



National United Resources Holdings Limited

國家聯合資源控股有限公司

(Incorporated in Hong Kong with limited liability)

(於香港註冊成立的有限公司)

Stock Code 股份代號 : 254

2025

**Environmental, Social and
Governance Report**

環境、社會及管治報告

Environmental, Social and Governance Report

環境、社會及管治報告

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PRINCIPLE

The board of directors (the “**Board**”) of National United Resources Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is pleased to present the Environmental, Social and Governance Report (“**This Report**”) for the period from 1 July 2024 to 30 June 2025 (the “**Reporting Period**” or “**Year 2025**”), which aims to demonstrate the effectiveness of the Group’s efforts in promoting sustainable development to both internal and external stakeholders.

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**ESG Reporting Guide**”), as well as adhering to the “comply or explain” provisions set out in the ESG Reporting Guide, except for provisions that the Group considers are inapplicable to its operations, for which explanations are illustrated in the corresponding section. This Report was reviewed and approved by the Board of the Group on 17 October 2025. It primarily covers the Group’s measures and activities in environmental, social and governance (“**ESG**”) areas during the Reporting Period. For information on the corporate governance and the business review of the Company for the Reporting Period, please refer to the Group’s 2025 Annual Report.

The Group is committed to maintaining sustainable development of its business and supporting environmental protection in communities where its operations are located. The Group prudently manages its business and provides high-quality products and services to customers through robust decision-making processes. The Group maintains close relationships with its stakeholders and the Group strives to balance the views and interests of related stakeholders through constructive communications to determine the direction of the Group’s long-term development. The Board is responsible for assessing and identifying risks associated with ESG matters of the Group and ensuring that the relevant risk management and internal control systems are operated properly and effectively. To support this, the Group has set up a working team that meets regularly to review and evaluate its performance in respect of relevant ESG issues (the “**ESG Working Team**”).

ACCESS AND RESPONSE TO THIS REPORT

This Report is available in both Chinese and English. In case of any inconsistency, the Chinese version shall prevail. To support environmental protection, this Report is published in electronic format only and can be accessed on the HKEXnews website or the Company’s website (www.irasia.com/listco/hk/nur). The Company highly values stakeholders’ feedback, which can help enhance its ESG practices, and welcomes comments via email to jasonshi@254.hk.

宗旨

國家聯合資源控股有限公司（「**本公司**」，連同其附屬公司統稱「**本集團**」）之董事會（「**董事會**」）由 2024年7月1日至2025年6月30日期間（「**報告期間**」或「**2025年度**」）欣然發佈其《環境、社會及管治報告》（「**本報告**」），旨在向內外部持份者闡述本集團推動可持續發展的成效。

本報告根據《香港聯合交易所有限公司證券上市規則》附錄C2的《環境、社會及管治報告指引》（「**環境、社會及管治報告指引**」）編製，並遵守《環境、社會及管治報告指引》所載的「不遵守就解釋」條文，惟本集團認為不適用於其業務的條文除外（有關解釋已於相應章節中闡述）。本報告已於2025年10月17日由本集團董事會審閱及批准。本報告主要匯報本集團報告期間有關環境、社會及管治（「**ESG**」）範疇的措施及活動。而有關本公司報告期間的企業管治及業務回顧資料，請參閱本集團的《2025年報》。

本集團致力維持其業務的可持續發展，以及為環境保護及營運所在地的社區提供支援。本集團審慎管理業務，並根據合理的決策程序，為客戶提供優質的產品和服務。本集團與持份者保持緊密聯繫，並透過具建設性的溝通，努力平衡該等利益相關人士的意見和利益，從而釐定長遠的發展方向。董事會負責評估及識別本集團的ESG事宜相關風險，並確保相關風險管理及內部監控系統適當及有效運作。本集團已成立一隊會定期會面以檢討及評估企業在相關ESG事宜方面的表現的工作小組（「**ESG工作小組**」）。

獲取及回應本報告

本報告備有中文及英文版本。如中英文版本有歧異，概以中文版為準。為支持環保，本報告只以電子版形式發佈。本報告可在香港聯交所披露易網站或本公司網站（www.irasia.com/listco/hk/nur）下載。本公司十分重視持份者的寶貴意見，歡迎閣下發送電郵至 jasonshi@254.hk 以提供意見，以協助本公司進一步改進。

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GOVERNANCE STRUCTURE

The Board's oversight of ESG issues

The Board plays a primary role in overseeing the Group's ESG issues. During the Reporting Period, the Board, the management and the ESG Working Team evaluated the impacts of ESG-related risks on the operation and formulated ESG-related policies in dealing with relevant risks. The Board ensures that the management and the ESG Working Team are provided with adequate resources and appropriate tools to effectively oversee the ESG-related matters.

To demonstrate the Group's commitment to transparency and accountability, the Group has established the ESG Working Team to regularly review and evaluate its performance on ESG matters and report the findings to the Board.

The ESG Working Team is primarily responsible for reviewing and overseeing the Group's ESG processes and risk management. During the Reporting Period, ESG governance and related issues were regularly reviewed and discussed at scheduled meetings.

The Board's ESG management approach and strategy for material ESG-related issues

To gain a deeper understanding of stakeholders' opinions and expectations regarding ESG issues, the Group conducts a materiality assessment annually. Various platforms and communication channels are used to engage with key stakeholders, enabling the Group to listen and respond effectively. Through ongoing dialogue, the Group is able to identify stakeholders' expectations and concerns. The feedback collected helps the Group make more informed decisions and better assess and manage the impacts of its business activities.

The Group evaluated the materiality of ESG aspects through the following steps: (i) identifying relevant ESG issues; (ii) prioritising key ESG aspects through stakeholder engagement; and (iii) validating and determining material ESG issues based on the results of stakeholder communication.

These steps help the Group understand the level of concern of stakeholders regarding each ESG issue, and enable the Board to formulate a more comprehensive plan for the Group's future direction in sustainable development.

管治架構

董事會對 ESG 事宜的監督

董事會在督導本集團的 ESG 事宜方面擔當主要角色。於報告期間，董事會、管理層與 ESG 工作小組評估 ESG 相關風險對營運的影響，並制定 ESG 相關政策以處理相關風險。董事會確保管理層及 ESG 工作小組擁有一切合適的工具及資源，以便督導 ESG 事宜。

為展示本集團對透明度及問責性的承擔，本集團已成立 ESG 工作小組以檢討及評估其在 ESG 事宜的表現並定期向董事會匯報。

ESG 工作小組主要負責檢討及監督本集團的 ESG 流程以及風險管理。於報告期間，已於定期會議上檢討 ESG 的治理情況及 ESG 相關事宜。

董事會對重大 ESG 相關事宜的 ESG 管理方法及策略

為深入地瞭解不同持份者對 ESG 事宜的意見及期望，本集團每年進行重要性評估。本集團確保使用各種平台及溝通渠道來接觸、聆聽及回應其主要持份者。通過與持份者進行全面溝通，本集團得以了解其持份者的期望及關注。所獲得的反饋意見使本集團能夠作出更明智的決策，並更好地評估及管理該等商業決策產生的影響。

本集團已透過以下步驟評估 ESG 方面的重要性：(i) 本集團識別 ESG 事宜；(ii) 在持份者參與下，排列關鍵 ESG 範疇優先順序；及 (iii) 根據與持份者的溝通結果驗證及釐定重大 ESG 事宜。

進行這些步驟可加強了解本集團持份者對各 ESG 事宜的重視程度，並使董事會可對未來的可持續發展方向作出更為全面的規劃。

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GOVERNANCE STRUCTURE (cont'd)

The Board's review progress against ESG-related goals and targets

The Group closely monitors the performance and progress of its ESG-related goals and targets on an ongoing basis. If the progress falls short of expectation or business operation changes arise, appropriate adjustments will be made, and communication about the goals and targets with key stakeholders such as employees, customers and suppliers will be conducted as necessary.

