



SUSTAINABILITY REPORT

2013-2014

Neonlite Electronic & Lighting (HK) Limited

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About this Report



Moving from Global Reporting Initiative (GRI) G3.1 to G4

This is our third Sustainability Report as well as our first GRI G4 report written in accordance with the new G4 Sustainability Reporting Guidelines - Core option. It is developed to express the Company's commitment on sustainability development and enhance its business management practices in accordance with international standards. The Company has committed to conduct the report biennially and to disclose crucial issues towards its business sustainability and stakeholders' expectations.

The report declares that the Company bears full responsibility for its decisions and communicates openly by providing relevant information on the progress of all the sustainable development featured in the report. For us, the key strategic priority remains the long-term sustainability of our business model.

Report Methodology

The Sustainability Report 2013-14 follows the Global Reporting Initiative (GRI) G4 reporting framework and includes an assessment of risks of our business activities. It gives an overview of our compliance with the content as per the GRI standard and is drawn up in accordance to the core option. See the GRI Content Index on pages 61-65.

While we strive to continuously increase our transparency, some of the information requested in the GRI guidelines could put our ability to compete at risk and therefore are not included in the report.

The reported data covers all ongoing operations linked to Neonlite's business. Indicators are based on the complete monitoring data of Neonlite's subsidiaries, according to the rules set by the legislation and industry standards in Hong Kong and mainland China.

The report is prepared in two languages (English and Simplified Chinese) so it can reach the broadest circle of stakeholders possible.

Scope of Report

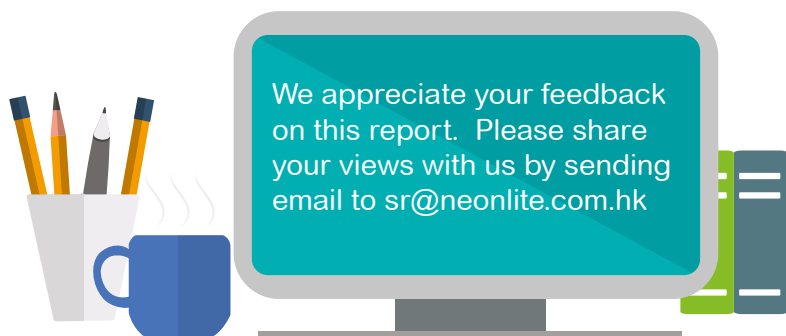
The Report contains information on our sustainability management and performance from 1 January 2013 to 31 December 2014 with major focus on manufacturing business including Neonlite Electronic & Lighting (HK) Limited in Hong Kong and production plants in mainland China, which account for the vast majority of production activities and the workforce.

The principal activities of Neonlite are the manufacturing, marketing and distribution of energy saving lighting products and solutions in global market. The existing reporting covers the entire production output of Neonlite, its environmental and social impacts and contains basic economic data.

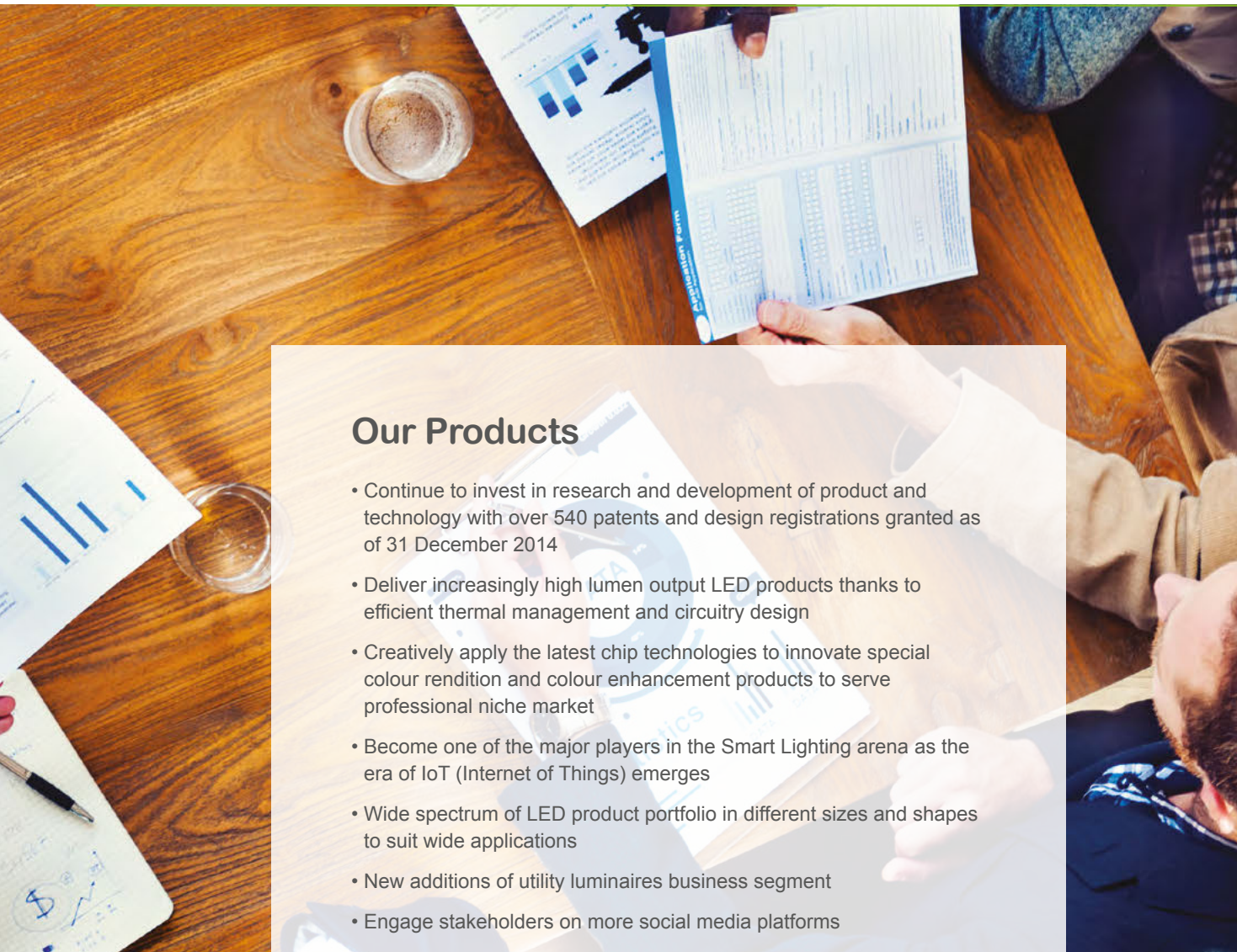
The major change of scope and aspect boundary was the closure of one CFL producing factory in September 2014. The report states the reasons for the change and describes the impacts on stakeholders and the environments in subsequent context.

Our Sustainability Committee takes care of its sustainability reporting, including the compilation and publication of the Sustainability Report.

When defining the content of the Sustainability Report we emphasize the economic, environmental and social aspects, which were deemed significant by our key stakeholders, or which derive from the Company's sustainability strategy. Specifically as part of the report preparation process, we conducted a Neonlite Stakeholder Engagement Survey targeting seven categories of stakeholders in early 2015 with the aim of gauging their views and improving the quality content of this report.







Our Products

- Continue to invest in research and development of product and technology with over 540 patents and design registrations granted as of 31 December 2014
- Deliver increasingly high lumen output LED products thanks to efficient thermal management and circuitry design
- Creatively apply the latest chip technologies to innovate special colour rendition and colour enhancement products to serve professional niche market
- Become one of the major players in the Smart Lighting arena as the era of IoT (Internet of Things) emerges
- Wide spectrum of LED product portfolio in different sizes and shapes to suit wide applications
- New additions of utility luminaires business segment
- Engage stakeholders on more social media platforms

Our Team

- The launch of work-life balance programs has positive impact on staff well-being
- The number of staff complaints reduced by 18% (2013) and 37% (2014) against 2012 figure
- The number of work accidents reduced by 14% for both 2013 and 2014 as compared to 2012

Our Community

- Corporate giving supporting education, environmental protection, charity and community in reporting period has exceeded USD 425,000
- Our volunteering service has accumulated up to 1,973 hours in 2014 in which our volunteering team contributed over 620 hours during the reporting period

Our Carbon Footprint

- The CO₂ emission per lamp decreased by 15% (2013) and 16% (2014) against 2012 figure

Message from Chairman and CEO



Established in 1992, Neonlite has been providing safe, energy-saving and reliable lamps to the worldwide market for over two decades. We strive and continue to be a global leader in the lighting industry and are committed to lowering the overall impact of our business operations on the environment. This Sustainability Report reflects our commitment to society and to be a driver of innovation for sustained growth.

Foo Onn Fah

Chairman

LED continues to be a major trend as the technology is becoming increasingly sophisticated for various applications. We see vast opportunity to grow and thrive in an evolving environment. For us, 2014 was an amazing year and LED lighting became more accessible to customers in terms of price and quality. Lighting applications showed a surge in LED penetration along with improved colour quality and shortened payback periods.

We see the future of a digitized world. Smart lighting has started to open up new opportunities that were not available in lighting before. The trend in digital is in a large part, due to the convergence of technology. There are still many control-related issues that the industry needs to solve before controls can be deployed on a large scale. We will further explore and advance smart lighting solutions in order to enhance people's life.

The Company's biggest challenge will definitely be the cost optimization of existing operations and development of more sustainable eco-lighting for hyper-competitive markets. The transformation from CFL production into a more efficient company focusing on manufacturing LEDs enabled the Company to cope with an entirely new market environment. The adaptation necessitated the optimization of existing operations and the closure of one CFL producing factory.



LED products have already started revolutionizing the lighting market where there is a rapid LED product change. Consistent investment in R&D is our main driver for LED mass adoption. It is encouraging to see many of our LED innovations have been well positioned to appeal to specific customers.

Sustainability is at the core of how we do business. In 2011, we officially formed our Sustainability Committee which is an important resource for achieving success in our sustainability drive. We review our sustainability approach continuously in order to deliver value creation to our stakeholders.

Lee Wing Tak

Chief Executive Officer

Our business strives to keep up to date with both international trends and the economic and legal systems across our operating countries. Our premium lighting products made ethically will set us apart as an innovative and technological thought leader and we seek to make more sustainable choices for customers. Our collaboration with industry peer and green groups keep us at the leading-edge of global best practice. Our environmental and community efforts continually support our MEGAMAN® brand reputation as a trusted member of the community.

By leveraging our global network, market knowledge and advanced technology, we have the capacity and flexibility to rapidly respond to evolving trends in lighting industry. However these would not be possible without the continuous support of our business partners, worldwide MEGAMAN® distributors and loyal customers. We strive to continually improve our business performance and maintain the momentum of our sustainable business growth.

This report introduces economic, environmental and social core aspects of the Company with proven strategies through research, expert input and real world applications which have been lit by MEGAMAN® lighting. We hope you enjoy it!

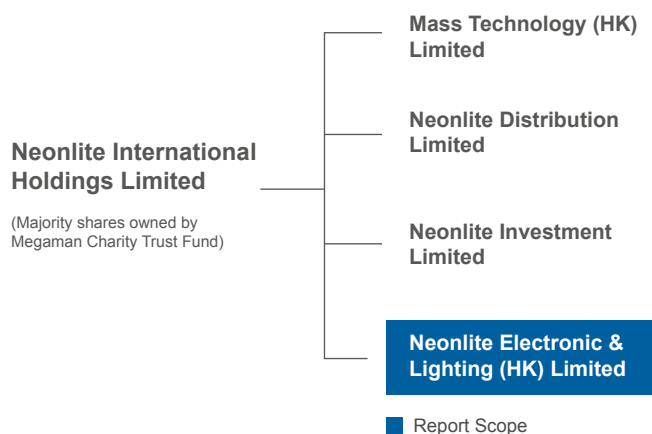
Our Company



Who We Are

Neonlite International Holdings Limited, the parent company and owner of the renowned trademark MEGAMAN®, is the world's leading manufacturer of energy saving lighting products. Established in 1992, the Company is a privately owned business that employs approx. 1,200 people in Hong Kong and mainland China. Headquartered in Hong Kong, the Company has two state-of-the-art LED manufacturing plants as of 31 December 2014 in Xiamen, China, and extensive network of concept stores in different countries and regions in Asia, including Hong Kong, Indonesia, Singapore, Thailand and Vietnam. In early 2010, we established a regional headquarters in the United Kingdom to further develop the professional and OEM market in the lighting industry.

