



LSY ACCOUNTANCY SERVICES LIMITED

李思瑤會計事務所有限公司

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2025 Mid-term Chairman's Speech

--Achieving Community with Professional Achievements and Trust

Dear colleagues, partners and friends concerned about LSY:

As the numbers for the first half of the year settle on our reports, I find myself reflecting more on the moments of warmth that defy quantification: Seeing a colleague with disabilities blossom from initial self-doubt into confidence since joining LSY; Witnessing the patient guidance and unwavering support colleagues offer each other through challenges, enabling everyone to fully realize their capabilities and value with pride; Observing the thoughtful dedication as teams collaborate to optimize our workspace, ensuring comfort for colleagues with diverse needs; And experiencing how an atmosphere of open, understanding communication empowers every individual to contribute their best, feeling truly secure. These moments reaffirm my deepest conviction: LSY's greatest value has always resided in the boundless potential of its people。

Redefining "trustworthy"

True trust begins with tolerance for differences, In the first half of the year, we implemented three breakthrough practices:

1. Add "Team Multidimensional Index" to the management performance appraisal, requiring managers at director level and above to cultivate a disabled core member
2. To support colleagues with disabilities to commute safely and conveniently, we provide flexible working hours, flexible adjustment of commuting time, avoid peak congestion, and make the daily commute more secure and smooth.
3. Launch of "Lifter Allowance". Any disabled candidate recommended by employees who passes the probation period will receive an annual paid holiday award.

The embodiment of the culture of communion

- The proportion of disabled employees increased from 8% to 15%, of which 2 have been included in the core



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work group

- Customer satisfaction survey shows "team inclusiveness" as the second most recommended reason.

Key commitments for the second half

As founder, I will personally oversee the below measurements:

- Implementation of the Adaptive Competency Model: JD clearly distinguishes between "required skills" and "alternative support solutions" for all positions
- Establishment of an Inclusive Innovation Fund: 3% of annual profits for procurement/development of barrier-free office solutions
- "Initiate Shadow Board Program: Invite disabled employee representatives to quarterly strategy meetings

To everyone in LSY team

When we set aside half a meter more space for guide dogs in elevators, when sign language becomes a second language at morning meetings, these subtle respects are reshaping the civilized elevation of the industry. Remember: at LSY, your difference is not a flaw that needs to be adapted, but a unique algorithm that deserves to be amplified. Let us continue to lift each other up and cultivate a future of true equality in the soil of professionalism.

Mutual support, cooperation and integration.

Mdm. LI SZE YIU YO YO

Founder

19/6/2025