition, we actively conduct training related to pollution prevention and control to enhance the environmental management capabilities and knowledge levels of relevant personnel and ensure the standardized implementation of pollution management work.

05 Climate Change

Climate change is imposing imminent threats to the world and the business of OneAsia. Recognizing the nature of its data centre services and cloud-based solutions business which may contribute to the impact of climate change, the Company is dedicated to reducing its greenhouse gas emissions across different operations to fulfil its responsibility of corporate citizenship and co-create a more sustainable future for global citizens.

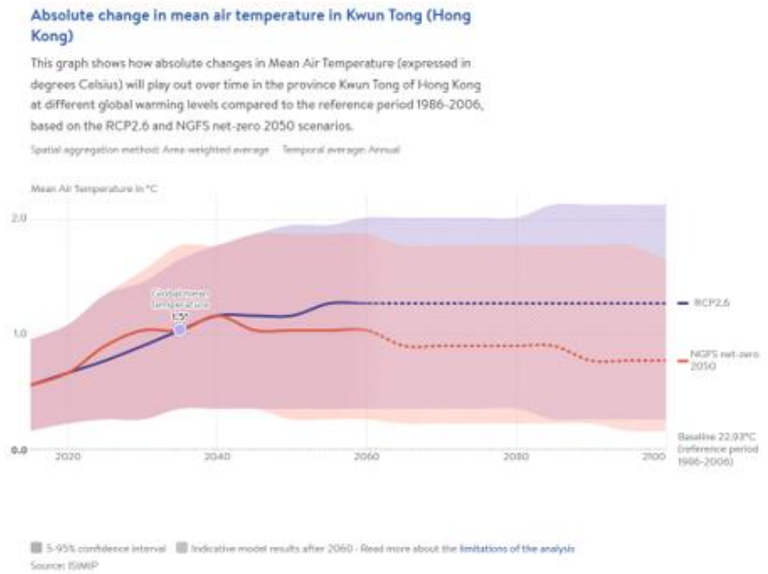
As the climate is constantly changing, the ESG Committee of the Company regularly performs a series of measures to identify and assess the physical and transition risks and opportunities that bring potential impacts to the operations of the Company. This includes but is not limited to performing risk assessment, assessing the impacts of the latest climate-related policies and regulations.

These risk identification measures further facilitate the development of long-term strategies of the Company, which protect our operation from climate risks. Extreme weather, such as hurricanes, flooding and extreme heat could have a negative impact on our operations. After assessing the impact of extreme weather on our operations, we develop plans and set out the responsibilities and reporting procedures for emergencies, as well as the content and frequency of daily drills.

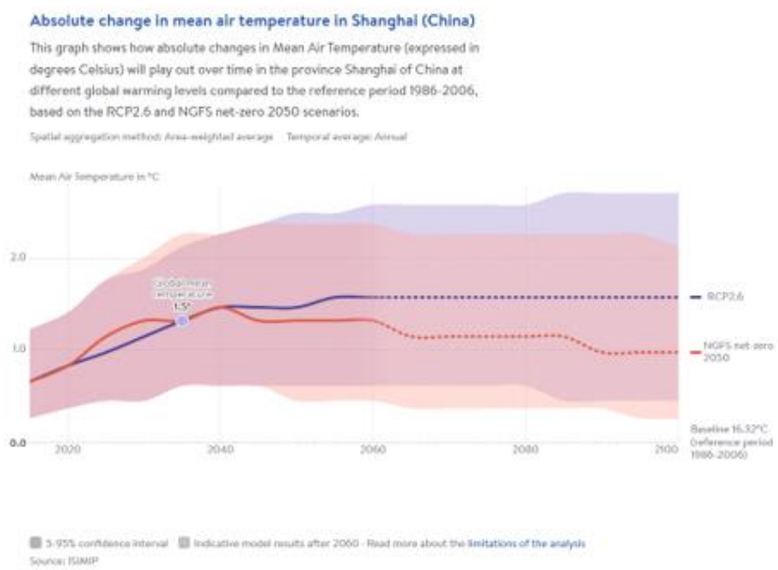
To address the risks identified, the Company strives to adopt the industry's best practices, and is committed to a series of mitigation and adaptation measures.

Physical Risk	**Potential Impact**
Acute risk - Increased severity of extreme weather events such as tropical cyclones, riverine flooding, storms and wildfires	- Anticipated damage to property and assets - Negative impacts on the workforce (e.g. health, safety, absenteeism) - Inadequate utilities supply (e.g. water, energy) for facilities
Chronic risk - Changes in precipitation patterns and extreme variability in weather patterns - Rising mean temperatures - Rising sea levels	
Transition Risk	**Potential Impact**
Policy and legal - Increased pricing of GHG emissions - Mandates for and regulation of existing products and services	- Increased operating costs (e.g., higher compliance costs, increased insurance premiums)
Technology - Costs to transition to lower-emission technology	- Costs to adopt or deploy new practices and processes
Market - Changing customer behaviour - Increased cost of raw materials	None (non-material impact)
Reputation (None identified)	

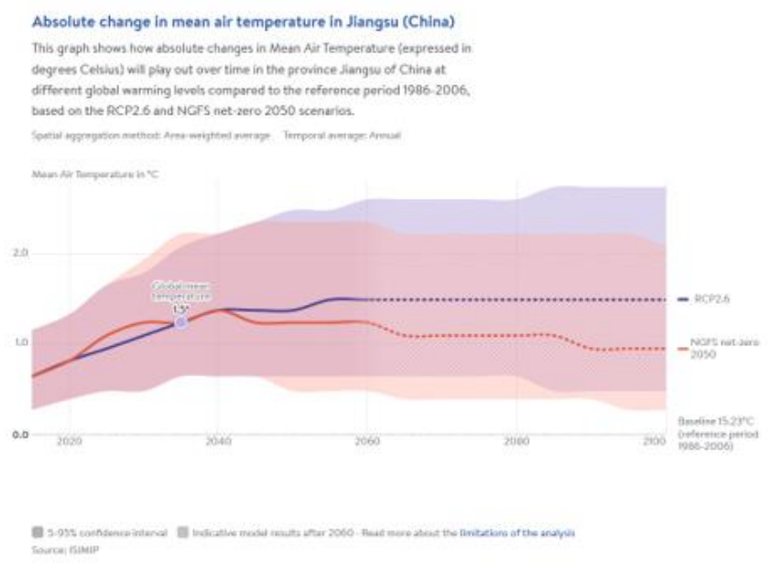
Climate Change Scenario – Mean Air Temperature Change for KLB