In addition to the manufacturing, marketing and distribution of energy saving lighting products, Neonlite operates other business arms and units, which include intellectual property and non-lighting businesses: Mass Technology (HK) Limited, Neonlite Distribution Limited, Neonlite Electronic & Lighting (HK) Limited and Neonlite Investment Limited. For the third report we will focus on, and present, the operations of Neonlite Electronic & Lighting (HK) Limited. The following diagram shows the relationship between each of the functioning arms of the Neonlite Group.



Organizational Structure of Neonlite International Holdings Limited

There was a closure of one CFL producing factory effective September 2014 in an endeavour to streamline our productivity. The decision is consistent with the Company's long-term objective of focusing primarily on LED lighting products. For further details, please refer to 'Our Performance' for potential risk analysis on page 17, 'Our Environmental Footprint' for impact on pages 41 to 43 and 'Our Team' for labour redundancy on page 47.



We will strive to research and develop innovative energy-efficient lighting products to enable the replacement of less efficient light sources in a wide range of applications.

What We Do

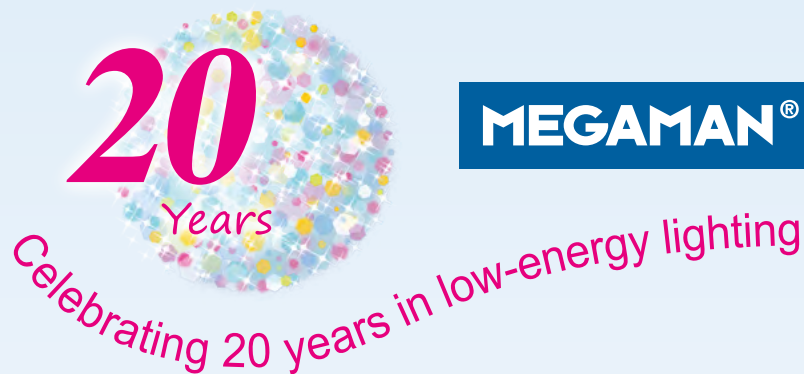
Neonlite, the brand owner of MEGAMAN®, is proud to be the only leading company to have exclusively provided energy-saving lighting products throughout its lifetime. The Company has gone from strength to strength over the past 20 years; always with sustainability at our core, we have come from developing the industry's first classic shaped CFL to now boasting a full range of metal halide replacement LEDs, launching revolutionary smart lighting, a full range of components and a suite of luminaries. We have evolved to become an integrated lighting manufacturer.

Today, the Company offers a wide spectrum of energy-saving lighting products with over 600 models for diverse applications which are widely distributed in over 90 countries, including Europe, Asia Pacific, Middle East, Africa, North and South America, USA and Canada.

MEGAMAN® - The light that makes a difference and lights up the world in a sustainable and socially responsible way.



Celebrating 20 Years in Low-energy Lighting



MEGAMAN® was celebrated its 20th anniversary in 2014 and is a global brand that never goes out of fashion. We create light sources that not only enhance existing spaces but redefine and transform their context. We strive for world class performance in everything we do.

2013 and 2014 were full of unprecedented challenges for us and we are heading into an era of huge change for the lighting industry. The quality of our wide product range and the introduction of our revolutionary Smart Lighting Solution, mean we are in the perfect position to capitalize on massive potential growth of the LED market.

We built our sustainable development strategy based on three strategic pillars; economic, environment and community. This helps to ensure MEGAMAN® maintains its position as a global leader in the energy saving lighting market, while continuing to provide the service that keeps our customers coming back time after time.

Over the last 20 years, our sustainability approach has proved to be extremely effective with the customers, employees, suppliers, government and community. We would like to take the chance to honour the people involved in this success through a series of MEGAMAN® stories.

Please visit: www.megaman.cc/downloads/video to view the MEGAMAN® 20th anniversary video.

Sustainability Journey

1992
Neonlite
established

1995
TÜV
CERT
ISO 9001



ISO 14001

Rated "Good" by
Stiftung Warentest,
in 2002 & 2003

ISO/IEC 17025
Safety Lab



OHSAS 18001



Hong Kong Awards for
Industries: Environmental
Performance Grand Award



Innovative Award, Intel
Design Awards
Italy



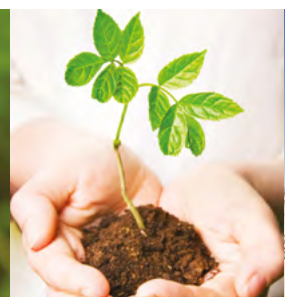
Winner in Innovations:
Light Sources & Electronics
Gear, Lighting Design Awards
UK



SA 8000



Eco-Products
Gold and Silver Award
Hong Kong



1996
Industry First
Classic-shaped CFL

1999
"Cooling-tube"
technology



2004
INGENIUM
technology
CFL



2002
Industry First
CFL: Reflector



Silicone Protection
technology

2006



IECQ QC 080000

Rated "GOOD" by
Stiftung Warentest



2007
DIMMERABLE
technology
(linear-dimming CFL lamps)

1994
MEGAMAN
Incorporated



1997
Industry First
Candle-shaped CFL



2005

DorS DIMMING technology
(step-dimming CFL lamps)



Industry First RoHS
compliant CFL



2009



LED Reflector Series with Thermal Conductive Highway™ (TCH) Technology



2010

Launch the First LED Candle and Classic



2012

TECOH® LED Modules and Light Engines: MHx, CFx

2014

Launch the First smart lighting range *INGENIUM*® BLU and Dim to Warm LED products



2008

Amalgam technology is employed in full series of CFL



2011

R9 Technology



2013

Integrated LED luminaires

Our Performance

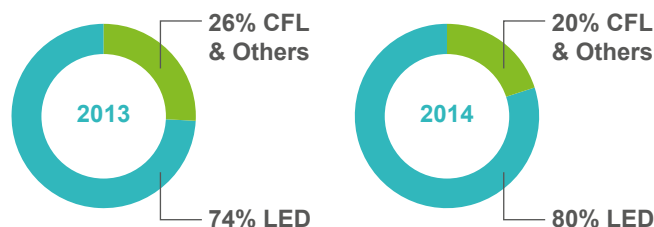


Economic Performance

Our economic results remain a critical way to track our business growth and performance. The Board of Directors manages the overall economic performance and the drivers of economic growth are listed in following diagram:



The Company invested 3% against sales revenue in 2013 and 3.5% in 2014 to strengthen its R&D focusing on LED lighting products. Our LED innovations generated the majority of 74% and 80% sales revenue in 2013 and 2014 whereas CFL and other goods supply (including components and luminaires) generated 26% and 20% sales revenue in 2013 and 2014 respectively. However sales envisaged coming from components and luminaires should gradually take on the role of a supplementary products with high potential growth rate for the years to come.



Sales revenue performance in 2013 and 2014

Despite an enormous quantity of cheap LED lamps flooding into global markets, customers understand the importance of quality brands. The simultaneous rise in the global demand in LEDs presents a totally new situation that has a direct positive impact on Company business. Indeed, we expanded our LED production capacities in existing plants in parallel with the continued increasing demand from new and existing customers, mainly from European and Asian Pacific markets. Our developing and emerging markets posted strong revenue growth during the reporting period, with particularly strong performance in Mexico and China.

On the other hand, the downward demand of CFL and a persistent shortage of labour in the industry in which the labour costs are likely to rise more significantly, the Company decided to mitigate the risks by gradually phasing out one CFL producing factory by end 2013 and ceased total production in September 2014 with the aim of minimizing the social impact on current employment.

The strengthened capital structure will put the Company in a better position to take advantage of an upturn in the LED lighting market. We are also seeing smart lighting sales beyond both home and commercial building applications which further bolster the Company's expectations for significant progress.

Growth Strategy

Despite a difficult political and economic landscape globally, the outlook for the LED lighting market remains exceptionally bright. Research indicates that the worldwide LED market grew in terms of revenue by 6% from 2013 to 2014 to a total of US\$15.5 billion and is forecasted to grow to over US\$22 billion in 2019. The data denotes a compound annual growth rate (CAGR) of around 8%. Yet LED revenue in lighting applications totaled US\$5.3 billion in 2014 and there is an expected 14% CAGR through 2019, meaning more than US\$10 billion in LEDs for lighting.

LED penetration in lamp market was 5% in 2014 and 52% penetration is predicted by 2022 based on units shipped. LED penetration in luminaires stood at 33% in 2014 and is projected to reach 69% by 2022. Generally, the market projections were positive with mass growth potential, but the growth rates in terms of revenue were slightly down from

2014 data (Source: *Strategies Unlimited, 2015 LED Market Report*).

Thanks to our position in the manufacturing hub of China and our longstanding worldwide customer relationships, we are uniquely positioned to capitalize on the opportunity to meet the escalating global LED demand driven by favourable government policies, steadily declining average selling prices and enhanced efficiency levels. Based on our profound expertise and knowledge in lighting industry and consistent R&D investment, we are perfectly placed to explore innovative ways to enhance everyone's lighting experience.

In response to the dramatic changes on the global market, we developed a growth strategy containing three strategic priorities (please see below diagram) to cope with an entirely new market environment.

Strategic Priorities of Growth Strategy



Customer Satisfaction



While economic performance is an important way to measure our success, we also ask our stakeholders for their views on our performance. Our customer survey is one of the measuring tools used to make sure that we design our products to meet their needs and even exceed their expectations.

We survey worldwide distributors and customers annually to understand what is important to them and how we can improve. The survey covers the key areas of products, services, packaging and supply chain logistics. Our customers gave us an average of 80% as a satisfaction score in the reporting period which was increased by 7% compared to 2011-2012 report score of 75%.

The feedback received through these surveys helps us to create more meaningful products and services to better achieve our goals. It will bring us a fresh pair of eyes as we strive to build our sustainable business as well as keep the brand young, vibrant and relevant in terms of technological advancement and true product differentiation.

In practice, each distributor has a dedicated marketing representative who oversees and manages their account. We pride ourselves on being highly responsive, and our staff are trained to listen to clients' enquiries and/or complaints, asking probing questions and craft out-of-the box solutions.

Awards

The Company stated its ambition to be wholly LED-focused and the level of our creativity in solid state lighting continues to grow exponentially. The listing of recognitions and awards highlights not the quality and consistency of our designs, but our ability to adapt and lead the market with new concepts and ideas.

Innovation	<p>Good Design Award HomeDEC 2014, Malaysia <i>INGENIUM</i>® BLU Smart Lighting Solution</p> <p>New Product Awards ARCHIDEX 2013, Malaysia 15W LED Reflector AR111 and TECOH® MHx Gen2 LED Module</p> <p>ETOP Innovation Silver Awards VNU Exhibitions Europe and Fedet, Netherlands, 2013 TECOH® CFx Light Engines</p>
Environmental Achievement	<p>World Green Organization's Green Office 2013-2014, Hong Kong</p> <p>United Nations Millennium Development Goals (UNMDG), 2013 – Better World Company</p>
Quality	<p>Rated "Best Value for Money" Lux Magazine, United Kingdom, 2013 6W GU10 LED Reflector</p> <p>Rated "Good" Stiftung Warentest, Germany, 2013 11W LED Dimmable Classic and 13W CFL Classic</p> <p>Rated "Best Dimmable Lamps" Dutch Consumer Test, 2013 11W LED Classic</p>
Corporate Social Responsibility	<p>Caring Company by Hong Kong Council of Social Services Hong Kong</p>



Our Sustainability Approach



Sustainability Strategy

Our sustainability strategy shows how sustainability goes hand in hand with our core values and growth strategy. We provide a wide range of eco-lighting products, finding innovative ways to minimize our impact on the environment and reduce our operating costs, providing a safe and inclusive workplace for our employees, supporting and investing in the local communities where we operate. Our ultimate goal is to deliver economic performance while creating sustainable value for all stakeholders.

