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MICA INDUSTRIAL

ANNUAL REPORTING

ESG REPORT

2026

Environmental, Social & Governance

2026

Engineering Supply Chains. Delivering Performance. Building Sustainability.

China • Hong Kong • Worldwide

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SECTION 01

Introduction

MICA Industrial is committed to conducting business responsibly and sustainably across all operations. Our ESG strategy integrates environmental stewardship, social responsibility, and strong governance practices to create long-term value for our stakeholders.

Our approach aligns with global sustainability frameworks, including the United Nations Sustainable Development Goals (SDGs), ensuring that we contribute positively to the environment, society, and the industries we serve.

SECTION 02

ESG Strategy Overview

Our ESG framework is built on three core pillars:

Environmental Responsibility

Reducing environmental impact across our operations and supply chain.

Social Impact

Supporting employees, partners, and communities.

Governance Excellence

Maintaining transparency, ethics, and accountability.

This integrated approach ensures sustainable growth while meeting stakeholder expectations.

SECTION 03

Environmental (E)

3.1 Commitment to Environmental Protection

MICA Industrial recognises the environmental impact of its operations and is committed to reducing its footprint through continuous improvement and innovation.

Key focus areas include:

- Energy efficiency and emissions reduction
- Sustainable sourcing of materials
- Waste reduction and recycling initiatives
- Water conservation practices

Like leading global supply chain companies, we prioritise reducing greenhouse gas emissions and improving resource efficiency across our value chain.

3.2 Climate & Resource Management

We aim to:

- Lower Scope 1 and Scope 2 emissions
- Optimise logistics and transportation efficiency
- Reduce packaging waste
- Promote circular economy principles

3.3 Environmental Compliance

We ensure compliance with all applicable environmental laws and continuously monitor performance through audits and internal controls.

SECTION 04

Social (S)

4.1 Our People

Our workforce is central to our success. We are committed to:

- Diversity, equity, and inclusion
- Safe and healthy working environments
- Employee training and development
- Fair labour practices

We actively foster a respectful workplace culture and prioritise employee wellbeing and engagement.

4.2 Supply Chain Responsibility

MICA Industrial works closely with suppliers to ensure:

- Ethical sourcing practices
- Compliance with labour standards
- Elimination of forced and child labour
- Safe working conditions

4.3 Community Engagement

We support the communities in which we operate through:

- Local employment opportunities
- Community development initiatives
- Partnerships with social organisations

Our goal is to create a positive and lasting societal impact.

SECTION 05

Governance (G)

5.1 Corporate Governance Framework

MICA Industrial maintains strong governance through:

- Clear organisational structure
- Defined roles and accountability
- Independent oversight mechanisms

5.2 Ethics & Compliance

We operate under strict ethical standards, including:

- Anti-corruption and anti-bribery policies
- Transparent reporting practices
- Whistleblowing mechanisms

5.3 Risk Management

We proactively identify and manage risks related to:

- Environmental impact
- Supply chain disruptions
- Regulatory compliance

SECTION 06

ESG Performance & Continuous Improvement

MICA Industrial is committed to continuous ESG improvement through:

- Measurable targets and KPIs
- Regular monitoring and reporting
- Stakeholder engagement
- Adoption of best practices

Leading organisations in global supply chains demonstrate that ESG integration strengthens resilience and long-term performance.

SECTION 07

Future Commitments

We aim to:

- Strengthen sustainability across all operations
- Increase transparency in ESG reporting
- Invest in innovation and sustainable technologies
- Enhance stakeholder engagement

SECTION 08

Conclusion

MICA Industrial is dedicated to building a sustainable future through responsible business practices. By embedding ESG principles into our strategy, we aim to create value not only for our business but also for society and the environment.

MICA Industrial

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