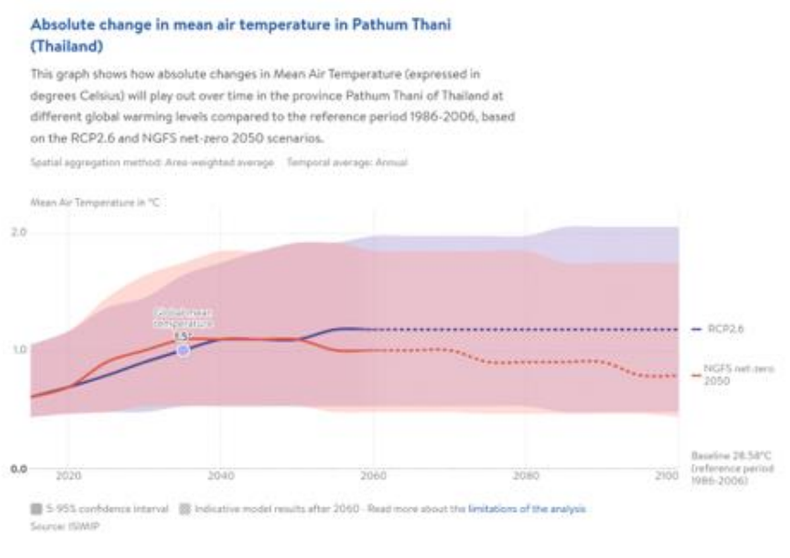
Climate Change Scenario – Mean Air Temperature Change for WGQ



Climate Change Scenario – Mean Air Temperature Change for NTG



Climate Change Scenario – Mean Air Temperature Change for OATH



06 Performance

We begin to include BKK1's environmental data in 2024, while we have kept the progress towards our environmental goals.

We achieved 10.3% reduction in PUE and 11% reduction in WUE against 2021 baseline.

These performance highlights demonstrate our dedication to improving energy and water efficiency within our operations. The increase of hazardous waste generated is due to proper one-time collection and recycling of lithium battery wastes within the year.

	Unit	2024	2023	2022	2021
Greenhouse Gas (GHG) Emissions					
Direct GHG Emissions (Scope 1, Diesel Oil Use)	Tonnes CO_2e	51	76	6	61
Indirect GHG Emissions (Scope 2)	Tonnes CO_2e	39,280	47,504	--	--
Scope 1 + 2 GHG Emissions	Tonnes CO_2e	39,331	47,580	--	--
Energy Consumption					
Total Electricity Consumption	kWh	80,760,786	92,153,069	96,480,221	50,207,125
Total Diesel Oil Consumption	kWh	208,674	311,374	48,353	438,736
Total Energy Consumption	kWh	80,969,460	92,464,443	96,528,574	50,645,861
PUE	--	1.64	1.61	1.65	1.83
Water Consumption					
Total Water Consumption	m^3	59,423	40,959	38,114	51,270
WUE	--	2.02	2.08	2.09	2.27
Waste					
Total Non-hazardous Waste Generated	Tonnes	6.44	3.04	3.92	--
Total Hazardous Waste Generated	Tonnes	36.23	6.59	3.06	--
Total Waste Recycled / Reverted	Tonnes	41.34	6.53	--	--

IV. Social

01 Customers

OneAsia understands that customers' engagement and feedback are important for our continuous improvement in service delivery. As a first means of communication with a new customer, we issue Customer Handbook at the beginning of service term. To better address customers' needs and identify room for improvement, we have set up feedback channels such as annual customer satisfaction survey to collect customers' feedback and respond to their needs. We value both positive and negative customer feedback equally.

To enforce effective communication, a Customer Relationship Management Procedure, which follows ISO 9001 Quality Procedure Manual, is formulated to stipulate our duties and overarching approach to handling customer complaints. This procedure is to assure good relationship between OneAsia and the customers through better understanding the customers and their business needs, regular reviewing the service level achievements, and timely resolution of customer complaints. For each service provided by OneAsia, the Business Relationship Manager ("BRM") maintains a list of customers and stakeholders (e.g. users, suppliers, regulatory bodies, etc.) and review it on a yearly basis to keep it up to date.

On an annual basis, BRM arranges service review meeting with each customer and/or stakeholders to discuss any changes to the service scope, service level agreement, contract, and customers or their business needs. During the meeting, areas of improvement will be discussed. After the annual meeting, BRM prepares meeting minutes, analyses and report on customer comments, and establishes a service improvement plan for follow up by OneAsia or customers. If there are changes to the customer's business needs, BRM initiates revision of the contract, the corresponding service level agreements, operational level agreement, and underpinning contracts through the Change Management Procedure as appropriate.

Our service frontline staff provide first-line recording, response and resolution of any service complaint from customers, following the Service Request and Incident Management Procedure. If any service complaint cannot be resolved at that moment, the case would be escalated to the BRM, who collaborates with respective managers to provide a short-term quick fix solution to customer and improve IT service procedures. To prevent the same problem from happening again in the long run, BRM and respective manager investigate on the root cause of the customer complaint, identify feasible improvement action no later than the agreed response time after the complaint is received, prepare a service improvement plan, implement the improvement action through the Change Management Procedure. BRM will follow up the outcome and the effectiveness of the improvement action and communicate with the customer regarding the resolution status of service complaints from time to time, until the issue is formally closed. For those service complaints that cannot be closed out within agreed response time, BRM escalates the case to Management Representative or higher level of management for further actions.

During the reporting year, 0 complaints were received relating to data centre services.

Nevertheless, complaints would be handled and resolved in accordance with the existing procedures, which include 24/7 support to the customers, in a timely manner.

02 Product Responsibility

Since OneAsia's operation does not primarily include selling or shipping of physical products, and intellectual property rights are not material to our operations, the requirements on relevant quantitative disclosure therefore do not apply.

As one of the leading data centre service providers, OneAsia strives to deliver a reliable and excellent service, protect data privacy, and continuously review our service based on customer feedback. Despite local data privacy regulations, such as Hong Kong's Personal Data (Privacy) Ordinance (Cap. 486), we are also guided by our own Information Security Policy to assure our commitment to upholding physical security and cybersecurity. We provide our customers with a wide range of cost-effective, reliable managed services. Our professional team handles the day-to-day operations and provides support services to our customers 7x24 as supported by sophisticated tools.

OneAsia offers a compelling combination of reliable infrastructure, extensive cloud resources, industrial expertise, and competitive pricing. OneAsia distinguishes itself with its extensive and reliable infrastructure capabilities. We own and operate state-of-the-art data centres strategically located in key regions and cities across Asia. Our data centres are equipped with cutting-edge technologies, ensuring high availability, robust connectivity, and advanced security measures.