Material Issues

Neonlite seeks to systematically anticipate and minimize risks by engaging with our stakeholders on a wide variety of issues. The specification of strategic sustainability priorities is based on economic, environmental and social aspects. The list of material issues may change from year to year based on updated materiality assessments. The top five material issues are being identified during the reporting period.

Measurable targets and key performance indicators (KPIs) are set for each of the strategic priorities. We made significant strides in achieving the set out goals during the reporting period from which the results were built on previous achievements.

1

Inspire Sustainable Products

Developing eco-lighting products and quickly introducing them into the market as a critical differentiator for manufacturers

2

Drive Operational Efficiency

Utilizing resources, leveraging strategies, reducing costs, improving quality and increasing our agility – thus enabling us to respond quickly to new challenges and respond to the opportunities

3

Optimize Supply Chain Process

Focusing on suppliers stewardship as suppliers are playing an increasingly key role in our ability to innovate, control costs and drive process efficiencies

4

Enhance Staff Well-being

Investing and developing our employees' work-life balance is critical to our success as a responsible citizen

5

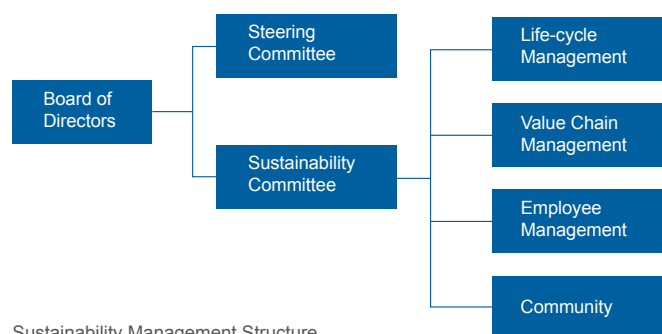
Strengthen Communities

Empowering customers to directly support the community with their purchases of our LED products

Management Approach

The Sustainability Committee, chaired by our Board of Directors leads our sustainability strategy development. It is an integral part of our overall business strategy planning and is instrumental in raising awareness, educating and engaging fellow employees to boost levels of participation in our sustainability initiatives.

This effort is executed with four focused management teams of product life-cycle, supply chain, employee and community. The management teams are responsible for developing strategy for each focused groups, driving implementation and addressing issues and risks that are then communicated for action. The management teams will update the Sustainability Committee on regular basis.



Sustainability Management Structure

Neonlite applies a risk management system that effectively identifies and mitigates the impacts on the Company's strategic business objectives. The Steering Committee oversees risk management in Neonlite. A register of risks is maintained at the corporate level and is regularly updated.

Every risk to the Company's business presents opportunities. By capitalizing on these opportunities, the Company actively steers its activities towards the strategic sustainability priorities. With the growing rate of LED adoption, there are many issues that still need to be addressed, and this is the challenge for us to deal with.

Corporate Governance

Neonlite aims to maintain the highest ethical standards when making decisions. Ethics and transparency are a strategic priority of corporate governance and form the cornerstone of the Company's vision – to be a responsible partner.

Taking into account the relevant legal environment, the Company adopts and integrates the rules and policies approved by the Board of Directors for internal regulations and draws attention to global sustainability trends. This enables the Company to comply with legislation in the region where we operate along with a consistent approach in the application of our corporate governance policy.

Our Code of Conduct outlines the ethical values and principles essential to our success, and reflects the approach we take in running our business. The aim of the Code of Conduct is to create and safeguard long-term values across the Company, applicable to all its activities, decision-making processes and relations with stakeholders.

The conduct of the Company's management and employees is governed by the Code of Ethics and by the internal regulations of the individual entities. Employees have the existing internal channels for reporting discrimination and

non-ethical issues via the Human Resources Department and procedures were clearly defined in case of a breach of the Code of Conduct. Suspected breaches are investigated internally, involving Internal Audit if necessary. If the suspicions are confirmed, disciplinary measures are taken.

The Company adopted the corporate governance policy and implemented its strict commitment to zero tolerance of bribery, fraud and corruption. All Neonlite's entities have confirmed that the Code of Conduct has been complied with. No attempted bribes were reported. No irregularities were identified during the reporting period.



Stakeholder Engagement

Neonlite counts on our stakeholders across the globe to engage with us on how we can continuously improve, innovate and adapt. We emphasize engagement at every stage of operations with all stakeholders and appreciate all of them who help us advance our sustainability goals in countless ways.

Currently, the Company divides stakeholders into ten groups including strategic partners, suppliers, employees, customers, community, green groups, associations, academic institutes, media and regulatory bodies.

In an effort to keep Neonlite at the forefront of the LED-centric technology and lighting industry, we conducted a Neonlite Stakeholder Engagement Survey targeting seven categories of stakeholders (including suppliers, employees, management, customers, financial institutes, academic institutes and NGOs) in early 2015 with the aim of gauging

their views and improving the quality content of this report. Their feedback definitely forms a positive basis for mutual dialogue and empowers sustainable decisions.

To promote the use of LED lighting technology in decorative lighting, we have been collaborating with a diverse range of world-renowned designers such as Tom Dixon, Terence Woodgate, Northern Lighting, David Trubridge and 7Gods at various international exhibitions. All our design partnerships demonstrated spectacular results when high-design and LED lamp technology were blended together. It made huge contribution by raising the profile of the MEGAMAN® brand to a whole new international audience.

Over hundreds of worldwide distributors, partners, designers, media friends, staff and visitors attended MEGAMAN®'s 20th anniversary cocktail party at Light + Building Frankfurt on 31 March, 2014. For us, the event demonstrated the versatility, diversity, harmony and caring spirit of the MEGAMAN® community.



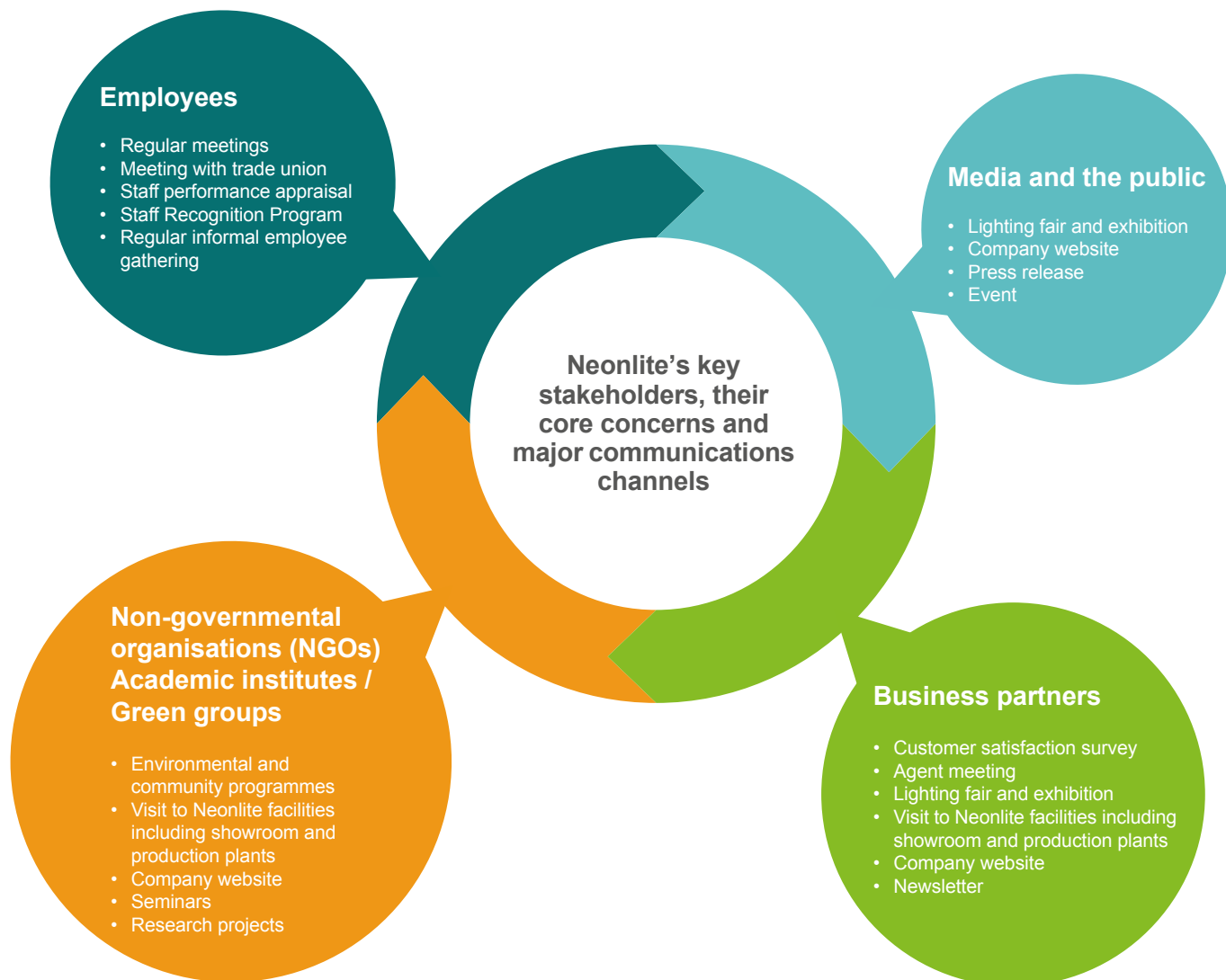
Stakeholder Engagement

A website determines the image of a brand in the online world. MEGAMAN® always enhances its official websites, mobile sites and search engine optimization (SEO) and makes use of visual trends to maximize the brand experience. We are committed to communicating with our stakeholders through social media including Twitter, Facebook and other media,

and see this as a great opportunity to connect with new customers too.

We are committed to communicating openly and in a timely manner all the necessary measures aimed at securing long-term sustainability of our business with all our stakeholders.

“Effective communication is not about touch-points anymore, it is about passion points and connection.”



Stakeholder Engagement

MEGAMAN® Sponsors BEC Headquarters Transformation Project - The First Commercial Building in Hong Kong to achieve BEAM Plus Provisional Platinum Rating (Existing Buildings)



Business Environment Council Limited (“BEC”) is an independent, charitable membership organisation established by the business sector in Hong Kong in 1992. BEC aims to promote environmental excellence by advocating the uptake of clean technologies and practices which reduce waste, conserve resources, prevent pollution and improve corporate environmental and social responsibility.

BEC has undertaken the BEC Headquarters Transformation Project to upgrade the building to a hyper green building and demonstrate BEC’s commitment to building a low carbon sustainable environment. After several upgrading works in areas of energy, water and facilities management, BEC Headquarters achieved the Platinum rating of Provisional Assessment under the BEAM Plus Existing Buildings (version 1.2) in August 2014. It is the first commercial building in Hong Kong which has achieved the highest level of recognition and demonstrates BEC’s commitment to building a low carbon sustainable environment.

MEGAMAN® is pleased to be one of the companies that has provided in-kind sponsorship for the project. Energy-saving and durable LED panels and downlights have been installed to replace T8 fluorescent light tubes in BEC offices and all common areas. The LED panels and downlights could reduce electricity consumption by 58% compared to T8 fluorescent tubes, as well as reduce future replacement and maintenance cost.

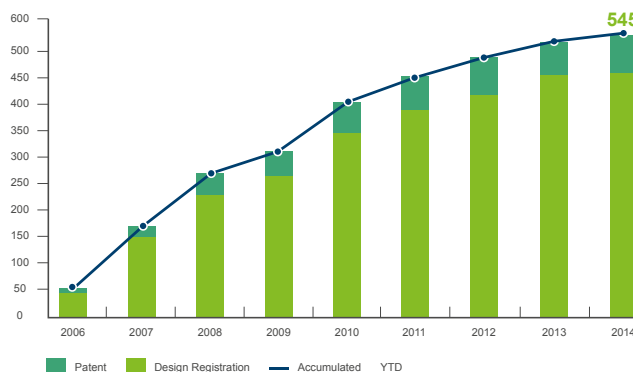
For more information about BEC, please refer to Community Participation on page 60.