Setting strategic goals for the future enables the Group to develop a realistic roadmap and focus on the direction of development toward achieving its vision. The Board will carefully assess the attainability of these targets, ensuring they are aligned with the Group's principles and overall objectives.

REPORTING PRINCIPLES

This Report is guided by four principles:

Materiality: The Group conducts regular stakeholder engagement and materiality assessments to identify material ESG issues and ensure that they are appropriately addressed in this Report.

Quantitative: Data presented in this Report has been collected carefully and prudently. For information on the standards and methodologies used to calculate key performance indicators, please refer to the environmental and social performance data section.

Balance: Both the positive and negative impacts of the Group's operations are presented in a transparent and objective manner.

Consistency: Unless otherwise stated, the disclosures, data collection, and calculation methods have remained consistent over the years to ensure comparability over time.

管治架構（續）

董事會對 ESG 相關目的與目標的檢討進度

本集團會不時仔細檢討 ESG 相關目的與目標的績效及實施進度。倘進度未達預期或業務營運有變，則可能需作出修改，並與主要持份者（如僱員、客戶及供應商）就目的與目標進行溝通。

本集團已設定未來戰略目的，使本集團能夠制定切實可行的路向，並專注達成有關願景的發展方向。董事會就本集團的宗旨和目的作出權衡，仔細審視能否達成有關目標。

匯報原則

本報告著重於四個原則：

重要性：定期進行持份者參與及重要性評估，以識別重大 ESG 事宜，並確保該等事宜反映於本報告中。

量化：本報告所呈列的數據乃經謹慎收集。請參閱環境和社會績效數據，以了解用於計算關鍵績效指標的標準及方法。

平衡性：業務所帶來的正面及負面影響均以透明方式呈列。

一致性：除另有說明者外，披露情況、資料搜集及計算方法於多年來一直保持一致，以便隨時進行比較。

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REPORTING SCOPE

During the Reporting Period, the Group was mainly engaged in the provision of car rental services and shuttle bus services through its subsidiaries, namely, 北京天馬通馳汽車租賃有限公司 (Beijing Tian Ma Tong Chi Car Rental Co., Ltd*) (**"TMTc Rental"**), 北京天馬通馳旅遊客運有限公司 (Beijing Tian Ma Tong Chi Travel Transportation Co., Ltd*) (**"TMTc Travel"**) and 北京天馬通馳新能源汽車租賃服務有限公司 (Beijing Tian Ma Tong Chi New Energy Vehicle Rental Service Co., Ltd*) (**"TMTc New Energy"**), together with TMTc Rental and TMTc Travel collectively referred to as **"TMTc Group"**. TMTc Group is a leading comprehensive vehicle service provider in Mainland China. Established in 2006, TMTc Group is specialised car rental enterprise recognised and approved by various government and industry authorities. After years of operation, it has developed into an integrated enterprise capable of providing a wide range of services including corporate shuttle services, tour vehicle rentals, business car rental, airport transfers and conference transportation services.

TMTc Group was featured as a key focus area in the Group's Environmental, Social and Governance Report for the Reporting Period. Its main businesses include: (i) providing shuttle bus services between working places/schools and various residential communities for employees or students of institutional clients, using conventional energy vehicles and/or new energy electric buses; (ii) offering car rental services; and (iii) supplying vehicle rental services for various business and leisure purposes, such as scheduled pick-up services along designated routes as requested by institutional or individual clients.

The Group registered and established NUR Digital Economy Limited (collectively **"Digital Economy"**) in Hong Kong on 20 March 2023. The Digital Economy is primarily engaged in provision of cloud computing, global traffic operations and digital transformation services. In 2023, the Digital Economy acquired data analytics infrastructure with system application software to establish a computing and processing center, thereby expanding into the data management and big data analytics services market.

On 28 March 2024, the Group successfully acquired 100% equity interest of Beijing Rui Xin Bo Tong Technology Company Limited* (**"Beijing Ruixin"**), a company mainly engaged in provision of research and development, production, sale and service of industry information solutions.

As TMTc Group, Digital Economy and Beijing Ruixin are main subsidiaries of the Group, therefore this Report will disclose the policies and performance of the relevant companies in terms of four environmental protection aspects and eight social responsibility aspects.

匯報範圍

於報告期間，本集團透過其附屬公司北京天馬通馳汽車租賃有限公司（「**天馬通馳租賃**」）、北京天馬通馳旅遊客運有限公司（「**天馬通馳旅遊**」）及北京天馬通馳新能源汽車服務有限公司（「**天馬通馳新能源**」），連同天馬通馳租賃，天馬通馳旅遊（以下統稱「**天馬通馳集團**」），主要經營汽車租賃服務及穿梭巴士服務。天馬通馳集團是國內領先的全方位汽車服務提供者，始於2006年，是通過政府各行業管理部門審核批准的專職汽車租賃公司，在多年的經營中，已成為集企業客車、旅遊租車、商務租車、機場接送、會議用車等多種服務為一體的企業。

天馬通馳集團是本集團於報告期間《環境、社會及管治報告》重點關注範疇，其主要業務包括：(i) 為機構客戶的僱員／學生在辦公地點／學校與不同住宅社區之間往返提供用車；(ii) 提供不配備司機的汽車租賃；及(iii)為商務、休閒旅行及各類政府大型活動提供配備司機的汽車租賃服務等，例如可按照機構或個人客戶的要求提供指定時間及路線的接送服務。

本集團於2023年3月20日在香港註冊成立國家聯合資源數字經濟有限公司（「**數字經濟**」）。數字經濟主要從事提供雲端計算、全域流量運營及數字化轉型服務，並於2023年購買配備系統應用軟件的數據分析基礎設施以促進計算分析及處理中心之成立，從而進軍數據管理及大數據分析服務市場。

於2024年3月28日，本集團成功收購北京銳信博通科技有限公司（「**北京銳信**」）100%股權，該公司主要從事行業資訊解決方案之研發、生產、銷售及服務。

天馬通馳集團、數字經濟及北京銳信是本集團主要的附屬公司，故本報告會披露相關公司4個環保方面及8個社會責任方面的政策及表現。

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STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a core element of the Group's sustainable development. To establish regular communication mechanisms, the Group has set up both online and offline channels to inform stakeholders of its strategic planning and sustainability performance. These channels also enable timely consultation on stakeholders' opinions and needs, helping the Group meet their expectations and provide relevant information more effectively.