As an infrastructure builder with extensive experience in designing, constructing, and managing data centres and cloud infrastructure, we offer flexible and customized solutions tailored to the specific requirements of our clients.

Whether it's building private clouds, hybrid environments, or implementing advanced networking architectures, our expertise enables us to deliver reliable and scalable infrastructure solutions that meet the needs of businesses. By leveraging our comprehensive and reliable infrastructure, businesses can confidently rely on us for secure and uninterrupted hosting environments, optimal performance, and data security.

Our team of experienced professionals is dedicated to providing exceptional service and support. We have a deep understanding of the cloud computing landscape and stay up to date with the latest trends and technologies. From initial consultation to ongoing management, our experts work closely with customers, offering guidance, optimization strategies, and troubleshooting assistance to ensure that businesses maximize the value of their cloud investments. As a trusted industry leader, OneAsia has a proven track record of over 10 years in delivering exceptional cloud and computing services. Our team of experts possesses deep knowledge and experience in the field, ensuring that we understand and meet the unique requirements of businesses.

OneAsia recognizes the importance of cost-effectiveness for businesses. We offer competitive pricing models that allow organizations to optimize their IT budget while enjoying the benefits of reliable and high-performance cloud services. Our pricing strategies ensure that you only pay for the resources you use, eliminating unnecessary expenses.

Service Scope

24-7 Hour Monitoring	• 7x24 ECC monitors all registered infrastructure devices 24 hours a day, 7 days a week
Immediate Notification	• Provides prompt notification via phone and email with specific recommendations, enabling a timely and informed choice of action during critical events.
Smart Hand/ Remote Hand	• The provision of basic to advance IT operations which will require experienced personnel with seamless execution.
Preventative Maintenance	• Monthly Centre and Server healthiness checking.
Monthly Report	• OneAsia delivers a monthly report including trending analysis and potential issues with recommendated solutions.
Problem Resolution/ Incident Management	• Managed and assigned severity of the received alarms. OneAsia 7x24 Support can work with the customer to diagnose the problem, root cause analysis and resolution. An incident report will be generated which can be incorporated as part of the monthly report.

03 Protecting Data Privacy

Data privacy and security is one of the most important social topics for OneAsia. To address stakeholder concerns and to fulfil legal requirements, we uphold the highest standards in protecting data privacy and security. We carry out effective measures to assure both physical security and cybersecurity. All our data centres are ISO 27001 Information Security Management System accredited. We employ advanced security measures, including robust firewalls, encryption protocols, intrusion detection systems, and regular security audits to protect information from a wide range of threats and vulnerabilities, and to ensure business continuity, minimize business risk, and maximize return on investments and business opportunities.

The management and staff of OneAsia are committed to comply with all applicable statutory, contractual and user requirements relates to information security, and adopt a continuous improvement approach to the design, development, operations and maintenance of managed cloud services, data centre services and the related IT infrastructure.

OneAsia implements information security measures in the following 17 areas:

- **Asset Management**: Company asset is protected according to its sensitivity, criticality, and value, regardless of the media on which it is stored, the manual or automated systems that process it, or the methods by which it is distributed.

- **Human Resource Security**: Our employees, contractors and third-party users understand their responsibilities, and are suitable for the roles they are considered for, and to help reduce the risk of theft, fraud or misuse of our facilities.

- **Physical and Environmental Security**: Information processing facilities are critical to OneAsia's operation and are housed in secure areas, protected by defined security perimeters, with appropriate security barriers and entry controls, and so physically protected from unauthorized access, damage, and interference.

- **Clear Desk and Clear Screen Policy**: We implement this policy to reduce the risks of unauthorized access, loss of, and damage to information during and outside normal working hours.

- **Mobile Computing Policy**: We implement this policy to protect the integrity of the network and information systems, as well as privacy of company's data on all mobile computing devices, such as notebooks, palmtops, laptops and mobile phones.

- **Remote Access Policy**: We implement this policy to control external remote access to systems.

- **Access Control Policy**: Access to networks, services and information systems are controlled based on business and security requirements, and that the access rights are appropriately authorized, allocated and maintained, and unauthorized access is prohibited.

- **Password Management**: We establish a standard for creation of strong passwords, the protection of those passwords, and the frequency of change.

- **Electronic Communications Policy**: We implement this policy to control use of any computer, network, mobile devices, telephone, electronic mail, instant messaging, social networking websites, voice mail, and facsimile to conduct business both internally and externally.

- **System Acquisition, Development and Maintenance Policy**: We implement this policy to specify the minimum security practices during system acquisition, development and maintenance processes, to ensure sufficient security in all information systems, and prevent errors, loss, unauthorized modification or misuse of information in applications.

- **Change Management**: Changes to production servers, facilities, applications, networks and infrastructure services are managed in a rational and predictable manner so that staff and users of OneAsia can plan accordingly, and to minimize the likelihood of disruption, unauthorized alterations and errors.

- **External Services Provider Management**: Actual practices are performed to govern the selection and administration of vendors, consultants, contractors and other service providers external to OneAsia, and to protect OneAsia information and processing facilities.

- **Cryptographic Control**: We provide guidance on the use of encryption algorithms that have received public review and have been proven to work effectively. Direction on managing cryptographic keys is provided and applicable regulations on the uses of cryptographic technology are followed.