Our Products



LED lighting is vastly different from traditional sources and highly technical. LED lighting is being driven by a number of wider issues in which standards are important and necessary. We believe that LED replacement lamps, luminaires and lighting systems are going to become the new standard in energy-saving lighting applications and we are excited to market MEGAMAN® LED innovations, build its brand, reach new customers and continue its leadership in innovation to take advantage of these opportunities.

Key differentiators we offer include technology, reliability, performance, convenience and price. We produce eco-friendly lighting solutions based on knowledge we have about customers' needs. It is not 'development for development's sake', but it is more about the utilization of the technology on behalf of end users.



Number of patent and design registration from 2006 to 2014 (year-to-date figure)

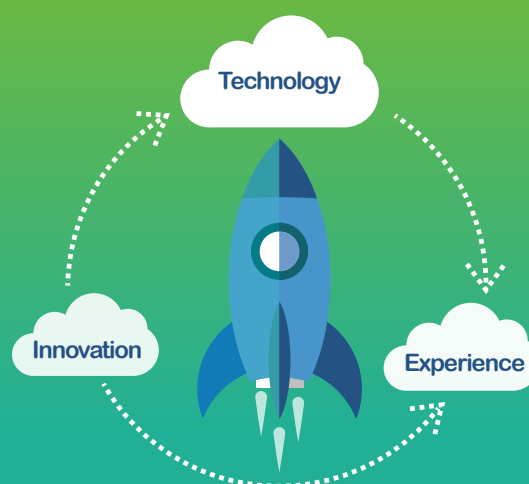
Innovation

LED technology is ever changing, it is our duty not only to continually stay on top of this new technology but also to drive innovation further. Our success relies on innovation, technology and experience. We foster an innovative culture in order to develop our portfolio of energy-saving products and deliver value creation to customers. Featuring 'design-in-mind', our designs are judged on their creativity, practicability, aesthetics and marketability.

Building from our positions of strength with our MEGAMAN® brand – we continue to expand our product portfolio across multiple markets and unlock growth opportunities in various applications. A desire to save energy also fuels the popularity of MEGAMAN® LEDs. Up to 2014, over 540 patents and design registrations have been granted. MEGAMAN® offers a wide selection of LED choices with over 600 models for diverse applications in residential, commercial, hospitality, retail environment and public realm and etc.

LED products require a high-level of expertise and our R&D investment in 2013 and 2014 was 3% to 3.5% respectively of sales turnover. The Company draws on

years of experience in the development and production of energy-saving technologies. Our LED products exemplify this by offering significantly higher efficacy compared to traditional lamps.



Innovation

Improvement in LED Classic Efficacy



2012
85lm/W

2013
96lm/W

2014
101lm/W

Improvement in LED Reflector Efficacy



2012
75lm/W

2013
80lm/W

2014
83lm/W

Continuous Reduction in Heat Sink Material



2012
59g

2013
32g

2014
26g

Product Life-cycle Assessment

At Neonlite, we strive to make the world more sustainable through innovation. Our sustainability efforts are globally recognized and reflected in our eco-friendly product design. The Company incorporates eco-elements into every stage

of the product life-cycle. Through the theme of 'Building a Better Tomorrow', we are able to identify the major environmental drivers for the development of LED innovations with more recycled content, better energy-efficiency, minimal environmental impact and longer life expectancy.

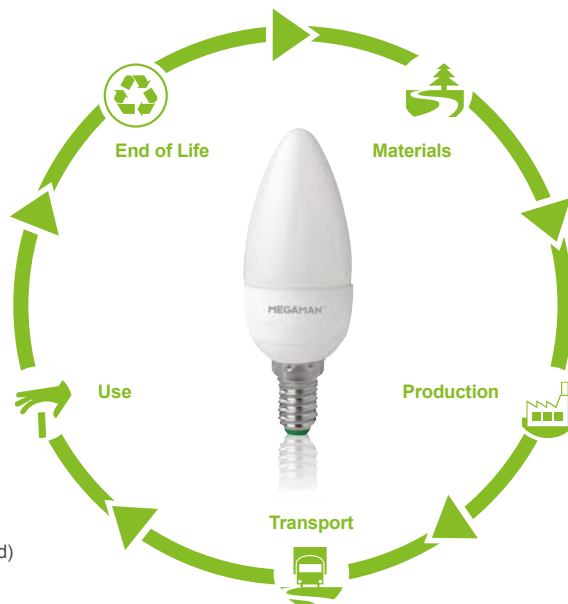
End of Life

Supports WEEE for end of life

- General recyclable parts:
 - Packaging
 - Aluminum heat sink
 - Plastic casing and lamp base
 - Plastic or glass bulb / cover
 - Electrical wires
- Advanced recycle parts
 - Printed circuit board (for copper)
 - LED (for gold wires)
- Incinerate for energy recovery
 - Glue / potting materials
 - Miscellaneous parts

Use

- Reduces environmental impact in use
 - Long life time lamp (less WEEE)
 - High efficacy LED (less kW/h used)
 - High efficiency drivers (less kW/h used)
 - Dimming (less kW/h used)
 - Smart control (less kW/h used)



Transport

- High potential for weight reduction in the future
 - Higher efficiency leads to lighter heat sink
 - Minature size electronic driver circuit

Materials

- More recyclable materials
 - Aluminum
 - Plastics
 - RoHS Compliant
 - No Mercury

Automated mass production

- LED chip production is highly automated
- Extensive use of common SMT components
- Use less energy to produce each component

Production

Simplified production processes

- Less assembly steps
- Less time consuming aging test
- Use less energy to make each lamp

Recycled or recyclable materials for packaging

- Use paper and PET
- Do not use Polystyrene

MEGAMAN® Milestones

Today only great products win. Neonlite strives for excellence in delivery of energy-saving LEDs with long lifetimes, lumen per watt and colour rendering and excels the technology path that we are taking in LED manufacturing.

2014	Launched first smart lighting range, <i>INGENIUM</i> ® BLU Industry first full range of Dim to Warm LED products
2013	Integrated LED luminaires introduced
2012	Patented LED module - TECOH® MHx TECOH® CFx – World's first 2000lm Zhaga Book2 Certified Light Engine
2011	R9 technology introduced to LED range The first NVLAP lab certification for LED products
2010	Launched the first MEGAMAN® LED Candle and Classic
2009	Innovative Thermal Conductive Highway™ (TCH) technology incorporated into MEGAMAN® LED reflectors NVLAP lab certification for CFL products
2008	Amalgam technology is employed in full CFL range
2007	DIMMERABLE® technology introduced to CFL range
2005	DorS technology introduced to CFL range Industry first RoHS compliant CFL MEGAMAN® goes global, selling lamps in over 90 countries
2004	<i>INGENIUM</i> ® technology is introduced to CFL lamps for long life and short preheating time
2002	Industry first CFL GU10 reflector launched Introduced Silicone Protection technology to CFL range
1999	Patented Cooling-Tube technology introduced to CFL range
1997	Industry first candle-shaped CFL launched
1996	Industry first classic-shaped CFL launched
1994	MEGAMAN® incorporated



MEGAMAN® Technology

We are impressed by the level of creativity found in our R&D team. They have made substantial efforts in the process to think differently and to produce something outstanding with positive word-of-mouth and awards recognition. The Company's innovative lighting solutions have meant product development has always taken place with the future in mind.

“The prospects of LED lighting shine brightly, just like the new products on offer at MEGAMAN®.”

Smart lighting

is bringing real change to the lighting industry and is moving it on in leaps and bounds. With intuitive designs and reliable controls that are easy to use, end users will be able to control their lighting at the touch of a button on smart phones, from anywhere in the world over Wi-Fi. We can see a shift for lighting controls moving to the mass market. Highly efficient lighting is an easy way to enhance the sustainability credentials of any application.

MEGAMAN® offers *INGENIUM*® Smart Lighting Solutions which give you full control, via your smart device or remote control, of the on/off, dimming and scene setting of the environment. Its ease of use, installation and scalability makes *INGENIUM*® perfect for an endless list of applications. Customers increasingly seek energy-saving lighting options that come with practical functions; multifunction lighting products are gaining in popularity and excel in many markets.

INGENIUM® BLU is a simple, accessible and economical LED retrofit solution for those looking for local control of a small, domestic lighting system over Bluetooth 4.0 technology. Please visit www.ingenium.cc for the latest information on this fast evolving technology.

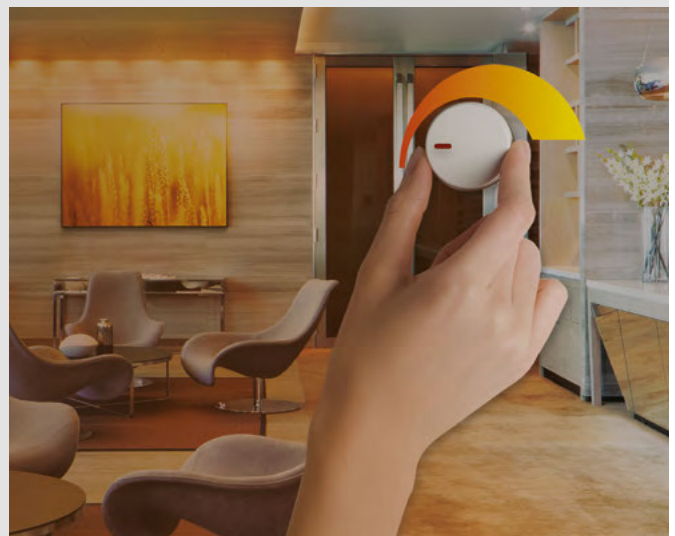


MEGAMAN® Technology

Dim to Warm Series Improved Dimming performance with the warmth of halogen

MEGAMAN® is proud to be the first manufacturer to introduce a wide range of LED products incorporating Dim to Warm technology. As these lamps are dimmed from 100% to 10%, their colour temperature changes from 2800K (2700K) to 1800K – perfectly simulating the characteristics of halogen and incandescent lamps. MEGAMAN® Dim to Warm lamps contain a unique single circuit chip level technical solution, allowing them to have the same compact profile as halogen and incandescent lamps while replicating their warmth and dimming curve.

Please visit: www.megaman.cc/downloads/video to view Dim to Warm video



Serviceable Solutions

MEGAMAN® is committed to 'Building a Better Tomorrow' by making eco-friendly products. Throughout its LED product life-cycle development, in replacement lamps, modules*, light engines** or fixtures, MEGAMAN® has chosen to focus on serviceable LED solutions for multiple benefits. Not only can MEGAMAN® LED light sources be serviced and upgraded to the latest LED technology, but by using serviceable solutions, existing luminaires can be retained, minimizing the environmental impact of progress.

MEGAMAN® recognizes that some utilities fixtures have such a low carbon footprint that engineering for replacing the LED may not always be viable and it can be greener to replace the whole fixture. MEGAMAN® fixtures in this category are 100% recyclable with component parts that can easily be dismantled and separated. They are designed with serviceability in mind so have commonly used fixings or sizes for easy replacement long into the future.

The MEGAMAN® LED product range offers the highest degree of design freedom for lighting designers, both in terms of addressing future advances in LED technology, as well as offering a wide range of colour and output choices.



* LED Module is a unit supplied as a light source. In addition to one or more LEDs it may contain further components, e.g. optical, mechanical, electrical and electronic components, but excluding the control gear.

** LED Light Engine is the combination of one electronic control gear, integrated or remote, and one or more LED modules.

Product Packaging

Neonlite aims to reduce the consumption of packaging material. We continually review our product packaging in order to identify areas of improvement. The review program enables us to track the packaging materials we use, reduce, save and make choices about what packaging to buy and where we can reduce it based on sustainable design.

All the materials used to package our products are recyclable, including the cardboard boxes and their padded packing. At our production sites we use a system that recycles cardboard and turns it into packaging, which we use instead of foam padding.