The Group's stakeholders include shareholders, employees, government and regulatory authorities, customers, suppliers, communities, as well as potential and existing institutional and individual investors. The Group engages with stakeholders on relevant issues through various channels to understand their expectations and concerns. The feedback collected is summarised as follows:

持份者的參與

持份者參與是本集團可持續發展工作的核心部分。本集團注重與持份者建立常態化溝通機制，設立了線上及線下的溝通管道，及時向持份者闡述本集團可持續發展戰略規劃與績效表現，諮詢各方的意見與要求，在更多可接觸的資訊情況下以達致持份者的需求及符合他們的合理期望。

本集團的持份者包括股東、員工、政府及監管機構、客戶、供應商、社區、潛在及現存股東／機構及個人投資者等。本集團會就議題內容透過不同渠道與持份者進行溝通，以了解持份者的期望，而本集團的相關反饋如下：

Stakeholders 持份者	Expectations 期望	Communications and feedback 溝通及反饋
Shareholders 股東	Financial Performance 財務業績 Corporate Transparency 企業透明度 Well-Established Risk Control Framework 完善的風險控制	Enhancing Profitability 提高盈利能力 Regular Information Disclosure 定期信息披露 Optimising Risk Management and Internal Control 優化風險管理及內部監控
Staff 員工	Career Development Platform 職業發展平台 Compensation and benefits 薪金及福利 Safe working environment 安全的工作環境	Career Progression System 晉升機制 Competitive Compensation and Employee Benefits 具競爭力的薪金及僱員福利 Provision of Employee Training and Enhancement of Safety Awareness 提供僱員培訓及加強安全意識
Government and regulatory authorities 政府及監管機構	Compliance with laws and regulations 遵守法律法規 Tax Compliance 依法納稅	Compliance in Business Operations 合規經營 Timely and Full Payment of Taxes 按時足額納稅

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STAKEHOLDER ENGAGEMENT (cont'd)

持份者的參與（續）

Stakeholders 持份者	Expectations 期望	Communications and feedback 溝通及反饋
Customers 客戶	Commitment to Service Excellence 保證服務水準 Customer Information Security 客戶信息安全 Protection of Customers Rights and Interests 客戶權利及權益保障	Improving Management Efficiency and Technology Application 提升管理效益及科技應用 Customer Privacy Protection 客戶私隱保護 Marketing compliance 合規營銷
Suppliers 供應商	Integrity in Collaboration 誠信合作 Corporate Ethics and Integrity 商業道德及信譽	Building a Responsible Supply Chain 構建負責任的供應鏈 Fulfilling Contracts in Accordance with the Law 依法履行合約
Communities 社區	Environmental Protection 環境保護 Job Opportunities 就業機會	Use of Eco-friendly and Energy-efficient Equipment 使用環保節能設備 Offering Job Opportunities 提供就業崗位
Potential and Existing Shareholders / Institutional and Individual Investors 潛在及現存股東／機構及個人投資者	Platform for Shareholder Communication 提供與股東溝通的平台 Regular Company Publications, Including Financial Statements 定期的公司刊物（包括財務報表） Corporate Development Transparency 增加企業發展透明度	Shareholders' Meetings and Notices 股東大會及通告 Financial Results Announcements 業績公告 Timely Distribution of Circulars and Notices 於適時發出通函及公告

The Group works closely with stakeholders to enhance ESG performance and continuously create long-term value for the wider community.

本集團致力與持份者共同努力提升ESG表現，持斷為廣大社區創造更大的價值。

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Corporate Milestones 公司里程碑

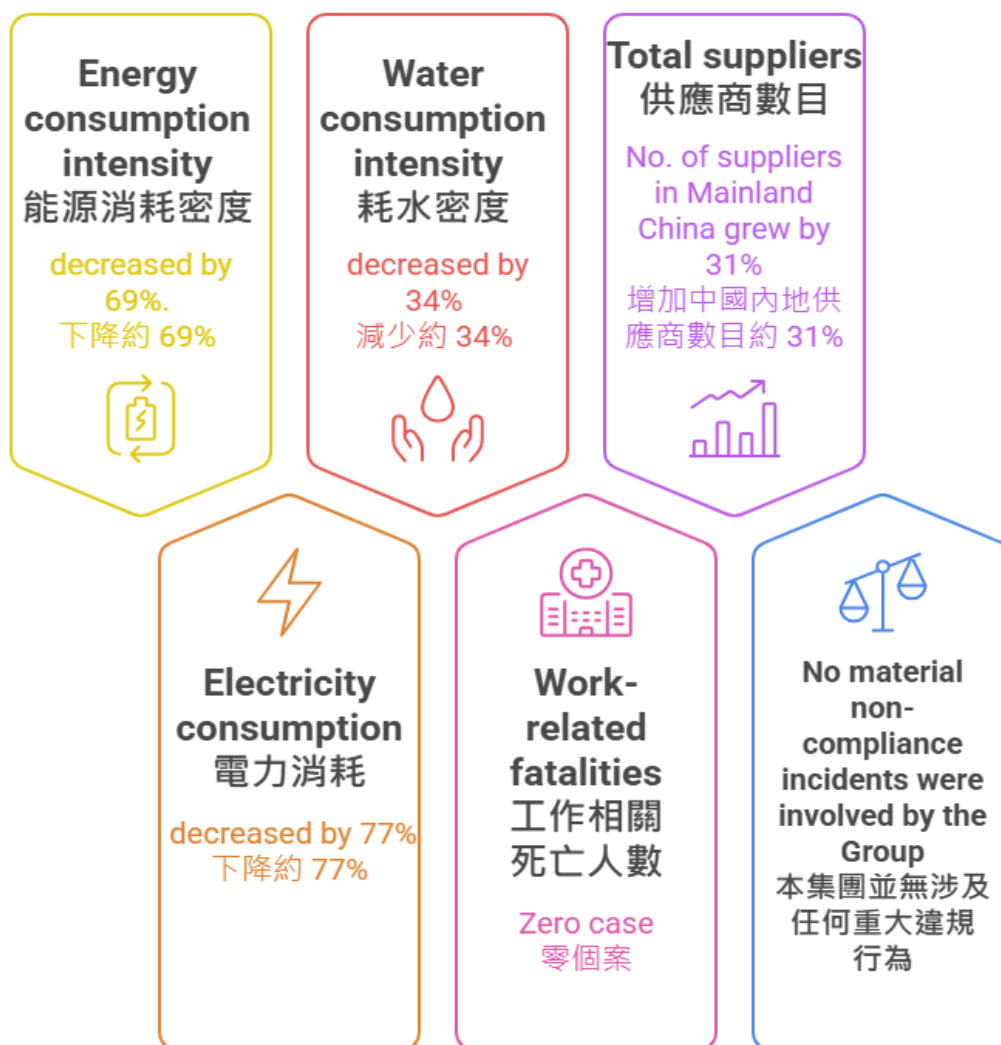


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PERFORMANCE HIGHLIGHTS

2025 業績亮點



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MATERIALITY ASSESSMENT

During the Reporting Period, the Group conducted a comprehensive materiality assessment, involving group discussions, interviews, and questionnaire surveys with internal and external stakeholders, to identify environmental, social, and operational issues that have the most significant impact on the Company's business and are of concern to stakeholders.