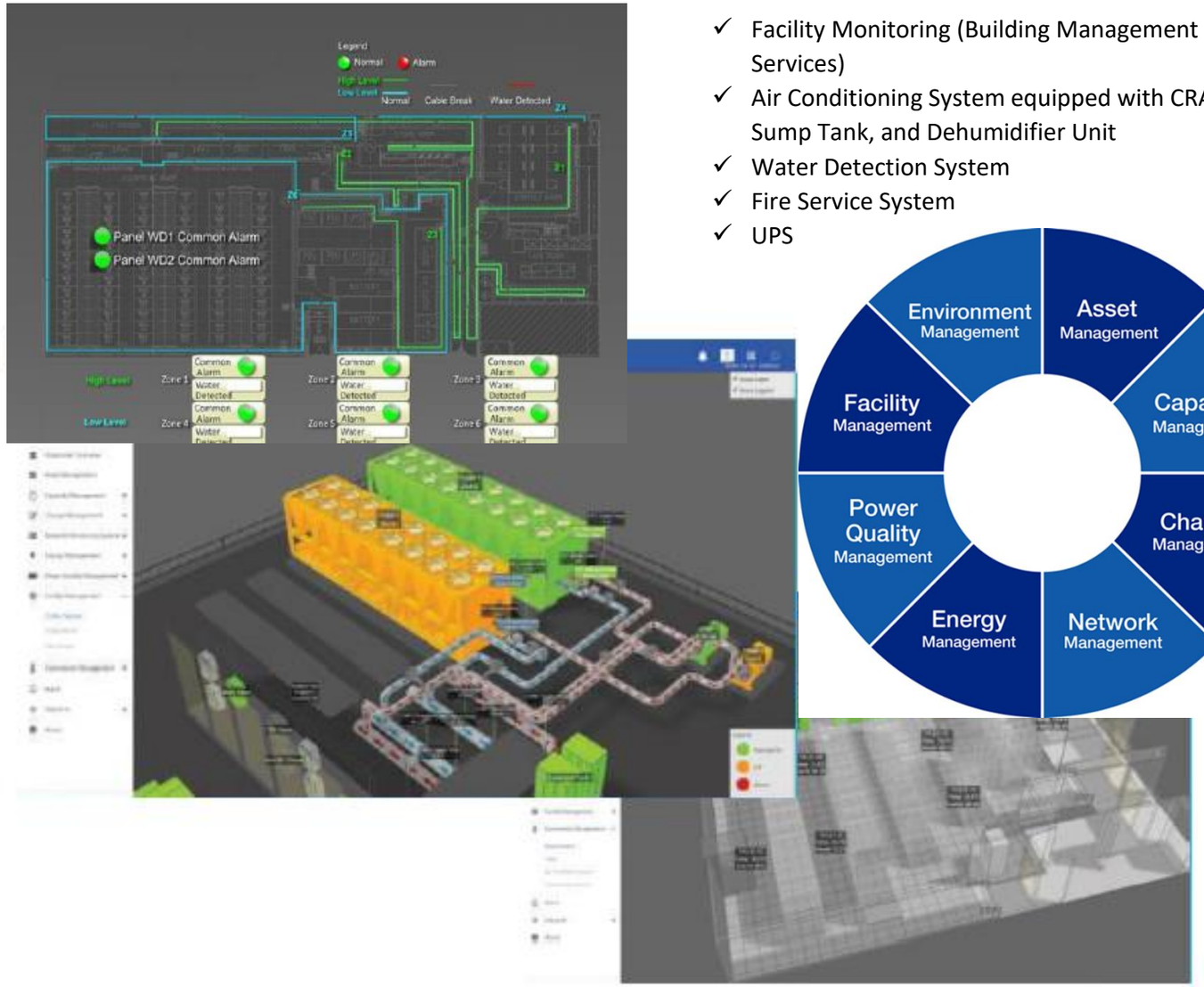
- **Mobile Device Security**: We maintain a set of practices and requirements for the safe use of mobile devices, so as to minimize the risk of loss or exposure of information leakage, and to reduce the risk of

malicious software infections when using and handling mobile devices.

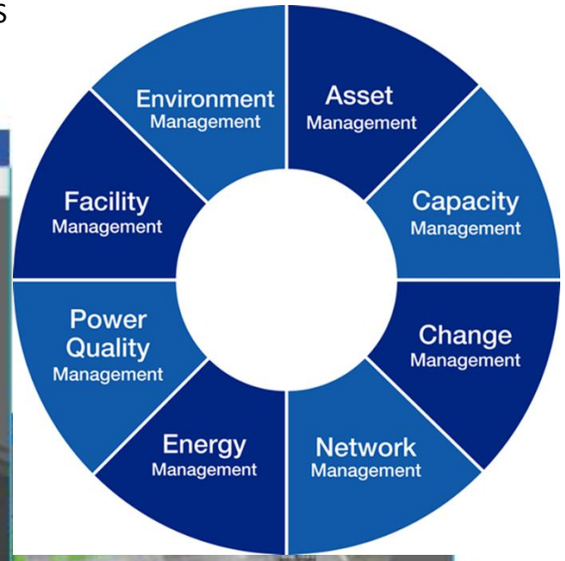
- **Business Continuity Management**: OneAsia has a documented and tested Business Continuity Plan ("BCP") that describes how business will be conducted if critical systems are disrupted by a disaster affecting operations.

- **Intellectual Properties Protection**: The intellectual property portfolio of OneAsia, including trademarks, copyrights, and trade secrets, is vital to its business success. All OneAsia full-time, part-time or contract staff have a duty to protect these valuable assets from misuse and unauthorized disclosure.

- **Project Management Security**: The information security consideration has been included in the entire project management lifecycle. Our Project manager will ensure that the information security requirements are addressed and reviewed in every phase of project.



- ✓ Facility Monitoring (Building Management Services)
- ✓ Air Conditioning System equipped with CRAC, Sump Tank, and Dehumidifier Unit
- ✓ Water Detection System
- ✓ Fire Service System
- ✓ UPS



While we make use of information collected in the process of making enquires and submitting applications, we strictly comply with the internal compliance policies and the local personal data privacy regulations to ensure our data is collected and stored for the purpose for which they have been collected.

We are obligated to safely protect, store and handle personal data collected from visitors and employees of our facilities. All employees protect the personal information of customers and tenants in compliance with the internal compliance policies and the local personal data privacy regulations. To further enhance employees' awareness, trainings on data protection are offered to all employees to equip them with the awareness of data privacy and protection of customers' data.

As stipulated in our Confidentiality Policy, the Company will obtain consent from business partners and customers prior to the collection of information, and the Company does not collect personal data from third parties. "Consent Form for the Collection and Use of Personal Data" is intended for obtaining consent from user(s) for the collection and use of user(s) personal data by lawful and fair means. For instance, the identification information will be used by OneAsia to administer and verify your identity in the Door Access System and may be accessible to persons, officers or departments who will process, administer, manage or supervise the related matters. The requested data will not be transmitted, processed or stored out of OneAsia without consent from the data owner. Unauthorized user(s) will not be allowed to read, duplicate or delete the requested data without explicit approval. The requested data will at all times be kept in confidence and protected with operational, administrative, technical and physical security safeguards.

04 Our People

OneAsia is committed to an inclusive work culture and appreciates and recognizes that all people are unique and valuable and should be respected for their individual abilities. The Company does not accept any form of harassment or discrimination based on gender, religion, race, national or ethnic origin, cultural background, social group, disability, sexual orientation, marital status, age or political opinion. This commitment is built based on the framework of policies and procedures designed to ensure fairness in the recruitment, development and retention of all employees. The Company is also committed to offering safe and healthy workplaces in accordance with national legislation. It seeks continuous improvement of its occupational health and safety performance.