Product Labelling

As a global lighting manufacturer, it is important to communicate responsibly and transparently with consumers about our products. Our goal is to provide key information on the packaging to support consumers' informed decisions. The

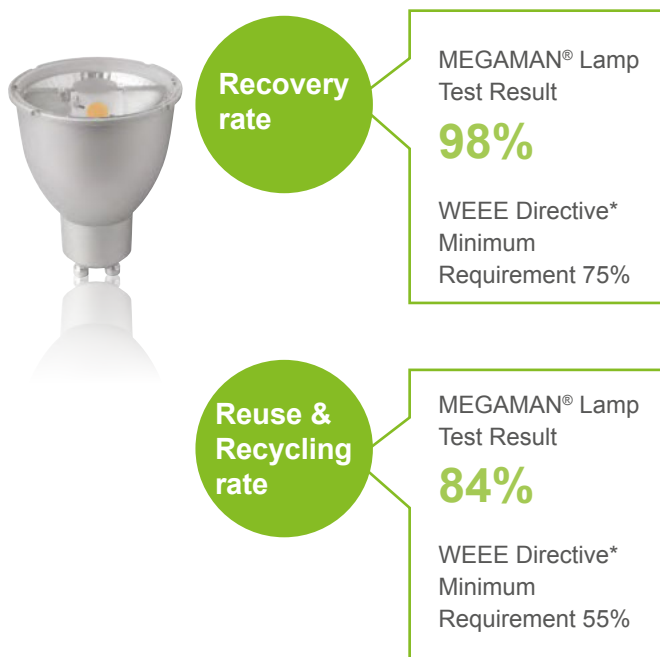
Company has taken several important steps to ensure that we employ responsible practices.

All our products are compliant with legal and regulatory labelling requirements relating to product information. To ensure our customers get all the relevant information about safe and proper use we include safety and warning information, instructions and energy labels on our packaging. We also put information on our website, including product features, specification sheet and video demonstrations.

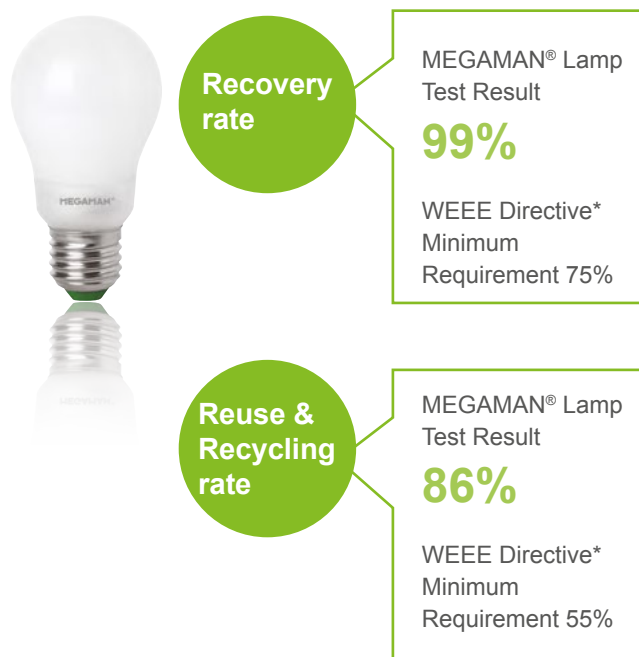
Product Recovery

Most of the materials we use in our products are recyclable, which is a distinct advantage for the environment. With due consideration for materials and product recovery at the end of a products life, MEGAMAN® LED lamps recovery rate achieves 98% for reflector lamps and 99% for classic lamps, which is 31% and 32% higher than the Waste Electrical and Electronic Equipment (WEEE) Directive standard respectively. We will continue to strengthen our product labelling which goes beyond legal requirements.

LED PAR16, 7W



LED Classic, 3.5W



* WEEE Directive 2012/19/EU

Quality Management

All MEGAMAN® LED innovations are designed, tested and produced in our manufacturing plants in Xiamen, China. We comply with the highest quality standards and our manufacturing plants are equipped with the latest assembly lines. The in-house laboratory is ISO 17025 certified by CNAS and NVLAP, and is eligible to perform on-site testing for UL, SEMKO and TUV marks.

Quality management is central to our sustainability during the product development process. Each process has a planned set of actions based on defining production line. The Company employs various quality checkpoints and measures for quality assurance and shares our progress with peers, suppliers and customers to build awareness and lift industry standards as a whole.

We have undertaken a collaborative approach to sustainability problems facing the whole industry with a range of international accreditations. These include ISO 9001:2008,

ISO 14001:2004, ISO 14064-1:2006, OHSAS 18001:2007, SA8000:2008 and IECQ QC080000:2012 for stringent quality management while confirming the level of care for employees and reinforcing the Company's pledge to being socially responsible.

As part of the continuous improvement process, we aimed to better manage, minimize and eliminate hazardous substances in our production process and products have been IECQ QC 080000 certified since 2006. This helped us comply with the Waste Electrical Equipment Directive (WEEE) and the Restriction of Hazardous Substances Directive (RoHS) introduced in Europe.

MEGAMAN® eco-lighting products are a symbol of eminence, achieved through the use of premium quality materials, innovative technologies and stringent control measures on product safety and performance, including energy-saving standards.





Our Supply Chain

Neonlite is constantly looking for innovative ways of achieving a wholly integrated supply chain which allows us to expand into new markets faster, accelerate product development cycles and secure competitive advantage.

The operational managers who have strategic responsibility for supply chain management, manufacturing, operations, logistics, distribution or procurement are directly involved in and/or affected by the supply chain process. The Company believes that supplier management is important to achieve full visibility of our manufacturing process.

Supplier Evaluation

Supplier evaluation refers to the process of evaluating and approving potential and existing suppliers by quantitative assessment. The purpose of supplier evaluation is to ensure selected suppliers will provide high standards of product and service levels whilst offering sufficient capacity and business stability.

Supplier evaluation is a continual process within the Purchasing Department and is executed in form of a scoring card assessment. Suppliers are evaluated under four key elements of Quality, Price, Service and Delivery. Criteria are established that can be combined into an overall score for easy comparison against other suppliers. The criteria can range from whether the supplier holds externally verified certificates, through to the size of volume of spend versus supplier turnover and increasingly in the world of corporate

responsibility, whether the supplier has appropriate social and environmental policies. The weighting of each element may vary and indeed product to product. The criteria should be well-communicated to the suppliers so that they understand what and how the measurement was made.

Based on the collected information via the evaluation, a supplier is scored and either approved or not approved from whom to procure materials or services. An approved supplier list (ASL) is obtained to which a qualified supplier is then added. The approved suppliers may be re-evaluated on a periodic or annual basis. The supplier evaluation activities enable us to provide feedback to current suppliers and represent an ideal opportunity to seek out continuous improvement.

Supplier Agreement

New suppliers must go through a rigorous approval process (please see below diagram) and supplier evaluation is a key tool to ensure that the selected suppliers meet or comply with our high standards. Our supplier agreement outlines the terms of trade, social and environmental standards that we expect from our suppliers in terms of ethical trading, safe working conditions and environmental practices.

Quality is always the top priority in the supply of goods in our purchasing operations. For key components like LED chips, suppliers are obliged to have 100% indemnification on all LED chips supplied to us in case of patent infringement. In fact, patent issues are crucial to our sustainable business.

Supplier Approval Process



Supplier Audit Program

All new suppliers need to go through a full appraisal process and our ongoing audit program ensures that the standards are met. Apart from questionnaire and interviews, the Company visits key suppliers to better understand their production process and traceability practices in terms of factory and working conditions. This calls for an internal audit team to check compliance and achieve industry best practice.

The Purchasing Department is responsible for developing opportunities in cooperation with suppliers and employees from the relevant units of manufacturing plant. Where issues arise we execute a corrective action plan that sets out a timely pathway for improvement. The process of evaluating performance can motivate suppliers to improve their performance.

We continue to review our audit program and rating system of scoring. In the years ahead, we will continually strengthen our audit approach and we are committed to creating shared value across our supplier base.

Local Sourcing

Local sourcing has been a growing trend recently. It is important that local sourcing supports the business goals and forms part of our planned procurement strategy.

The Company enjoys the cost benefits without compromising on quality, as many of the multi-national manufacturers expanded their presence and better served their customers by setting up local production plants in the Asian region. Close proximity makes it easier for us to travel to them for supplier development, contract management and site inspections.

Supply chains are generally shorter, leading to greater certainty and predictability of delivery times, minimum stock custody and reduction of environmental footprint. It also provides opportunities for further development footprints and growth of the local economy.





Our Environmental Footprint



Manufacturing Plants

In order to achieve our goal of environmental sustainability we must find innovative ways to minimize our impact in the environment and lower our costs through global resource conservation. Most of our environmental impacts relate to our products. Our environmental footprint is made up of the materials we use, how the products are made and finally how well they perform with customers.


The rationalization of our manufacturing operations has unlocked many benefits. The closure of our CFL producing factory had a significant effect on our environmental impact. The factory was highly demanding energy wise, and there has been a marked fall in energy consumption and GHG emissions. Whilst the closure of the factory helped us achieve our environmental goals it did not adversely impact the local economy, people or community. In practice, all the set environmental targets in our manufacturing plants in the mainland China were achieved during the reporting period.



Electricity

There was a significant fall in electricity consumption in revised figure of 2012 to 5,863,330 kWh (fell by 44% from 10,445,361 kWh) due to the rationalization of our manufacturing operations. However, overall electricity consumption increased by 1.3 per cent in 2013 and fell by almost 4 per cent in 2014 as compared to 2012. By comparing the electric power consumption per lamp (kWh/lamp), it was decreased by 16 per cent in 2013 and 20 per cent in 2014 as compared to 2012. The Company sets the electricity consumption target to be reduced by 15% in 2018 as compared to 2014.

Energy costs are a significant part of overall operating costs, which is why the Company has long focused on reduction in overall energy consumption and increasing the energy efficiency of its plant and machinery. The quest for savings is one of the key tasks of the Company. Employees are always encouraged to make suggestions which are often low-cost solutions that can be put into practice immediately.

	2012	5,863,330 kWh
	2013	5,937,908 kWh
	2014	5,638,480 kWh


Remarks: 2012 figure is revised after deducting CFL factory's consumption

Water

Neonlite has kept its consumption of water at a minimum level for both production and non-production at our plants. In 2013 there was a fall of 15% in total water consumption to 55,044 tons and a subsequent fall of 22% by 2014 to a level of 50,777 tons using as compared to 2012.

We comply with all the legislative requirements for water quality and regular measurements are taken to ensure the quality. During Q1 2014, we executed a renovation of sewage treatment in employees' hostels. The investment was done to counter wear-and-tear of equipment and improve efficiency of sewage treatment.

The Company sets the water consumption target to be reduced by 10% in 2018 as compared to 2014.

	2012	64,751 tons
	2013	55,044 tons
	2014	50,777 tons

Remarks: 2012 figure is revised after deducting CFL factory's consumption; the uom is rectified in tons (instead of gallons) as stated in previous sustainability report


Manufacturing Plants

Paper

The total paper consumption at production plants was 674,500 sheets in 2012 and decreased by 9% to 616,500 sheets in 2013 and 12% to 593,500 sheets in 2014. The paper usage was 44 sheets per order in 2012 and there was a decrease of 14% in 2013 (38 sheets per order) and 9% in 2014 (40 sheets per order).

Improvement has been made after the installation of computerized screens in front of each assembly line on production floors. The operational staff could easily refer to the latest exploded diagram of the product sample in real time during the production process. The automation of information not only saves paper consumption but greatly increases production efficiency in a systematic and professional manner.

The Company has set a target of reducing paper consumption by 10% by 2018 compared to 2014.

