



ENVIRONMENTAL, SOCIAL AND CORPORATE GOVERNANCE POLICY OF SA SA INTERNATIONAL HOLDINGS LIMITED ("COMPANY")

Introduction

As a responsible corporate citizen, the Company recognises the importance of environmental and social responsibility as part of the "Making Life Beautiful" journey and the value creation process for all our key stakeholders. We embrace good practices and go to great lengths to achieve optimal balance in economic, environmental, social and corporate governance whilst conducting our business operations to satisfy our stakeholders.

Management Approach

This Policy sets out the framework for managing our environmental, social and governance ("ESG") commitment.

The Board of Directors ("Board") has overall responsibility for the Company's ESG strategy, but has delegated the day-to-day responsibility of implementation to the ESG Taskforce and Corporate Governance ("CG") Taskforce with representatives from different departments in the Company.

We will:

- **Decision Making:** Integrate environmental and social considerations in our decision making processes;
- **Compliance with Laws and Regulations:** Meet or exceed all legal and regulatory requirements, including environmental and social requirements, which are applicable to our business operations;
- **Stakeholder Engagement:** Engage our key stakeholders including employees, customers, shareholders and suppliers, to ensure their needs and concerns are heard and addressed, and if appropriate, incorporated into our strategy;
- **Environment:** Identify and minimise potential negative environmental impacts of our operations where possible;
- **Workplace:** Create a safe, healthy, fair and enriching working environment where all employees are treated with respect and able to achieve their full potential;
- **Supply Chain:** Work with vendors to strengthen the social and environmental aspects of products and services we deliver to our customers;
- **Product Responsibility:** Provide products and services that fulfills our responsibilities towards our customers, the environment and the society;
- **Community Investment:** Foster the development of communities in which we operate, through support in the form of financial and human capital, with a focus on programmes and issues that we are most concerned; and
- **Corporate Governance:** We have adopted the Corporate Governance Code sets out in Appendix 14 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited as the principal guiding principles for the

Company to achieve the highest standard of corporate governance. We either comply with the code provisions or explain with good reason why we deviate from them. In order to further enhance our corporate governance practices, we also adopt the recommended best practices or even go beyond what is stipulated in the Corporate Governance Code, if and when appropriate.

Additional policies that describe our commitment towards our stakeholders include:

- Environmental Policy;
- Employment Policy;
- Health and Safety Policy;
- Training and People Development Policy;
- Equal Opportunity Policy; and
- Responsible Product and Supply Chain Policy.

Monitoring and Disclosure

We will review, and if necessary revise, this Policy and our ESG practices at least annually to ensure continuous improvements of our standards. Performance goals will be identified and reviewed regularly, with relevant updates to be communicated to the Board periodically. And we will disclose the relevant performance indicators in our annual ESG report.

This Policy shall be made available on the Company's website as well as posted on the Corporate Portal.

Language Version

The text of this Policy appears in both English and Chinese languages. In case of discrepancy, the English version shall prevail.