- **Employment**

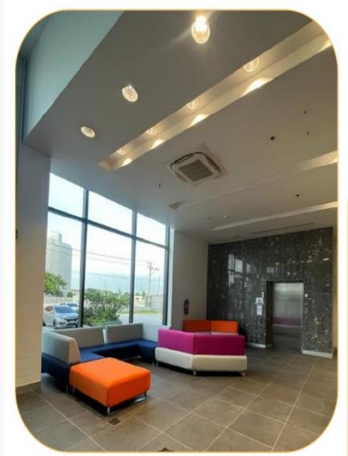
OneAsia recognizes that diversity is critical to building highly functional teams. Recruitment and hiring must intentionally seek a harmonious balance between the composition of our teams and our communities. As such, we look to create teams that are reflective of our broader community.

We strive to ensure that OneAsia reflects the diverse communities we operate in every country. The objectives include promoting accessibility and opportunities for all employees without discrimination based on race, ethnicity, religion, national origin, mental or physical disability, pregnancy, sexual orientation, gender identity or expression, marital status or age.

- **Health and Safety**

OneAsia is committed to providing a safe and healthy workplace and protecting the environment with the aim of continuous improvement. We believe that all work-related injuries, diseases or property losses can be eliminated or even prevented if the safety, health and environmental saving are good practices. In consideration of the nature of business of the Company, safety, health and environmental saving are core concerns of the Company. The Company has formulated detailed implementation guideline for data centres' daily operations, project development as well as provision of IT services. Our service providers are also required to observe the guideline to ensure service commitments to our customers.

The Company is committed to promote a health and well-being culture, formulate work health and well-being strategy and support related initiatives, improve work organization and work environment, manage risks to employees physical and mental health, encourage employee participation in work health and well-being interventions, and support employees to adopt and maintain healthy behaviours.



We establish access control and security monitoring in office areas to strictly manage entrances and exits, conduct fire safety inspection monthly, hold fire-fighting evacuation drill, and trainings on campus safety and emergency management regularly. We make continuous efforts to strengthen the safety management in our office areas and develop emergency plan for the handling of medical emergencies to deal with employees' medical needs. We also prepare first aid kits at all our workplaces to address emergencies.

In 2024, lost days due to work injury was 0, and no work-related fatalities occurred over the past three years.

- **Staff Renumeration and Development**

Employees are treated equally in remuneration, regardless of ethnicity, race, age, gender, marital status and religious beliefs. We conscientiously implement the labour protection of female employees, assure the rights and benefits of female employees during pregnancy, childbirth and breastfeeding. We also prohibit reduced wages and unreasonable dismissal of female employees due to pregnancy, childbirth and breastfeeding.

Pursuing the goal of building a learning-oriented and strategic-oriented organisation, we provide training courses to support the Company's business development and annual operating targets and create a training system with the Company's characteristics for all employees. The system comprises management training, job-specific development training and orientation for recruits. The Company develops targeted curriculum and arranges training with internal and external high-quality teaching resources on a regular basis, in a bid to promote the growth and development of each employee in a comprehensive manner.

- **Labour Standards**

The Company enters labour contracts with employees in accordance with the principle of consensus, strictly abides by legal procedures in the employee contract signing, renewal, termination, dissolution of labour relations and other processes, and resolutely prohibits employment of child labour, forced labour and illegal workers. Since the Company's establishment, there has been no occurrence of illegal employments such as child labour and forced labour. If any such cases were found, we would seriously treat them according to laws and regulations and requirements of the Company. As of 31 December 2024, OneAsia had a total of 183 employees in all regions, including Hong Kong, Mainland China, Thailand, Singapore, Japan and Korea.

2024 OneAsia Employees' Profile

2024	Number of Employees	Employee Turnover Rate
Total	183	26.1%
By Gender		
Female	44	34.4%
Male	139	23.0%
By Age Group		
< 30	40	26.0%
30 – 50	111	25.7%
> 50	32	27.1%
By Geographical Region		
Hong Kong	82	8.4%
Mainland China	62	38.6%
Thailand	29	39.1%
Singapore	1	66.7%
Japan	3	28.6%
Korea	6	20.0%
By Rank		
Management	14	0%
General	169	28.1%

2024	
Percentage of Employees in Training	
By Gender	
Female	17.0%
Male	83.0%
By Rank	
Management	15.6%
General	84.4%
Average number of training hours	
By Gender	
Female	3.8 h
Male	16.8 h
By Rank	
Management	21.2 h
General	13.1 h

05 Suppliers

Purchasing activities of the Company are carried out in strict compliance with the laws and regulations, as well as the principles of openness, transparency, fair competition, honesty and credibility. We focus on suppliers' performance in sustainability fields, such as environmental protection, social responsibility, compliance management and integrity, and work together with suppliers to achieve a compliant, win-win and sustainable business environment.

To maintain legitimate rights and interests, integrity and fairness in transactions and long-term friendly business partnership, the Company formulates and implements the Supplier Management Procedure. We also focus on suppliers' integrity management, requiring them to sign and strictly abide by the fulfilment of our integrity standards under the Supplier's Code of Conduct. The Code stipulates that suppliers shall take effective measures to prevent their employees and related persons from compromising integrity or violating any laws and regulations of anti-bribery, anti-corruption, anti-money laundering, as well as policies of the Company

We establish a system for standard management of investigation, acceptance, evaluation, maintenance, removal of suppliers. Our Procurement team base on the supplier evaluation process which involves collecting background information about the supplier and considering whether further evaluation is needed based on their background, service scope, customer references, and historical performance to choose the supplier. We also consider and assess their performance in product quality, environmental protection, social responsibility, and employees' health and safety. Under the same circumstances, we prioritise suppliers offering products with high energy efficiency and low energy consumption or those with certification or qualification on environmental protection. We also prefer suppliers with excellent ESG management performance, and work with them to promote green procurement practice. The supplier can receive our related ESG information through social media channels. All of management can review the supply chain performance report yearly.

We maintain and update Approved Supplier List on a regular basis, and we engage/monitor suppliers according to the list. IMS member is responsible in checking the extent of contractor effort on compliance with Company's policy. The assigned person maintains a Renovation Control Checklist and check the performance of the contractor. Relevant guidelines are delivered and explained to contractors and suppliers to raise their attention on environmental and social issues. For example, for software supplier, we have Guidance for Outsourced Software Development; for renovation supplier, we communicate waste disposal and pollution control issues with them according to Guidance for Renovation, Guidance for Waste Disposal, Chemical Water Treatment Program, Carbon consumption platform and so on.