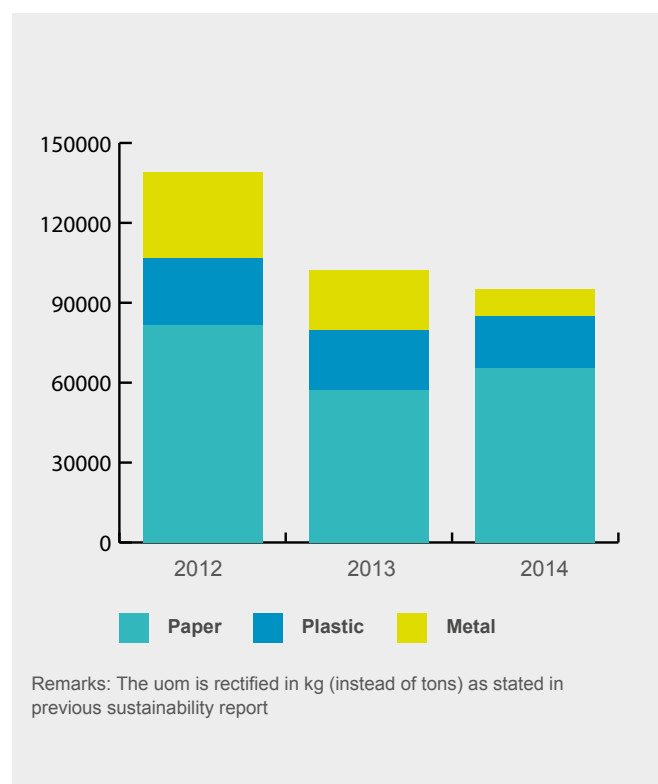
	2012	674,500 sheets
	2013	616,500 sheets
	2014	593,500 sheets

Remarks: 2012 figure is revised after deducting CFL factory's consumption

Waste & Recycling

Waste that can be reused is first recycled. This includes metal, plastic and paper. We recorded 102,255 kg and 95,011 kg of combined recycled waste in 2013 and 2014. There was a significant drop of 26% and 32% as compared to 138,795 kg in 2012. The Company passes on non-reusable waste for disposal. This includes the majority of hazardous waste and non-reusable miscellaneous waste. The non-reusable miscellaneous waste is disposed of by landfill. No significant contamination of the environment occurred in the Company's operations during the reporting period.

We will closely monitor our emissions and waste in the years ahead as we continue to grow our business. Our review program always includes finding a sustainable recycling option and improving the methods of disposal.



Manufacturing Plants

Carbon Footprint

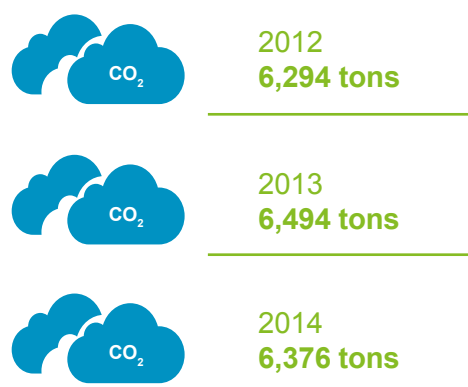
Climate change is a topic that directly affects us all in today's world. Since 2010, the Company started to account and report GHG emissions in accordance with ISO 14064 requirements aimed at establishing and implementing a robust and reliable monitoring and reporting system.

The rationalization of our manufacturing operations had a further reduction in emissions of GHG to 6,294 tons in revised figure of 2012. The total GHG emissions were increased to 6,494 tons in 2013 (Scope 1 GHG emissions: 338 tons and Scope 2 GHG emissions: 6,156 tons)* and 6,376 tons in 2014 (Scope 1 GHG emissions: 336 tons and Scope 2 GHG emissions: 6,040 tons)* as compared to 2012. This was due to the increase of LED production capacity in parallel to the Company's growth strategy during the reporting period.

In comparison to the CO₂ emission per lamp, there was a reduction by 15% in 2013 and 16% in 2014 as compared to

2012. Yet the CO₂ emission per lamp has reduced over time and we expect this trend will continue.

Although the manufacturing of LED lighting products by its nature is socially clean activities, the Company is aware of emissions impact and long term risks on people's quality of life and health. Tackling our carbon emissions, we set the target to reduce 10% GHG emissions at production plants by 2018 as compared to 2014.



Remarks: 2012 figure is revised after deducting CFL factory's consumption

Emissions from Transportation

We aim to reduce the emissions from transporting goods to the minimum level and focus on finding the best route to transport our products so as to reduce negative impacts on the environment. Our products are transported by ship, trucks and planes to worldwide distributors and customers.

Although we have limited hard data on our suppliers, the following measures are taken to reduce our environmental impacts in transportation:

- Enhancing domestic delivery and freight routes
- Packing more into overseas shipping containers
- Reviewing the supply chain network design

All in all, we are proud of our achievements to date in environmental sustainability, but we have much more to do in the coming years. We will continue to incorporate the best practices from our stakeholders as we position the Company to deliver a sound economic performance while protecting the environment for our future generations.



* Scope 1 emissions refer to direct GHG emissions from sources that are owned or controlled by Neonlite's production plants in China, while Scope 2 emissions refer to indirect GHG emissions associated with the generation of electricity, heating/cooling, or steam purchased for Neonlite's own consumption.

Green Office


Neonlite advocates a Green Office by enhancing employees' environmental awareness through green office practices. Numerous measures in areas of electricity, paper and GHG emissions have been set up and closely monitored in our Hong Kong office for on-going improvements.



Electricity

The electricity consumption was reduced by 38% in both 2013 (94,770 kWh) and 2014 (95,110 kWh) as compared to 2012.

Our target is to reduce 15% in total energy consumption by 2018 vs 2014.

	2012	154,220 kWh
	2013	94,770 kWh
	2014	95,110 kWh

Paper

We have been establishing a paperless office through the implementation of numerous improvements since 1999, for example, setting up a paper recycling system, adopting electronic communication platforms, using recycled paper, and making use electronic document and filing systems to reduce paper usage.

We share information with our employees using the "NeoShare" electronic communication platform. They can download the information whenever and wherever they require, just by entering the user name and password. This helps us save many physical deliveries, in turn, saving paper and other materials, as well as the carbon footprint created by the transportation.

The total paper consumption was 135,000 sheets (12 sheets per order) in 2013; and 136,000 sheets (12 sheets per order) in 2014. It indicates a fall of 4% and 3% in total consumption as compared to 2012.

In order to minimize paper usage and increase the effectiveness and efficiency of waste recycling; we use training and briefing sessions for our employees to increase their awareness and encourage them to use double-sided printing, reduce printing, monitor paper consumption, use electronic communications, review and upgrade current recycling facilities.

Our target is to reduce paper consumption by 10% in total quantity and number of sheets per order by 2018 as compared to 2014.

	2012	140,300 sheets
	2013	135,000 sheets
	2014	136,000 sheets

Green Office



Carbon Footprint

The Company strives to keep the overall environmentally hazardous emissions as low as possible. Figures for the GHG emissions generated by electricity, local and overseas transport activities in the Hong Kong office have been recorded since 2011. The total GHG emissions were dropped by 15% to 251 tons in 2013 and 5% to 283 tons in 2014 as compared to 2012. Our target is a 5% reduction in total GHG emissions by 2018 versus 2014.

In respect of overseas transport activities of employees, the trip necessity is to be considered and compared with suitability of alternatives such as video conference. We strive to keep air travel to a minimum and if several employees have the same destination, they are required to travel together. Commuting to work relates to a routine pattern of staff daily travelling to and from the workplace which is rigid for the time being.

This gives a comprehensive picture of the Company's carbon footprint, and at the same time provides transparency for stakeholders.



2012
297 tons



2013
251 tons



2014
283 tons

Our Team



Our Workforce

Neonlite's total workforce was 1,113 and 1,169 in 2013 and 2014 respectively. The employees of manufacturing plants account for an average of 91% during the reporting period. The total headcount decreased by 31% in 2013 and 27% in 2014 as compared to 2012. Yet, there was a record of 470 and 464 new hires in 2013 and 2014 respectively.

As part of a strategic review of our operations, one CFL producing factory was closed in September 2014 and the Company made around 400 redundancies. The Company has aimed to reduce the impact of these redundancies by developing and securing job opportunities for redundant employees. Besides this change, regular communication with stakeholders at local level such as municipality and employees, took place with increased intensity.

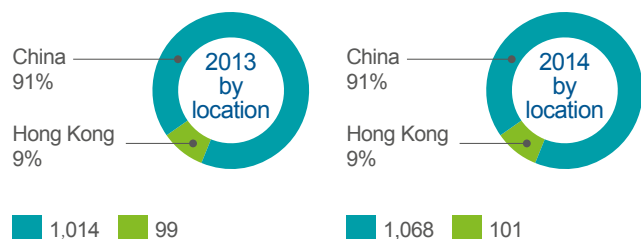


Launch a range of staff well-being program

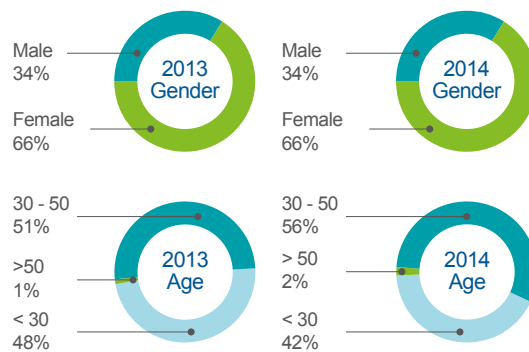
All permanent staff received formal development reviews

We embrace diversity because we want our team to reflect our community. We are proud of our diverse and balanced workforce. Our record indicated that 64% of our team was female in both 2013 and 2014. The gender breakdown was 66% female in China and 47% in Hong Kong.

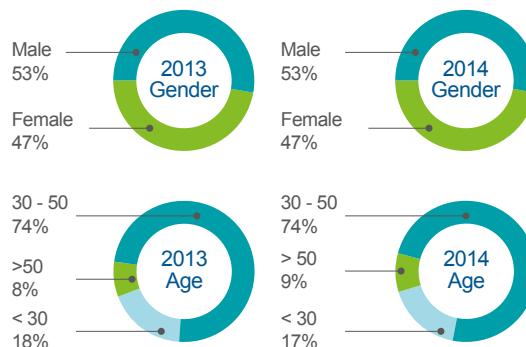
Neonlite's workforce statistics as of 31 December 2014



Breakdown by Gender and Age (China)



Breakdown by Gender and Age (Hong Kong)



Rights & Benefits

Fair working conditions and human rights are challenges facing the global manufacturing industry. The Company has put in place a system which has been certified to SA 8000 standard. It provides us a framework to support compliance with national laws and requirements while implementing sound labour practices.

Relations between the Company and trade unions are constructive and fair. A channel for employees to voice their comments and complaints to the management is available via an email address: comment@neonlite.com.hk. All received emails will be handled in strict confidence. There was a fall of 18% to 64 complaints in 2013 and 49% to 49 complaints in 2014 as compared to revised figure in 2012 (78 complaints) after the rationalization of our manufacturing operations. The employees' complaints are reviewed annually for future improvements.

In addition, our labour representative has monthly meetings with the management and acts as a communication bridge by collecting ideas from employees and disseminating timely feedback from management. All employees' enquiries and complaints have been investigated and handled through to solution.

Health & Safety

The health and safety of employees is treated as a key priority and is subject to continuous improvement. The health and safety management system has been certified in accordance with the OHSAS 18001 standard. Strict compliance of safety principles is applicable to all employees:

- Make all employees more alert to risks and increase their sense of responsibility for occupational safety
- Seek areas of improvement by acquiring new methodologies to eliminate potential risks
- Cooperate with trade unions and relevant bodies in implementing occupational health and safety programs and strive to ensure employees' obligations under the labour code are complied with

Safety inspectors are appointed at sites to identify and discuss hazards or other safety matters. During the reporting period, there was a fall of 14% in the number of occupational injuries to 6 in both 2013 and 2014. The injuries were mainly due to human negligence and no fatal accidents have been recorded.

Employees' Communication

We value people as our asset and encourage employees' communication by providing them with resources to complete tasks in a more effective and engaging way.

The Company developed its Code of Conduct in early 2011 and further enriched the content in 2012; employees receive training and communication via the Intranet. If any suspected breaches are identified, the Company will investigate through internal audit with the relevant departments. No incidents of discrimination and/or bribery were recorded during the reporting period.

The annual performance appraisal is designed to promote employee development in line with the Company's growth strategy. It enhances interactive communications between managers and employees to reach common goals.

The use of a virtual human resources office provides managers and employees with secure access to their own information, so they can apply for and make changes, leave and expense claims.

The Company values personal communication with individual employees. The office is designed with open space so that it narrows the gap and encourages intimate communications between management and staff.

The Company runs a number of initiatives such as annual staff dinners to encourage interdepartmental communication in an informal setting. The Company strengthens its staff well-being program which effectively enhances employees' communication and increases their sense of health awareness.