With reference to the disclosure scope required under the ESG Reporting Guide, and taking into account the Group's business characteristics, 24 material issues were identified. These cover areas including greenhouse gas ("GHG") emissions, energy consumption, employee welfare, occupational health and safety, training and development, supply chain management, customer privacy, anti-corruption, community investment, and other operational aspects.

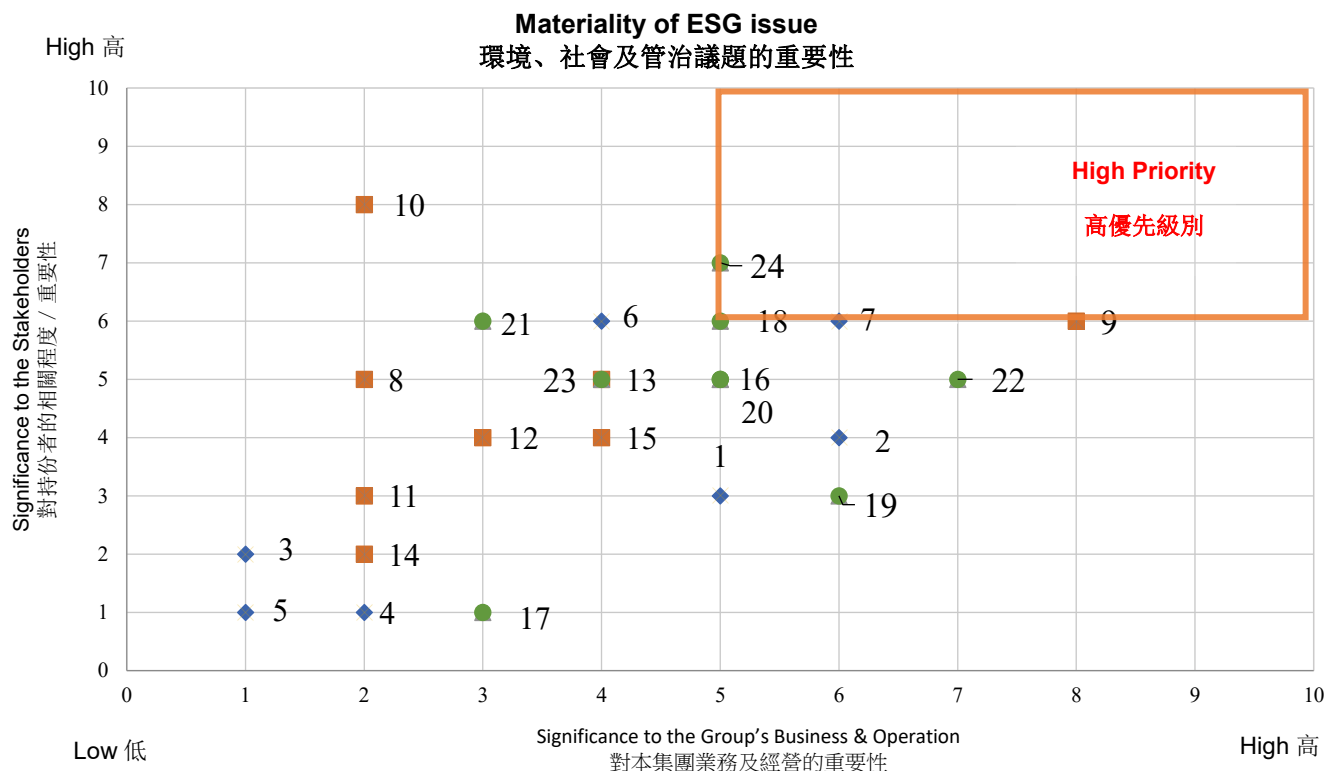
To ensure effective management planning and optimal allocation of resources, the positioning of ESG topics in the materiality matrix is determined by their impact on the Group's business operations and their significance to stakeholders. Topics located in the upper-right quadrant of the matrix represent those that are most material to the Group's operations and of greatest concern to stakeholders, and are therefore classified as High Priority. The following matrix illustrates the Group's key ESG topics presented in this ESG Report.

重要性評估

於報告期間，本集團進行了全面的重要性評估。這涉及與內部及外部持份者進行小組討論、面談或問卷調查，以識別本公司業務對其影響最為重大的環境、社會及營運的議題，以及與持份者切實相關的議題。

參考《環境、社會及管治報告指引》規定的披露範疇，結合本集團業務特點，識別並確定了24項議題。議題涵蓋業務造成的溫室氣體排放、能源消耗、僱員福利、職業健康及安全、培訓及發展、供應鏈管理、客戶私隱、反貪污及社區投資等方面。

為確保綜合管理規劃和有效分配資源，其ESG議題的位置取決於對本集團業務的影響程度以及對持份者的重要性，處於矩陣右上方的事項為對本集團業務營運最重要且持份者關注的議題，屬高優先級別。下列為ESG報告所載本集團的重大ESG議題的矩陣圖：



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環境、社會及管治報告

MATERIALITY ASSESSMENT (cont'd)

重要性評估 (續)

Environmental 環境	Social 社會	Operation 營運
1 GHG missions 溫室氣體排放	8 Community Contribution 社區貢獻	16 Anti-corruption 反貪污
2 Energy Consumption and Resource Management 能源消耗及資源管理	9 Occupational Health and Safety 職業健康及安全	17 Supply Chain Management 供應鏈管理
3 Water Resource Management 水資源管理	10 Child Labour 童工	18 Supplier Evaluation and Selection 供應商評估及選擇
4 Waste Management 廢棄物管理	11 Forced and Compulsory Labour 強迫和強制勞動	19 Customer Service and Satisfaction 客戶服務及滿意度
5 Use of Packaging Material 包裝材料使用	12 Training and Development 培訓及發展	20 Customer Privacy 客戶私隱
6 Environmental Impact 對環境的影響	13 Remuneration and Benefits 薪酬及員工福利	21 Feedback and Complaint Handling 意見及投訴處理
7 Climate Change 氣候變化	14 Diversity and Equal Opportunity 多元化及平等機會	22 Product Safety and Quality Management 產品安全及質量管理
	15 Talent Attraction and Retention 吸引及挽留人才	23 Protection of Intellectual Property 保護知識產權
		24 Marketing and Labeling 行銷與標示

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENTAL PROTECTION

To uphold the Group's commitment to sustainability and comply with environmental protection laws and regulations, the Group strives to minimise the environmental impact of its operations.