We implement and maintain a series of procedures for green procurement including Guidance for Green Purchasing, which is reviewed by auditor yearly. Those procedures provide guidelines for ensuring environmental

considerations are incorporated into the purchasing of goods and services for production and office activities. Purchasing team considers the 4R (Reduce, Reuse, Recycle & Replace) principles and evaluates goods and services for their energy and water efficiency, lean packaging, durable and upgradable design, refurbished/recycled materials, low toxicity, and so on. For certain equipment frequently acquired as an ICT service company, such as computer equipment and products, purchasing team follows Mandatory Green Specification, such as Energy Star label, or other power-saving qualification like TCO.

In 2024, OneAsia has 92 approved suppliers servicing for Hong Kong, 106 for Chinese Mainland and 61 for Thailand.

06 Anti-corruption

OneAsia is committed to upholding all laws relevant to countering bribery in each of the jurisdictions in which it operates. As the Anti-corruption laws in different countries have extraterritorial application, the Company's employees will be bound by the most stringent requirements of these laws in respect of its conduct in all jurisdictions they operate, even if such conduct would otherwise be permitted by the local law of a particular jurisdictions. Also, the Company is committed to the prevention, deterrence and detection of bribery and has zero-tolerance towards bribery. The Company aim to maintain anti-bribery compliance 'business as usual', rather than as a one-off exercise. Furthermore, it is also the commitment of the Company to respect our stakeholders (internal & external) and treat them fairly.

OneAsia expects its business to be conducted with uncompromising integrity and professionalism. This expectation applies to Company's employees and suppliers when conducting business or providing services on the Company's behalf. Suppliers shall read, understand and comply with the Supplier's Code of Conduct in all respects. We also conduct communication meetings with suppliers to ensure their compliance with various regulatory requirements.

We place a strong emphasis on promoting a culture of compliance and anti-corruption throughout all levels of the organization, and regularly conducts relevant training sessions for the Board of Directors, management, and employees. The forms of these training include lectures, case sharing, and compliance tests.

All employees are encouraged to raise concerns in good faith if you see or suspect any activities that may constitute malpractice or misconduct which include, but not limited to non-compliance and potential frauds. Any employee may raise enquiries or reports by sending email to the Company's Anti-Bribery Committee. Such email shall be documented all relevant facts, including personal particulars, descriptions of incidents, dates, parties involved and supporting documents as applicable. The email shall be acknowledged by the Committee within three (3) working day. The committee shall either respond to the enquirer within fourteen (14) working days with information required or the next action they will be taking. The Committee shall convene ad-hoc meeting for any received reports and decide if further investigation is recommended. Where the report is deemed traceable and involving potential violation of the Policy, the Committee shall promptly report and recommend to the top management if further action is required. For reports where violation of local anti-bribery ordinances is suspected, law enforcement authorities will be consulted or engaged to take over the investigation. In such case, the Committee will be the focal contact point. Also, suppliers are encouraged to raise any query or concerns and is obliged to report violations or suspected violations of the anti-corruption laws to our Anti-Bribery Committee.
The Company encourages openness and will support anyone who is acting in good faith, even if the concern/report turns out to be unsubstantiated. The Top Management is committed in ensuring all whistle blowers an entrusted, reliable, fair and confidential handling of his/her reports. However, if a whistleblower makes false report maliciously, with an ulterior motive, or for personal advantage, the Company

reserves the right to take appropriate actions against anyone to recover any loss or damage because of the false report. The Company will keep the Whistleblower's identity confidential and only disclose to relevant parties on a need-to-know basis. However, if the report leads to an investigation by regulators or authorities, it may become necessary for the Whistleblower to provide evidence or be interviewed by the relevant regulators or authorities. The Whistleblower will be advised in advance if his/her identity may become apparent or needs to be disclosed to any external parties outside the Company. In order not to jeopardize the investigation, the Whistleblower is also required to keep confidential the fact that he/she has filed a report as well as the nature of concerns and the identities of those involved. The whistleblowers shall have the right to access or change their own personal data provided to the Committee.

There are 0 number of concluded legal cases regarding corruption brought against OneAsia or its employees in 2024.