Best costumes award winners in 2014 Annual Dinner

Staff Well-being Program

Neonlite had incorporated the formal company-wide work-life balance policy to encourage staff to look after their health. The policy is implemented continually through a series of staff well-being programs. They had boosted our energy, health, performance and job satisfaction.

MEGAMAN® Green Living

Green Monday is a green party to encourage healthy, environmentally friendly living in Hong Kong. It starts with going meatless on Mondays – an easy and effective way to reduce your carbon footprint and improve your health.

The Company encourages employees to have a low carbon life through eating green and by raising employees' awareness of the energy-balance approach to daily life.



Green Monday activities to promote healthy diet in workplace

MEGAMAN® Work-life Balance Week

Work-life Balance Week provides a platform for organizations to demonstrate their commitment to work-life balance and raises awareness of work-life balance as a critical business issue. Initiated by Community Business, MEGAMAN® held a series of work-life balance activities during the week in October in 2013 for employees in encouraging them to work on time and demonstrating stretching exercises for computer stress relief. Over 200 companies representing all industries and sizes participated the event to drive change across borders.



Staff Well-being Program

Hiking Activity

Taking a break from the hustle and bustle of everyday life, the Company organized a hiking activity which was held in Autumn 2014 in the West New Territories with beautiful reservoir scenery. We aimed to promote physical well-

being and endurance while recharging our soul. Hiking also provided social benefits by enjoying an outdoor experience with others. The experience was highly enjoyable for the whole company and provided an excellent opportunity for team bonding and networking.



Company hiking in Autumn 2014

Bowling Activity

The Company organized the bowling activity on 5th December 2014. Colleagues could form their own group of six to take up one lane. It was show time for the keen bowlers in the group, however everyone was encouraged to participate during the fun game. Again, it reinforced group bonding and team spirit.



Bowling activity to enhance bonding relationship among staff

Recruitment

We are always looking for great people, with a passion for sustainability. With the trusted MEGAMAN® brand and business intelligence across the globe, we have successfully attracted and recruited some of the brightest talents on the market.

Our recruitment process includes:

- Meet internal clients to discuss and finalize the required job specification
- Determine the optimum candidate sourcing strategies and execute them
- Screen all candidates to ensure suitability prior to presenting our short list
- Manage the recruitment process at every stage, facilitate interviews and advice throughout the process

The Company will strive to compile an extensive map of the talent landscape along with information for salary, location and competitor benchmarking. The number of job applications is an indicator of how the Company is perceived in the labour market. Proactive sourcing of fresh talents through sponsors of education programs to universities and design institutes ensure our network remains relevant.

Remuneration

A sustainable remuneration system can attract, retain and motivate employees. The Human Resources Department dedicates the following measures and ensures the remuneration system fairly reflects performance and responsibilities:

- Undertake salary benchmarking
- Provide data on benefit packages
- Establish accurate salary ranges for different job levels categorized by role type, geography and sector
- Provide intelligence on up-coming legislative changes relating to staff compensation

At Neonlite, employees can benefit from professional working culture, rapid career progression, a competitive salary and benefits package including discretionary bonus, medical and accident insurance and many other benefits.

Training and Development

The Company promotes talents and develops their potential to the fullest possible extent by offering career development opportunities in different levels of the organization. All permanent employees receive formal performance appraisals annually.

In general our training suite includes health and safety, technical product training, product launch training, company policies and brand profile. Periodical training is emphasized which stimulates employees' awareness and knowledge with the latest updates e.g. regular training in accordance with health and safety regulations.

During the reporting period, we recorded 4,346 and 5,271 training hours in 2013 and 2014 respectively. The Company's average number of training hours per employee has increased by 19% in 2013 (3.28 hours per employee) and 38% in 2014 (3.8 hours per employee) as compared to 2012 (2.76 hours per employee).

No. of training hours



2013

4,346



2014

5,271

Our Community

A photograph of a group of young people, likely students, holding hands in a circle and smiling. The image is taken from a low angle, looking up at the hands and faces. The background is a bright, sunlit outdoor area with green foliage. The text "Our Community" is overlaid in a large, green, sans-serif font on the left side of the image.

One of our core sustainability goals is to actively strengthen the communities where we operate. We do this by collaborating with community organizations, giving targeted sponsorship to local groups and offering our team the chance to volunteer and donate to charities. We are pleased to find so many impactful stories. With a full picture of all our work, we aligned these projects to take a more strategic approach and scale up impact.

MEGAMAN® Charity Trust Fund

Established in 2008, MEGAMAN® Charity Trust Fund has pledged to support the development of local and overseas communities. The funds are well-managed. Unless otherwise specified, donations are designated to support education, environment and community volunteering initiatives.

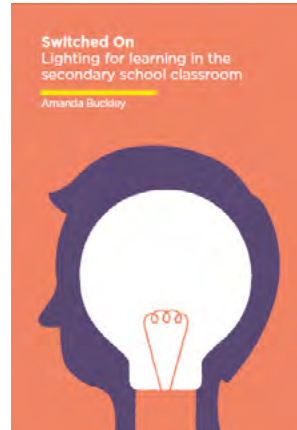
Research Project with Helen Hamlyn Centre at Royal College of Art (RCA)

Lighting has a vital role to play in building and supporting urban communities that are sustainable – socially, environmentally and economically. Since 2008, we supported and greatly valued our partnership with the Helen Hamlyn Centre for Design as it encourages us to look at lighting from a broader social perspective.

Switched On: Lighting for Learning in the Secondary School Classroom (2012-2014) is a design research project supported by the MEGAMAN® Charity Trust Fund to explore the future of lighting for learning environments. This is the third project on which we have collaborated with the Helen Hamlyn Centre for Design at the Royal College of Art, London.

In the Shade: Lighting Local Urban (2010-2012) by Megan Charnley (architect) and Tom Jarvis (industrial designer), was the second research project investigated how lighting could revitalize overlooked pockets of the city.

Light Volumes Dark Matters (2008-2010) by Claudia Dutson, was the first research project looked at over-illumination of commercial interiors



Switched On: Lighting for Learning in The Secondary School Classroom

'Lighting for Learning' is the third collaboration between the Royal College of Art's Helen Hamlyn Centre and the MEGAMAN® Charity

Trust Fund, exploring the development of alternative models of low-energy lighting to support the learning process and educational needs in secondary schools.

Amanda Buckley, Researcher, executed an in-depth user research in London, Hong Kong and Trondheim, Norway whereas it featured a lighting set-up to improve mood and motivation. This two-year study challenges conventional thinking that by simply providing more lighting, students will have better concentration. It takes a more human-centred approach that considers the biological and psychological needs of teachers and students.

"Switched On" is a lighting guide written specifically for teachers and school managers who are often unaware of the impact of light can have on the learning process and aims to equip those on the frontline of education with some simple principles and ideas about how to harness the power of light – both natural and artificial – to improve well-being and performance in the classroom.

Education

Knowledge is the key to success and our most valuable intellectual asset. Neonlite aims to protect the environment through the application of sustainable practices and the best use of lighting by providing sponsors and/or education programs for academic and design institutes.

MEGAMAN® Sponsors Lighting Design Competition 2014 Organized by Hong Kong Design Institute

MEGAMAN® is delighted to sponsor the Lighting Design Competition organized by Hong Kong Design Institute (HKDI) in 2014. The aim of competition is to encourage active participation and nurture students' creative thinking, cultural sensitivity and global perspective.

The theme of the competition is "Beauty of Light". The entry of 'The Encounter' won the champion and Wong Miu Lai, the designer, expressed that "Lots of stories evolve while two people encounter, whether it is love or hate, joys or tears; it is still a wonderful thing of our life."

Hong Kong Design Institute (HKDI) is a leading design education provider in the region and is committed to offering excellent learning opportunities to keep pace with the growing demand of the creative industries.



Lighting Design Competition 2014 at HKDI

Education



MEGAMAN® Sponsors Open Design Forum 2014 Organized by Hong Kong Design Institute - DESIS Lab

Hong Kong Design Institute (HKDI) DESIS Lab organized an Open Design Forum (ODF) from 28 to 29 November, 2014 for citizens to meet with international social designers and collaboratively investigate how to create an open society through making and experiencing design. Over 200 Hong Kong citizens are invited to join ODF.

MEGAMAN® provided LED Classic lamps to students in making decorative lighting for 'Open Light' dialogue whilst Pascal Anson, London-based designer, took the lead to inspire students by using various recycled materials. Over a hundred pieces of decorative lighting exhibits were displayed at the forum for continuous dialogue with citizens.

HKDI DESIS Lab for Social Design Research is a new cross-disciplinary action research group of HKDI which was established in 2013.



UK designer Pascal Anson showed the students how to create decorative lighting using recycled materials

Environmental Protection

We applaud our team members' commitment to environmental action, which is one of our core values. Our product with purpose initiative gives our customers the chance to contribute to a cause through their purchases. Through these focus areas we are able to direct our support to meaningful outcomes for our communities.

Launch Co-branded LED Light Bulbs with WWF-Hong Kong

MEGAMAN® is pleased to launch a co-branded 9.5W LED Classic Bulb with WWF-Hong Kong in January 2014, in an effort to support the organization's conservation and education work on educating the public to switch to low-carbon light bulbs.

Through this co-branding partnership, we hope to exhibit its influence in the industry to facilitate the collaborations between business and environmental groups, and persuade more people to use eco-friendly LED light bulbs.

A portion of the proceeds from the bulb sale will go to WWF-Hong Kong to support their conservation and education works.



Support WWF's Earth Hour Campaign 2014

The spirit of Earth Hour is about much more than turning off the lights. At its heart, the message of the event is that we, as human beings, need to make meaningful changes to our lifestyles to sustain our planet.

MEGAMAN® is committed to the sponsorship campaign by donating HK\$10 to WWF-Hong Kong for every purchase of LED light bulbs at MEGAMAN® Concept Stores in Hong Kong. The more the customers purchase and use LED light bulbs, the more we can contribute to a low-carbon environment and tackle the problems of global warming.

MEGAMAN® has supported WWF's worldwide movement for the fifth time. Non-essential lights at MEGAMAN® Concept stores are switched off for an hour during the Earth Hour.



Environmental Protection

Bring Your Own Bag Campaign

Products with Purpose is a new focus area for our community investment strategy. It aims to empower customers to directly support the community with their purchases.

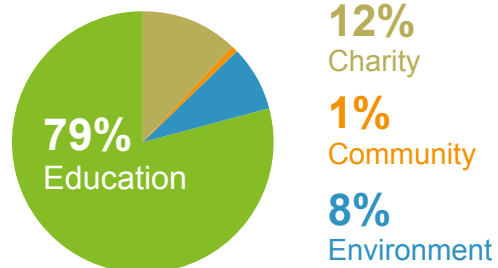
MEGAMAN® is committed to eliminating plastic bags from its concept stores since April 2013, replacing them with a recycled bag program. The recycled bags are sold for HK\$5 without deduction supporting Friends of the Earth (foe) in Hong Kong for environmental conservation and education purposes. We see positive benefits from a team engagement perspective creating a sense of satisfaction by giving back and contributing to the wider community.



Corporate Giving

We believe helping those in need is part of being a responsible corporate citizen. It not only demonstrates our commitment to society, but helps to build a sustainable community where we operate.

Corporate giving serves as a key indicator of the Company's social involvement in the form of donations and sponsorships. During the reporting period, the Company donated over US\$425,000 to different organizations and charities, of which 79% for education, 12% for charity, 8% for environment and 1% for community.



Staff Volunteering

We are committed to encouraging our team to roll up their sleeves and contribute to the causes. A series of community team initiatives is organized which equip our volunteers to serve people in need, enrich their experience and expanding their networks.

Our volunteering service accumulated up to 1,973 hours as of 31 December 2014 in which our community team contributed over 620 hours during the reporting period.



Staff Volunteering

The MEGAMAN® Volunteering Team has sponsored gifts to Ronald McDonald House Charity (RMHC) and participated in raffle ticket sales from June to August 2014. All funds raised went directly to help seriously ill children and their families. We want to support more children throughout their recovery and give more families a comfortable place to stay during a difficult time.

RMHC expressed its sincere gratitude to all supporters and staged the Award Presentation Ceremony in 2014. MEGAMAN® is granted a Certification of Appreciation for the completion of long-service for nine consecutive years.