A1: Emissions

Before the commencement of the "15th Five-Year Plan" in 2026, the year 2025 marked the conclusion of the "14th Five-Year Plan." Despite challenges arising from external uncertainties, the Group has strictly implemented relevant laws, regulations and policies, including the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution* (《中華人民共和國大氣污染防治法》), the *Environmental Protection Law of the People's Republic of China* (《中華人民共和國環境保護法》), the *Notice of the General Office of the State Council on Issuing the Implementation Plan for the Permit System for Controlling Pollutants Emission* (《國務院辦公廳關於印發控制污染物排放許可制實施方案的通知》) and the *Notice by the State Council of Issuing the Comprehensive Work Plan for Energy Conservation and Emission Reduction for the "14th Five-Year Plan" Period* (《國務院關於印發「十四五」節能減排綜合工作方案的通知》).

TMTC Group's emissions primarily originate from vehicle operations, with vehicle exhausts being the main pollutants, including nitrogen oxides (NOx), sulphur oxides (SOx) and particulate matter (PM).

During the Reporting Period, air pollutant emissions were as follows:

Type of Emissions (Notes 1 and 2) 排放物種類 (附註 1 及 2)	Unit 單位	Year 2025 2025 年度	Year 2024 2024 年度
Nitrogen oxides (NOx) 氮氧化物 (NOx)	kg 公斤	7,414	8,201
Sulphur oxides (SOx) 硫氧化物 (SOx)	kg 公斤	6	10
Particulate matter (PM) 懸浮粒子 (PM)	kg 公斤	634	762

Note 1: During the Reporting Period, the Group operated 21 large buses and 85 medium buses powered by diesel, as well as 9 medium buses and 12 light buses powered by gasoline.

Note 2: The emission factors used to calculate the NOx, SOx and PM are sourced from: the Hong Kong Environmental Protection Department's EMFAC-HK Vehicle Emission Calculation model and the United States Environmental Protection Agency's Vehicle Emission Modeling Software – MOBILE 6.1. The calculations are based on the assumptions of 80% relative humidity, a temperature of 25°C, an average speed of 30 km/h, and consider running exhaust emissions only.

A. 環境保護

為表明本集團堅持可持續發展的承諾以及遵守環境保護相關法律法規的規定，本集團致力減少經營活動對環境的影響。

A1: 排放物

在 2026 年將開始實施「十五五」規劃之前，2025 年是「十四五」規劃收官之年，儘管面對外在環境不確定性的挑戰，本集團嚴格執行相關的《中華人民共和國大氣污染防治法》、《中華人民共和國環境保護法》、《國務院辦公廳關於印發控制污染物排放許可制實施方案的通知》、《國務院關於印發「十四五」節能減排綜合工作方案的通知》等法律法規和政策。

天馬通馳集團排放物主要是由汽車廢氣產生，其中主要污染物為機動車廢氣，污染因子為氮氧化物 (NOx)、硫氧化物 (SOx) 及懸浮粒子 (PM)。

於報告期間，空氣污染物排放如下：

附註 1：報告期間使用 21 輛大型客車及 85 輛中型客車，使用柴油運行；9 輛中型客車及 12 輛輕型客車，使用汽油運行。

附註 2：用於計算 NOx、SOx 和 PM 的排放因子來自：香港環境保護署 EMFAC-HK 車輛排放計算模型和美國環境保護署的車輛排放建模軟件—MOBILE 6.1；並且假設相對濕度為 80%，溫度為 25 攝氏度，平均速度為 30 公里/小時，僅包括運行中的廢氣排放。

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環境、社會及管治報告

A. ENVIRONMENTAL PROTECTION (cont'd)

A1: Emissions (cont'd)

Reduction Target of Air Emissions

Air Emissions	Reduction Target	Baseline Year	Status
廢氣排放物	減排目標	基準年	狀態
Nitrogen oxides (NOx) emission intensity	Reduce 5% by Year 2025	2019	Achieved
氮氧化物(NOx)排放密度	於2025年度前減少5%	2019年度	已達標
Sulphur oxides (SOx) emission intensity	Reduce 5% by Year 2025	2019	Achieved
硫化物(SOx)排放密度	於2025年度前減少5%	2019年度	已達標
Particulate matter (PM) emission intensity	Reduce 5% by Year 2025	2019	Achieved
懸浮粒子(PM)排放密度	於2025年度前減少5%	2019年度	已達標

The Group has achieved the reduction target of air emissions based on the year 2019. Looking ahead, the new emission reduction target is to achieve a 3% reduction by 2030, with Year 2025 as the baseline year.

In response to public and governmental expectations for environmental sustainability, TMTC Group has been incorporating battery electric vehicles ("BEVs") into its operations since 2016. This initiative aims to meet customer needs, reduce exhaust emissions, maintain good air quality within vehicles, and promote the concepts of green development and environmental protection.

Greenhouse gas (GHG) emissions are considered a major contributor to climate change and global warming. Within the Group's operations, GHG emissions primarily result from energy consumption. Accordingly, the Group places strong emphasis on enhancing energy efficiency and reducing overall energy use.

A. 環境保護（續）

A1: 排放物（續）

廢氣排放物的減排目標

本集團已達成以 2019 年度為基準年的廢氣排放物的減排目標。展望未來，新的減排目標是於 2030 年度前實現減排 3%，以 2025 年度為基準年。

為響應公眾及當地政府的環保期望，自 2016 年起，天馬通馳集團購置純電動車（「純電動車」）用於業務營運，以滿足客戶需求及可減少廢氣排放，並保持車廂空氣質素良好，以實踐宣導綠色環保理念。

溫室氣體被視為造成氣候變化及全球變暖的主要因素之一。本集團的營運過程中，溫室氣體排放主要由能源消耗而產生，故本集團高度重視提高能源效率及減少能源消耗。

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環境、社會及管治報告

A. ENVIRONMENTAL PROTECTION (cont'd)

A1: Emissions (cont'd)

Reduction Target of Air Emissions (cont'd)

During the Reporting Periods, GHG emissions were as follows:

Environmental Performance 環境表現	Unit 單位	Year 2025 2025年度	Year 2024 2024年度
GHG emissions (Scope 1) 溫室氣體排放（範圍1）	kgCO ₂ e 公斤二氧化碳當量	965,239	1,700,382
GHG emissions (Scope 2) (Note 1) 溫室氣體排放（範圍2）（附註1）	kgCO ₂ e 公斤二氧化碳當量	386,498	1,741,726
GHG emissions (Scope 3) 溫室氣體排放（範圍3）	kgCO ₂ e 公斤二氧化碳當量	2,653	3,213
Total GHG emissions 溫室氣體排放總量	kgCO ₂ e 公斤二氧化碳當量	1,354,390	3,445,321
Annual travelling distance 全年行車里數	km 公里	9,083,403	5,905,385
GHG intensity 溫室氣體密度	kgCO ₂ e/km (annual travelling distance) (全年行車里數)	0.15	0.58

Note 1: Emissions related to power consumption are calculated based on China's national emission factor for 2021, in accordance with the Reporting Guidance on Environmental KPIs. During the Reporting Period, the Group operated 483 large electric buses and 7 light electric buses, and the associated Scope 2 GHG emissions from power consumption were calculated using the above national emission factor.