07 Community Investment

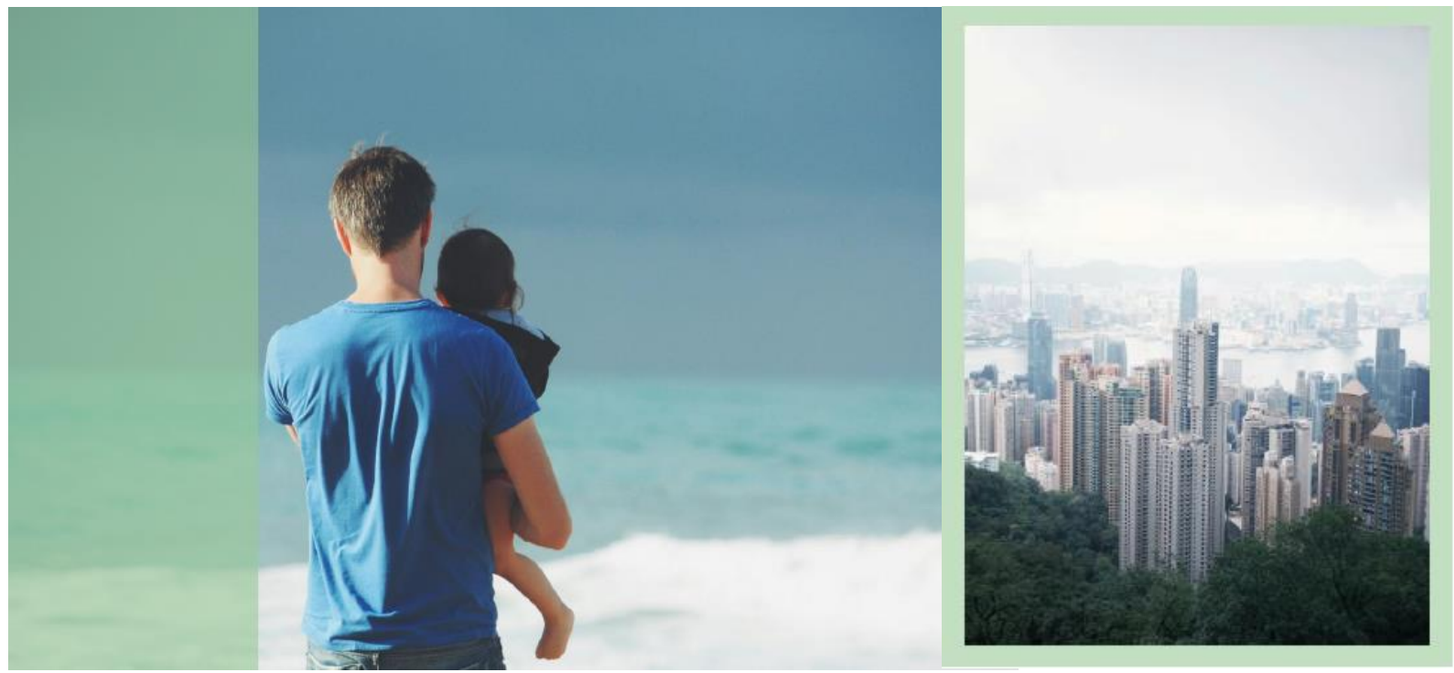
LCare
Legan Foundation
創建大同基金

➢ **About Legan Foundation**

Funded by the Legan Group (parent company of OneAsia), the Legan Foundation was established in August 2009 in accordance with the company laws of Hong Kong and has been recognized by the Inland Revenue Department of the Hong Kong Government as a charity of a public nature (No. 91/9865). Since its establishment, we have been adhering to the purpose of helping the needy and disadvantaged groups in Hong Kong and also other regions in need, with the elderly, children and teenagers as our main service targets.

Legan Foundation's mission is to "give back to the community, care for the elderly and children, promote mutual help, and create a commonwealth."

They believe that everyone is a part of society. Some of them are still too young to be self-reliant, and some of them are already old, but all of them will contribute or have contributed to the community. We hope to unite all sectors of society to give back to the community in different ways, and to promote the spirit of mutual help through such care and concern, so that the community can work together to create a harmonious and inclusive society.



- **Ngagyur Memorial School Library Officially Opens**

Ngagyur Memorial School was founded in 2015 by Khenpo Tashi Tsering Rinpoche, who sought to provide education and hope for hundreds of orphaned children after a devastating earthquake.

Through Sowers Action, the Legan Foundation learned that Khenpo Tashi Tsering Rinpoche sadly passed away due to COVID-19, leaving the school without its key leader. In response, we stepped in to support the school through the construction of a library, furnishing the space, providing food assistance, and supplying hygiene products for female students.

The library construction began at the end of 2023 and was completed in April 2024. Throughout the year, we gradually enhanced the library facilities, such as shelving donated books. By mid-year, the library was officially in operation, fostering a strong reading culture among students.

OneAsia Network Limited donates resources to build this library, providing a better learning environment for students in the remote area.

- **Chong Sze Yeung's Year-Round Competition & Training Program**

The Love & Care Running Association (LCRA) has long been devoted in promoting the sport of running by way of organizing various training classes. Other than advocating the health benefits of running as a sport, LCRA believes that through training, it will greatly enhance the self-confidence and endurance of young people. LCRA will therefore provide free training classes to those prospective but underprivileged athletic youths.

OneAsia cares about the community and is enthusiastic in supporting young people. Legan Foundation proposed OneAsia to sponsor this program with effect from 1 Jul 2022 for the monthly sponsorship as specified above.

In Hong Kong, there are countless careers to explore, and becoming a full-time athlete requires extraordinary determination. The path is challenging, and having encouragement from those around you is crucial.

Though sports competitions worldwide may seem highly competitive, athletes are ultimately striving to surpass their own limits. Various factors—including mental and physical condition, weather, and focus—affect performance. Success comes only by maintaining dedication and clarity of mind.

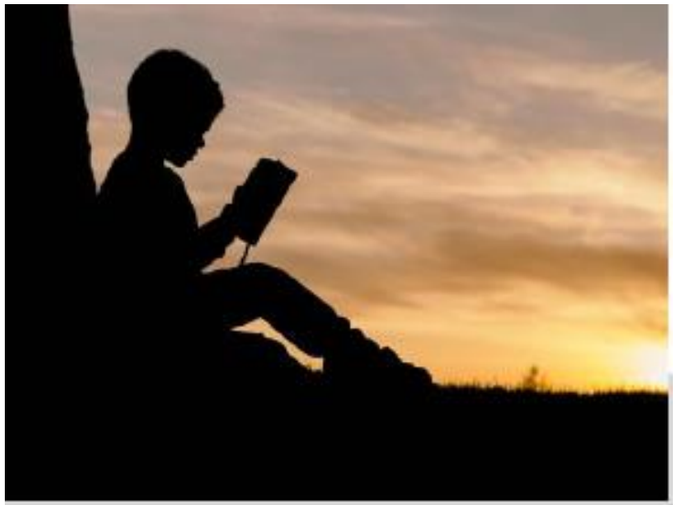
Chong Sze Yeung comes from a financially disadvantaged family, but he has an unwavering passion for sports. Through recommendation from LCRA, the Legan Foundation provided partial funding to support his 2024 training and competition plans, which included two training camps in Yunnan, the Nippon Sport Science University Long Distance Meet in Japan, and the Valencia Marathon.

We congratulate Sze Yeung for meeting the Hong Kong Sports Institute's training standards at the 17th Asian Cross-Country Championships, ensuring further support for his athletic career in the coming year.

- **"Journey Together" Support Program for Underprivileged Children and Families (participated by OneAsia)**

Two years ago, Legan Foundation began offering subsidies to cover assessment fees for children with special educational needs (SEN) from low-income families. During the launch of the "Journey Together" support program for underprivileged children and families, the centre encountered families with SEN children who, due to financial constraints, had to rely on the government's long waitlist, resulting in significant delays in responding to the support needed. To address this, Legan Foundation is expanding its subsidy program in hopes of providing timely assistance to more children in need.

The one-year 'Journey Together' Support Program for Underprivileged Children and Families, which ran from July 2023 to June 2024, has successfully come to a close. Organized by the People Service Centre, the program offered a variety of workshops and training groups tailored to children with special educational needs (SEN), helping to enhance their learning abilities and boost their self-confidence.



The stretching and cooking classes, held in July and August, provided opportunities to interact with the SEN children and engage directly with the caregivers. These sessions offered valuable insight into the challenges they face, while volunteers shared their own experiences of caring for children, which enriched the discussions. We are deeply grateful to the SEN parents and volunteers who participated.

Their courage in taking the first step toward mutual understanding has fostered greater empathy, compassion, and respect for people from all walks of life in the future.