The Ronald McDonald House® in Hong Kong is the Asia's first Ronald McDonald House established in 1996. It has provided over 100,000 loving nights for families going through a difficult chapter in life.



Charities Raffle Sales 2014
Organized by Ronald McDonald House
Charity

The MEGAMAN® Volunteering Team braved the cold winter to help in the charity sale of the "Pass-it-On 2014" Campaign organized by The Hong Kong Red Cross (HKRC) for six consecutive years. The annual fundraising campaign "Pass-it-On 2014" has successfully engaged more than 1,200 volunteers in the community, contributing over 4,440 service hours altogether in 140 outreach counters.

In 2014, the campaign achieved sales of over 11,000 iconic charity products – Reddie Bear Umbrellas and Reddie Bear Hand Warmers, which generated nearly HK\$2.7 million for the HKRC to develop and sustain the humanitarian services so as to bring hope and love to the needy community.

The "Pass-it-On" Campaign aims to raise funds in support of the humanitarian work of the Hong Kong Red Cross and to promote the "Share and Care" spirit amongst people, the HKRC has been organizing the Pass-it-On Campaign since 2003.



'Pass-it-On' Charity Sales Event 2014
Organized by The Hong Kong Red Cross

Staff Volunteering

On 30th November 2013, MEGAMAN®'s volunteers were set off to send a gift "Fu Dai" to needy individuals and families at Wah Fu Estate, organized by Caritas-Hong Kong in sending them love with community care and delivering a message that love was in the service of hope. In this event, Caritas-Hong Kong successfully recruited 200 volunteers who visited the local residents up to 2,240 household families and built a harmonious and caring community.

Caritas-Hong Kong was founded in July 1953 by the Catholic Diocese of Hong Kong. The primary purpose of its establishment was to offer relief and rehabilitation services to the poor and the distressed.



Family Visits to Wah Fu Estate in 2013
Organized by Caritas-Hong Kong



Three-Legged Charity Walk by Christian Action
in 2013



AVS Charity Run Sports Fun Day in 2013



International Coastal Cleanup (ICC) by Green
Council in 2014

Community Participation

Neonlite maintains close relationship with society through participating in various leading industry associations and non-governmental organizations with a common purpose to build a professional and sustainable industry.

Active engagement with associations will definitely help the Company establish best practices, education, industry leadership or the technical standards for which our industry adheres. These associations have collective voice and influencing power for the industry in regards to issues of regulation and policy.

Business Environment Council Limited ("BEC") provides a premier platform for sharing best practices in environmental sustainability and fostering knowledge transfer among like-minded industry players. BEC also promotes environmental excellence through events, conferences, policy contributions and Advisory Groups in different areas, including Climate Change Business Forum, Energy, ESG (Environmental, Social and Governance) and Waste Management. Through BEC Institute of Environmental Education, BEC assists their members in enhancing their competitiveness by providing educational programmes on various environmental and corporate sustainability topics. BEC's events and conferences also provide opportunities for the Company to establish networking affiliations and gather impartial information about different industries and subject areas related to environmental protection and sustainability.

Neonlite had joined multiple associations, as listed below, providing rewarding experiences and ensuring all our needs are addressed:

Business Environment Council
www.bec.org.hk

Federation of Hong Kong Industries
www.industryhk.org

Hong Kong General Chamber of Commerce
www.chamber.org.hk

Hong Kong Interior Design Association
www.hkida.org

Hong Kong Management Association
www.hkma.org.hk

Hong Kong Retail Management Association
www.hkrma.org

Hong Kong Solid State Lighting Industry Consortium
www.hksslhc.hkpc.org

Hong Kong WEEE Recycling Association
www.hkwra.org.hk

Hong Kong & Kowloon Electric Trade Association
www.hketa.hk

International Commission on Illumination
www.cie.co.at

International Facility Management Association –
Hong Kong Chapter
www.ifma.org.hk/ifma

WWF – Hong Kong
www.wwf.org.hk

The Zhaga Consortium
www.zhagastandard.org

GRI Index

We are reporting against the Global Reporting Initiative's (GRI) G4 Guidelines for this report, "in accordance" at the Core level. For more information on the Global Reporting Initiative, please visit www.globalreporting.org.

GENERAL STANDARD DISCLOSURES					
Aspects	GRI Indicators	Disclosure	Reference	Page	Notes
Strategy and Analysis	G4-1	Chairman & CEO's Message	Chairman & CEO's Message	8,9	
Organizational Profile	G4-3	Name of the organization	Our Company	11	
	G4-4	Primary brands, products and/or services	Our Company	11	
	G4-5	Location of organization's headquarters	Our Company	11	
	G4-6	Number of countries where the organization operates	Our Company	12	
	G4-7	Nature of ownership and legal form	Our Company	11	
	G4-8	Markets served, sectors served and types of customers	Our Company	12	
	G4-9	Scale of the reporting organization	Our Company	11, 12	
	G4-10	Total number of employees by employment contract, gender and region	Our Team	11, 47	
	G4-11	Percentage of employees covered by collective bargaining agreements	N/A	N/A	Not applicable in our operational business
	G4-12	Describe the organization's supply chain	Our Supply Chain	37, 38	
	G4-13	Significant changes during the reporting period regarding size, structure or ownership	Our Company, Our Performance, Our Environmental Footprint and Our Team	11, 17, 41-43, 47	Closure of one CFL producing factory for better continuity and growth opportunities
	G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	Our Environmental Footprint	41-45	
	G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or endorses	This Index		
	G4-16	Memberships in associations and/or national/international advocacy organizations	Stakeholders Engagement and Community Participation	25-27, 60	
Identified Material Aspects and Boundaries	G4-17	Scope of financial and non-financial reporting	Our Company	11, 12	
	G4-18	Process for defining report content	Our Sustainability Approach	23	
	G4-19	List material aspects identified in the process of defining the report content	Material Issues	23	

GRI Index

	G4-20	Aspect Boundary of each material aspect within the organization	About This Report, Scope of Report and Material Issues	5, 23	
	G4-21	Aspect Boundary of each material aspect outside the organization	About This Report, Scope of Report and Material Issues	5, 23	
	G4-22	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers, acquisitions, change of base years, nature of business, measurement methods)	This Index		No reinstatements in the reporting period
	G4-23	Significant changes from previous reporting periods in the scope, boundary or measurement methods in the report	This Index		Closure of one CFL producing factory for better continuity and growth opportunities
Stakeholder Engagement	G4-24	List of stakeholder group engaged by the organization	Stakeholder Engagement	25	
	G4-25	Basis for identification and selection of stakeholders with whom to engage	Material Issues and Stakeholder Engagement	23, 25, 26	
	G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Material Issues and Stakeholder Engagement	23, 25, 26	
	G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization responded to those key topics and concerns, including through its reporting	Material Issues and Stakeholder Engagement	23, 25, 26	
Report Profile	G4-28	Reporting period	About This Report	5	
	G4-29	Date of previous report	This Index		Sustainability Report 2011-2012 (1st January 2011 to 31st December 2012)
	G4-30	Reporting cycle	This Index		
	G4-31	Sustainability contact point	About This Report	5	
	G4-32	GRI Index	This Index		
	G4-33	Policy and current practice with regard to seeking external assurance for the report	About This Report	5	
Governance	G4-34	Governance structure of the organization, including committees under the highest governance body	Management Approach	24	

GRI Index

Ethics and Integrity	G4-56	The organization's values, principles, standards and norms of behaviour such as code of conduct and code of ethics	Corporate Governance	24	
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GRI Index

SPECIFIC STANDARD DISCLOSURES						
ECONOMIC						
Aspects	GRI Indicators	Disclosure	Reference	Page	Omissions	Notes
Indirect Economic Impacts	G4-EC8	Significant indirect economic impacts, including the extent of impacts	Our Performance and Our Team	17, 47		Closure of one CFL producing factory for better continuity, strengthen capital structure and focus on LED-centric technology
ENVIRONMENTAL						
Aspects	GRI Indicators	Disclosure	Reference	Page	Omissions	Notes
Materials	G4-EN1	Percentage of materials used that are recycled input materials	Product Life-cycle Assessment and Product Recovery	30, 34		
Energy	G4-EN3	Energy consumption within the organization	Electricity	41, 44		
	G4-EN6	Reduction of energy consumption	Electricity	41, 44		
Water	G4-EN8	Total water withdrawal by source	Water	41		
Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	GHG Emissions	43, 45		
	G4-EN16	Energy Indirect greenhouse gas (GHG) emissions (Scope 2)	GHG Emissions	43, 45		
	G4-EN18	Greenhouse gas (GHG) emissions intensity	GHG Emissions	43, 45		
Effluents and Waste	G4-EN23	Total weight of waste by type and disposal method	Waste & Recycling	42		
Product and Services	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Product Life-cycle Assessment, Product Packaging and Product Recovery	30, 34		
Transport	G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations and transporting members of the workforce	Emissions from Transportation	43	Quantitative data on impacts	We have limited hard data on our own operations and suppliers due to a lack of systems

GRI Index

SOCIAL: LABOUR PRACTICES AND DECENT WORK						
Aspects	GRI Indicators	Disclosure	Reference	Page	Omissions	Notes
Employment	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Our Team	47		
	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Remuneration	51		
Occupational Health & Safety	G4-LA6	Type of injury and rates of injury	Health & Safety	48		
Training and Education	G4-LA9	Average hours of training per year per employee	Training and Development	51		
Diversity and Equal Opportunity	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity	Our Team	47		
Labour Practices Grievance Mechanisms	G4-LA16	Number of grievances about labour practices filed, addressed and resolved through formal grievance mechanisms	Rights and Benefits	48		
SOCIAL: SOCIETY						
Aspects	GRI Indicators	Disclosure	Reference	Page	Omissions	Notes
Anti-corruption	G4-SO4	Communication and training on anti-corruption policies and procedures	Corporate Governance and Employees' Communication	24, 48		
SOCIAL: PRODUCT RESPONSIBILITY						
Aspects	GRI Indicators	Disclosure	Reference	Page	Omissions	Notes
Product and Service Labelling	G4-PR5	Results of survey measuring customer satisfaction	Customer Satisfaction	19		

Feedback Form

Neonlite Sustainability Report 2013-2014

Your valuable feedback is crucial for our continuous improvement. Please take a few minutes to give us your views.

1.	How would you rate the overall report?
<input type="checkbox"/>	Excellent
<input type="checkbox"/>	Above Average
<input type="checkbox"/>	Average
<input type="checkbox"/>	Below Average
<input type="checkbox"/>	Poor

2.	Please rate the content and quality of Neonlite's Sustainability Report 2013-2014 by the following criteria:					
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	Most relevant issues are covered					
	Content is balanced and reliable					
	Content is clear and easy to understand					
	Structure and layout are rational and easy to use					

3.	Do you consider Neonlite's Sustainability Report 2013-2014 useful in understanding of Neonlite's sustainability performance?				
(1 – Not useful at all; 5 – Very useful)					
	Very useful				Not useful
	5	4	3	2	1

Feedback Form

Neonlite Sustainability Report 2013-2014

Your valuable feedback is crucial for our continuous improvement. Please take a few minutes to give us your views.

4.	Which of the following best describes you?
<input type="checkbox"/>	Neonlite's Business Partner
<input type="checkbox"/>	Neonlite's Supplier
<input type="checkbox"/>	Neonlite's Employee
<input type="checkbox"/>	Environmental Non-governmental Organisation
<input type="checkbox"/>	Social Non-governmental Organisation
<input type="checkbox"/>	Government Department
<input type="checkbox"/>	Media
<input type="checkbox"/>	General Public
	Others. Please specify:

5.	Please provide your comments on Neonlite's sustainability performance and reporting and suggestions on further improvement.	
	Please provide your name and contact if you could like to receive our response to your comments and future reports:	
	*Name:	
	Designation:	
	Company Name:	
	Telephone Number:	
	*Email Address:	
	For enquiries, please contact:	Neonlite Electronic & Lighting (HK) Limited 31/F., AIA Kowloon Tower, Landmark East, 100 How Ming Street, Kwun Tong, Kowloon, Hong Kong Fax: (852) 2758 5957 Email: sr@neonlite.com.hk

* required.

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