Note 2: Due to a change in the emission factor used to calculate the CO₂ equivalent emissions associated with power purchases in Central China (華中), the relevant data has been restated to align with the current year's calculation methodology.

Scope 1: Refers to diesel and gasoline consumed by the Group's motor vehicles.

Scope 2: Refers to electricity purchased from electricity suppliers in China.

Scope 3: Refers to business air travel, consumption of scrap paper and water, and other general waste.

A. 環境保護（續）

A1: 排放物（續）

廢氣排放物的減排目標（續）

於報告期間，溫室氣體排放如下：

附註 1：電力消耗相關排放量是以 2021 年中國國家排放系數為計算基準。該等數字乃根據「環境關鍵績效指標匯報指引」計算。報告期間使用 483 輛大型電動客車及 7 輛輕型電動客車，相關電源使用量已根據上述國家排放系數計算範圍 2 的溫室氣體排放量。

附註 2：由於用於計算與華中購電相關的二氧化碳等量的排放因子出現變動，故相關數據乃經重列以符合本年度的數據計算方式。

範圍 1：主要指汽車所消耗的柴油及汽油。

範圍 2：主要指自中國電力供應商購買的電力。

範圍 3：主要指商務飛行、消耗的廢紙及用水和其他一般廢物。

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環境、社會及管治報告

A. ENVIRONMENTAL PROTECTION (cont'd)

A1: Emissions (cont'd)

Reduction Target of GHG Emissions

Environmental KPI	Reduction Target	Baseline Year	Status
環境關鍵績效指標	減排目標	基準年	狀態
GHG emission intensity (Scope 1)	Reduce 5% by Year 2025	2019	Achieved
溫室氣體排放密度（範圍1）	於2025年度前減少5%	2019年度	已達標
GHG emission intensity (Scope 2)	Reduce 5% by Year 2025	2019	Achieved
溫室氣體排放密度（範圍2）	於2024年度前減少5%	2019年度	已達標
GHG emission intensity (Scope 3)	Reduce 5% by Year 2025	2019	In progress
溫室氣體排放密度（範圍3）	於2025年度前減少5%	2019年度	進行中

The Group has achieved part of the reduction target of air emissions based on the year 2019. Looking ahead, the new emission reduction target is to achieve a 3% reduction by 2030, with Year 2025 as the baseline year.

During the Reporting Period, total waste generated was as follows:

Generation of Hazardous and Non-hazardous Waste	Unit	Year 2025	Year 2024
所產生有害廢棄物及無害廢棄物	單位	2025 年度	2024 年度
Total amount of hazardous waste (Note 1)	kg	341	341
有害廢棄物總量(附註 1)	公斤		
Intensity of hazardous waste (Note 1)	kg/km	0.00004	0.00006
有害廢棄物密度(附註 1)	公斤／公里		
Total amount of non-hazardous waste	kg	1,696	1,729
無害廢棄物總量	公斤		
Intensity of non-hazardous waste	kg/km	0.0002	0.0003
無害廢棄物密度	公斤／公里		

Note 1: In response to anticipated changes in China's carbon emission laws and regulations, the Group has gradually phased out diesel vehicles. Any related hazardous waste is generated during the vehicle scrapping process and does not arise from daily operations.

A. 環境保護（續）

A1: 排放物（續）

溫室氣體排放物的減排目標

本集團已部份達成以 2019 年度為基準年的廢氣排放物的減排目標。展望未來，新的減排目標是於 2030 年度前實現減排 3%，以 2025 年度為基準年。

於報告期間，所產生廢棄物總量如下：

附註 1：因應中國未來對碳排放的相關法律法規的改變，本集團陸續報廢柴油汽車。相關有害廢棄排放於報廢相關汽車過程中產生，並非日常營運所產生。

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環境、社會及管治報告

A. ENVIRONMENTAL PROTECTION (cont'd)

A1: Emissions (cont'd)

Reduction Target of Waste

Environmental KPI 環境關鍵績效指標	Reduction Target 減廢目標	Baseline Year 基準年	Status 狀態
Intensity of hazardous waste 有害廢棄物密度	N/A 不適用	N/A 不適用	N/A 不適用
Intensity of non-hazardous waste 無害廢棄物密度	Reduce 5% by Year 2025 於 2025 年度前減少 5%	2019 2019 年度	Achieved 已達標

The Group has achieved its waste reduction target based on the 2019 baseline. Looking ahead, the new target is to achieve a 3% reduction by 2030, with 2025 serving as the baseline year.

The Group remains committed to promoting and implementing its waste reduction philosophy. In collaboration with stakeholders, the Group encourages the recycling of non-hazardous waste and the sharing of best practices for source reduction and waste recycling. Any hazardous waste is centrally collected and handed over to specialised workshops or institutions for proper disposal.

Compliance with relevant laws and regulations

During the Reporting Period, the Group was not aware of any material violations of laws and regulations with significant impacts related to air and GHG emissions, discharges into water and land, or the generation of hazardous and non-hazardous waste. The Group strictly complied with local environmental laws and regulations, including the Environmental Protection Law of the People's Republic of China 《(中華人民共和國環境保護法)》, the Atmospheric Pollution Prevention Law of the People's Republic of China 《(中華人民共和國大氣污染防治法)》 and the Vehicle Exhaust Emission Management System 《(機動車尾氣排放管理制度)》. In addition, no significant fines or non-monetary sanctions were imposed on the Group for non-compliance with these laws and regulations during the Reporting Period.

A2: Use of Resources

The Group not only strictly complies with the Energy Conservation Law of the People's Republic of China 《(中華人民共和國節約能源法)》, but also encourages employees to adopt resource-saving and recycling habits in their daily practices. To protect natural resources and enhance operational efficiency, the Group closely monitors resource usage to ensure optimal utilisation and prevent wastage. Each department regularly reports on its resource consumption and implements corrective actions for any identified issues in a timely manner.

A. 環境保護 (續)

A1: 排放物 (續)

廢棄物的減廢目標

本集團已達成以2019年度為基準年的廢棄物的減廢目標。展望未來，新的減排目標是於2030年度前實現減排3%，以2025年度為基準年。

本集團將持續推廣減廢哲學，並付諸實行。本集團與其持份者互相鼓勵無害廢棄物之回收及交流源頭減廢和循環再用的方法。本集團會集中處理有害廢棄物（如有），並交由專門回收的工場或機構妥善處理。

遵守有關法律法規

於報告期間，本集團並沒發現有關本集團空氣及溫室氣體排放、向水及土地之排放以及產生有害及無害廢棄物產生之重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與排放物有關的地方法律法規，如《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》及《機動車尾氣排放管理制度》。此外，於報告期間亦沒有因未遵守有關法律法規而遭受大額罰款或非貨幣制裁。

A2: 資源使用

本集團不僅嚴格遵守《中華人民共和國節約能源法》，更從日常工作中培養僱員節約資源、循環再用的習慣。為保護自然資源、提高營運效率，本集團密切留意資源使用，確保資源利用最大化，杜絕浪費。本集團各部門定期匯報資源使用狀況，並針對問題及時作出整改行動。

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環境、社會及管治報告

A. ENVIRONMENTAL PROTECTION (cont'd)

A2: Use of Resources (cont'd)

In terms of office administration, employees of the Group are provided with low-energy consumption computers, and energy-efficient lighting has been installed throughout the office. The Group also raises employees' awareness of energy conservation through channels such as emails and bulletins, encouraging practices such as turning off lights and air conditioners after work. To further reduce carbon emissions from transportation, the Group has increased the availability of video communication devices and promotes the use of video conferencing to minimise business trips. During the Reporting Period, there were no issues in sourcing water.