➢ **OneAsia and the IT Industry**

OneAsia also plays an active and dominant role in the IT industry. Public communication channels remain opened so that stakeholders (i.e. customer, partner, supplier, legislative parties, employees, community) are identified and timely market voice can be heard, by attending to market event, industry association (HKGCC, FHKI), representing the industry (HKDCA), and organizing different employee engagement activities. IT/compute/cloud demand from different industries is constantly explored, e.g. digital transformation of banks and financial institutions, pain points of BIM automation in construction industry, cost effective and flexible cloud services for SMEs. We actively respond to national computing network initiative, e.g. computing network of the Greater Bay Area. OneAsia aims to boost the computing power in Hong Kong and play a role in "GBA Data and Hong Kong Computing", and so enhances Hong Kong‘s positioning as the International Center of Innovative Technology.

Appendix

01 Glossary

- Power Usage Effectiveness (“PUE”): total energy used by a data centre against the energy employed only by its IT equipment
- Water Usage Effectiveness (“WUE”): the ratio between the use of water in a data centre system and the energy consumption of the IT components
- Greenhouse Gas (“GHG”): the gases in the atmosphere that raise the surface temperature of the Earth
- United Nations Sustainable Development Goals (“UNSDGs”): 17 world sustainable development goals created by the United Nations
- Science-Based Targets Initiative (“SBTi”): a global initiative that aims to encourage and support companies to set science-based targets to reduce greenhouse gas emissions and limit global warming to well below 1.5°C above pre-industrial levels
- Three Lines Model: formerly the Three Lines of Defense model and updated July 2022 by The Institute of Internal Auditors, as explained on page 24 of COSO’s “Compliance Risk Management: Applying the COSO ERM Framework”
- HKGOC (The Hong Kong Green Organisation Certification): organized by the Environmental Campaign Committee (ECC) alongside the Environment and Ecology Bureau and in conjunction with nine organisations, in alphabetical order, the Advisory Council on the Environment, the Business Environment Council, the Chinese General Chamber of Commerce, the Chinese Manufacturers' Association of Hong Kong, the Federation of Hong Kong Industries, the Hong Kong Chinese Importers' & Exporters' Association, the Hong Kong Council of Social Service, the Hong Kong General Chamber of Commerce and the Hong Kong Productivity Council.
- RCP2.6: Representative Concentration Pathways (RCP) are climate change scenarios to project future greenhouse gas concentrations formally adopted by the IPCC (Intergovernmental Panel on Climate Change). RCP2.6 is the most ambitious mitigation scenario, with emissions peaking early in the century (around 2020), then rapidly declining.
- NGFS Net Zero 2050: an ambitious climate change scenario designed by “Network for Greening the Financial System (NGFS)” that limits global warming to 1.5 °C through stringent climate policies and innovation, reaching net zero CO_2 emissions around 2050

02 Company Qualification and Award

Hong Kong ICT Awards 2024

W.Media Asia Pacific Cloud & Datacenter Awards 2023

Winner of Sustainable Transformation Strategy

HKIBIM Award – BIM Automation Arena 2023

Co-organized by Cyberport and HKIBIM

APAC Top 10 Cloud Solutions Provider 2022

HONG KONG ICT AWARDS 2024香港資訊及通訊科技獎

The Most Innovative Solutions Award 2021 – Best Data Center Operator

2021 Orbis Virtual Walk – Sight Most Participants Award

2020-2021 CLP Renewable Energy Partner Award

Hong Kong Outstanding Corporate Citizenship Award

SME Category

2019 The Silicon Review 30 Most Reputable Companies of the Year

2018 APAC CIO Outlook Top 25 Managed Service Providers

ISO 9001:2015 - Quality Management Systems

ISO/IEC 14001:2015 – Environment Management Systems

ISO/IEC 20000-1:2018 - IT Services Management

ISO/IEC 27001:2022 - Information Security Management Systems

PCI - Payment Card Industry

TVRA - Threat, Vulnerability and Risk Assessment

TVRA

Certified

Partnership within the IT and Cloud Services Industry

As a trusted partner, we have achieved the following certifications and partnerships, further solidifying our position as a leading provider in the industry.

- Nutanix Professional Service Provider
- AWS Partner Network
- Alibaba Cloud Worldwide Cloud Services Partner
- Microsoft Partner
- Google Cloud Platform

03 Indicator Index / Content Index

This index can be used to find disclosures relevant to the GRI Standards and the HKEX ESG Reporting Guide.

HKEX ESG Guide Content Index		
Mandatory Disclosure Requirements		
	Disclosure	Report Section
Governance Structure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	Section I & II
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles (Materiality, Quantitative, Consistency) in the preparation of the ESG report.	Section I
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	Section I
	GRI: 101, 102, 103	

"Comply or Explain" Provisions		
	Disclosure	Report Section
A1 Emissions and waste: General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Section III
	GRI: 103, 305, 306, 307; HKEX KPI: A1.1, A1.2, A1.3, A1.4, A1.5, A1.6	
A2 Use of resources: General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Section III
	GRI: 103, 301, 302, 303; HKEX KPI: A2.1, A2.2, A2.3, A2.4, A2.5	
A3 Environment & natural resources: General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Section III
	GRI: 103, 303, 306; HKEX KPI: A3.1	
A4 Climate Change: General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Section III
	GRI: 102, 103, 201; HKEX KPI: A4.1	
B1 Employment: General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Section IV
	GRI: 102, 103, 401, 405, 419; HKEX KPI: B1.1 and B1.2	

B2 Health and Safety: General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Section IV
	GRI: 103, 403, 419; HKEX KPI: B2.1, B2.2, and B2.3	
B3 Development and Training: General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Section IV
	GRI: 103, 404; HKEX KPI: B3.1, B3.2	
B4 Labour Standards: General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Section IV
	GRI: 103, 408, 409, 419; HKEX KPI: B4.1, B4.2	
B5 Supply Chain Management: General Disclosure	Policies on managing environmental and social risks of the supply chain.	Section IV
	GRI: 102, 103, 303, 306, 308, 414; HKEX KPI: B5.1, B5.2, B5.3 and B5.4	
B6 Product Responsibility: General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Section IV
	GRI: 102, 103, 416, 417, 418, 419;	

	HKEX KPI: B6.1, B6.2, B6.3, B6.4 and B6.5	
B7 Anti-corruption: General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Section II & IV
	GRI: 102, 103, 205, 419; HKEX KPI: B7.1, B7.2 and B7.3	
B8 Community investment: General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Section IV
	GRI: 103, 201, 203; HKEX KPI: B8.1 and B8.2	

Feedback

If you have any questions or concerns, you may visit our website or contact gresb@oneas1a.com for more information.