During the Reporting Period, the following information regarding emissions from the Group's operations was recorded:

A. 環境保護（續）

A2: 資源使用（續）

行政辦公方面，本集團為僱員配置低耗能的電腦，而辦公室內的照明系統也採用節能照明燈。此外，本集團也透過電郵及告示等渠道提高僱員的節能意識，例如向僱員宣傳下班後關閉電燈及關閉空調等。本集團增加辦公室內的視頻通訊設備，盡可能通過視像會議溝通，減少出差次數，務求降低使用交通工具燃油所產生的碳排放。於報告期間，取用水源沒有任何問題。

於報告期間，本集團於營運排放資料如下：

Environmental Performance	Unit	Year 2025	Year 2024
環境表現	單位	2025 年度	2024 年度
Electricity consumption	kWh	542,148	2,416,379
電力消耗	千瓦時		
Fuel consumption (Note 1)	kWh	3,840,913	6,753,600
燃料消耗（附註 1）	千瓦時		
Total energy consumption	kWh	4,383,062	9,169,979
能源總耗量	千瓦時		
Energy consumption intensity	kWh/km	0.48	1.55
能源消耗密度	千瓦時／公里		
Water consumption	m ³	523	514
耗水量	立方米		
Water consumption intensity	m ³ /km	0.00006	0.00009
耗水密度	立方米／公里		
Total packaging materials used (Note 2)	kg	N/A	N/A
包裝物總量（附註 2）	公斤	不適用	不適用
Intensity of packaging materials used (Note 2)	kg/km	N/A	N/A
包裝物密度（附註 2）	公斤／公里	不適用	不適用

Note 1: The conversion factors used to calculate energy units into kWh are sourced from the Energy Statistics Manual issued by the International Energy Agency.

Note 2: The Group's car rental services, shuttle bus services, information solution services, and digital transformation services do not involve the use of packaging materials. Accordingly, the Group does not quantify related figures

附註 1：用於計算千瓦時單位的轉換係數來自國際能源署刊發的《能源統計手冊》。

附註 2：汽車租賃服務、穿梭巴士、資訊解決方案服務及數字化轉型服務並不涉及包裝物料，因此，本集團並無量化有關數字。

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環境、社會及管治報告

A. ENVIRONMENTAL PROTECTION (cont'd)

A2: Use of Resources (cont'd)

Reduction Target of Resources Consumption

Environmental KPI 環境關鍵績效指標	Reduction Target 節約目標	Baseline Year 基準年	Status 狀態
Energy consumption intensity 能源消耗密度	Reduce 5% by Year 2025 於 2025 年度前減少 5%	2019	Achieved 已達標
Water consumption intensity 耗水密度	Reduce 5% by Year 2025 於 2025 年度前減少 5%	2019	Achieved 已達標

The Group has achieved part of its resource consumption reduction target based on the 2019 baseline. Looking ahead, the new target is to achieve a 3% reduction by 2030, using 2025 as the baseline year.

During the Reporting Period, the Group implemented a series of measures to save energy and reduce emissions. The details of these measures, along with an evaluation of their effectiveness, are as follows:

A. 環境保護（續）

A2: 資源使用（續）

資源消耗的減量目標

Environmental KPI 環境關鍵績效指標	Reduction Target 節約目標	Baseline Year 基準年	Status 狀態
Energy consumption intensity 能源消耗密度	於 2025 年度前減少 5%	2019 年度	已達標
Water consumption intensity 耗水密度	於 2025 年度前減少 5%	2019 年度	已達標

本集團已部份達成以 2019 年度為基準年的資源使用的節約目標。展望未來，新的減排目標是於 2030 年度前實現減排 3%，以 2025 年度為基準年。

於報告期間，本集團採用一系列的節能減排措施，其具體內容及相關成效評估如下：

Measures to Save Energy and Reduce Emissions

節能減排措施

Details of Measures and Evaluation of Effectiveness

措施內容及相關成效評估

Energy-efficient lights 節能照明燈	The Group has installed energy-efficient lighting in its offices to reduce electricity consumption and promotes energy conservation among employees through emails and notices, encouraging the reduction of unnecessary power usage. 本集團辦公室採用節能照明燈，可節省電力，並透過電郵及告示等渠道提高僱員的節能意識，以減少非必要用電。
Optimising Vehicle Operations 優化車輛運營	Vehicle loading rates are increased to minimise the number of trips, and engines are turned off when vehicles are not in use to reduce idling. In addition, efficient driving routes are planned to shorten travel distances and lower fuel consumption, ensuring more efficient and environmentally friendly operations. 提高車輛裝載率以減少出行次數，並在車輛未使用時關閉引擎以降低怠速時間。同時，通過規劃高效的配送路線，縮短行駛距離並降低燃料消耗，以實現更高效且環保的運營。
Save water 節約用水	Water facilities are equipped with water-saving devices wherever possible. After use, taps should be turned off promptly to prevent continuous flow. The Group strengthens the management of water supply equipment, conducts regular maintenance to avoid unnecessary water wastage, and posts water-saving labels on relevant facilities to promote water conservation among employees and raise awareness of efficient water use. 用水設施盡量採用節水型器具，用水後應及時關閉水龍頭，防止長流水，加強水龍頭等供水設備的管理，定期進行維護，避免不必要的水資源浪費，並於相關供水設施張貼節約用水標籤，倡導員工節約用水，以提升節水意識。
Non-hazardous waste 無害廢棄物	Encourages the use of digital documents and electronic communication to achieve a paperless office environment, thereby reducing its environmental impact. 透過鼓勵使用數字文檔及通訊以實現無紙化辦公環境，以減少對環境的影響。
Hazardous waste 有害廢棄物	The use of lubricating oil in engines and transmissions will be reduced as diesel vehicles are replaced with BEVs. 通過將柴油汽車更換為純電動車，發動機及變速器所使用的潤滑油將會同步減少。

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENTAL PROTECTION (cont'd)

A3: Environment and Natural Resources

The Group places strong emphasis on environmental and natural resource protection and strictly complies with laws and regulations to minimise pollutant discharges and resource consumption from its operations.

To ensure sustainable development and operational continuity, and in line with relevant local environmental regulations and international best practices, the Group has established a series of policies and measures for natural resource conservation. The Group strives to optimise energy efficiency in all aspects of its operations, aiming to enhance environmental protection and reduce the use of natural resources. This includes waste recycling, as well as consultation, reduction, and classification initiatives for energy conservation and carbon reduction in highly efficient equipment and passenger vehicles.

A4: Climate Change

As climate change becomes increasingly prevalent and its effects more visible, the Group recognises both the risks and opportunities associated with it. We are acutely aware of the potential impacts of climate change on our business and the communities we serve, and we support the global effort to limit temperature rise to well below 1.5°C, as outlined in the Paris Agreement. In this ESG Report, the Group provides an overview of its exposure to climate-related risks and opportunities. During the Reporting Period, the Group has actively monitored both the potential and actual impacts of climate change, as described below.

In accordance with the reporting framework developed by the Task Force on Climate-related Financial Disclosures (TCFD), climate-related risks are categorised into two major types: physical risks and transition risks. The Group will promptly develop response plans, including adjustments to business strategy and modifications to development plans, to mitigate the potential negative impacts of these climate-related risks.

The Group will continue to integrate sustainable practices into its business operations and ensure adequate resources are prepared and maintained to manage identified climate-related risks and explore potential remediation measures.

During the Reporting Period, the Group did not encounter any climate-related risks, including physical and transition risks, that had a significant impact on its operations.

A. 環境保護（續）

A3: 環境及天然資源

本集團注重環境及天然資源保護，為嚴格遵守法律法規，以減少因經營活動帶來的污染排放和資源消耗。

為確保本集團的可持續發展及經營，同時依循相關地方的環保法規及國際通則，在天然資源保護方面制訂了一系列的政策及措施。本集團致力提升各項能源的使用效益，並加強環境保護，減少使用天然資源，包括對廢棄物循環再用及就高效能的裝備或客車進行節能減碳諮詢、減量及分類。

A4: 氣候變化

隨著氣候變化愈趨普遍及其影響愈為明顯，本集團意識到與氣候變化相關的風險及機遇。我們深明氣候變化對自身業務及所服務社區的潛在影響，並支持全球協力依照《巴黎協定》將氣溫上升幅度限制在 1.5°C 以下。在環境、社會及管治報告中，本集團旨在提供所面對氣候相關風險及機遇的概覽。

根據氣候相關財務信息披露工作組制定的報告框架，氣候相關風險分為實體及過渡風險兩大類。本集團將立即制定應對計劃，如改變業務策略及修改發展計劃，以減少該等氣候相關風險的負面影響。

本集團將繼續把可持續發展常規納入其業務營運，並準備及維持充足資源，藉以管理已識別的氣候相關風險及研究潛在補救措施。

於報告期間，概無對本集團有重大影響的氣候相關風險（包括實體及過渡風險）。

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENTAL PROTECTION (cont'd)

A4: Climate Change (cont'd)

A4.1: Climate-related Risks and Opportunities

In view of the above circumstances, the Group has identified the following potential risks and opportunities, together with their possible impacts on our business operations should these scenarios materialise:

A. 環境保護（續）

A4: 氣候變化（續）

A4.1: 氣候相關風險與機遇

鑑於上述情況，本集團已識別出以下潛在風險及機遇，以及在相關情況出現時對本集團業務運作可能造成的影響：

Climate-related Risks	氣候相關風險	氣候相關風險
Risk Type 風險類型	Impact 影響	Mitigating Measures 緩解措施
Physical Risks	實體風險	
Acute: Increased severity of extreme weather events such as frequent flooding 急性： 極端天氣事件的嚴重程度增加，例如洪水頻發	Increased car insurance premiums 汽車保險費增加	Develop climate-resilient policies and procedures as well as integrate them as a part of Corporate Governance Code efforts 制定具氣候韌性的政策與流程，並將其納入《企業管治守則》的實施工作中
Chronic: Rising mean temperatures 慢性： 平均氣溫上升	Extended outdoor project work may result in elevated thermal stress, presenting health risks to employees. 增加熱應力，對需長時間戶外工作的員工造成健康風險	Reduce onsite workers' exposure time and provide regular rest breaks 縮短現場工作人員的戶外時間，並安排頻繁休息時間
	Lower work productivity 工作生產力下降	Provide a better indoor environmental quality for our employees 為員工提供更優良的室內環境品質
Transition Risks	過渡風險	
Policy and Legal 政策及法律	Increased compliance costs and the operation costs 合規成本及營運成本上升	Minimise the environmental impact by saving electricity and encouraging the recycling of office supplies and other materials 致力透過節省電力及鼓勵辦公室供應品及其他材料循環再用，盡量減低對環境的影響
Market 市場	Changing customer preferences could affect the yield of revenues 客戶偏好的變化可能影響項目的收益率	Prioritise the reduction of emissions and pollutions in our value chain 優先控制並減少價值鏈中的排放與污染
	Inability to meet customers' sustainability expectations could make our services less attractive 無法滿足客戶的可持續發展期望可能會降低我們服務的吸引力	Leverage on opportunities to develop new markets in international / domestic bulk commodities trading and transportation. 利用機遇開拓新市場在國際／國內大宗商品貿易及運輸方面

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENTAL PROTECTION (cont'd)

A4: Climate Change (cont'd)

A4.1: Climate-related Risks and Opportunities (cont'd)

Climate-Related Opportunities	氣候相關機遇
Energy Sources 能源來源	Reduced exposure to fuel price increase 降低燃料價格上漲的風險
	Increased energy resilience 能源抗風險能力提升
Products and Services 產品與服務	Strengthened driver training to enhance professional skills and safety awareness 透過強化司機培訓，提升其專業技能與安全意識
	Strived to streamline management processes, improve service quality, and reduce administrative and operational costs 盡力優化管理流程，提高服務品質，降低管理及運營成本

Risk Management

To safeguard the interests of the Company and its shareholders, our Group recognises the importance of a robust and comprehensive risk management system to keep pace with regulatory changes and uphold good corporate governance.

Our Group have established a Corporate Governance Code Framework to guide the Group's approach in managing and mitigating sustainability-related risks.

As part of our annual risk management exercise, Corporate Governance Code-related risks are identified, assessed, and managed as part of regular business risks to ensure they remain within our defined risk appetite.

風險管理

為保障公司及股東的利益，本集團深切明白並重視建立穩健而全面的風險管理系統之重要性，藉此緊貼監管要求的變化並實踐良好的企業管治。

本集團已建立《企業管治守則》框架，作為指導方針，以規範本集團在應對及緩解可持續發展相關風險方面的方針與行動。

作為年度企業風險管理工作的其中一環，本集團將《企業管治守則》相關風險識別、評估及管理為常規業務風險，以確保相關風險水平維持在可承受範圍內。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY

The Group is firmly convinced that maintaining strong relationships with its employees is a key factor for success. To enhance employee satisfaction, the Group offers competitive remuneration packages and comprehensive training programs, enabling employees to fully develop their strengths and potential. The Group also organises annual employee activities to foster a sense of belonging and cultivate a friendly and harmonious working environment.

B1: Employment

The Group has implemented a rigorous recruitment process to attract and select outstanding talents who are well-suited to the organisation, leveraging a combination of external recruitment and internal training.

The Group has developed and implemented a Staff Handbook to comprehensively regulate the behaviour of all employees in line with the requirements of a modern enterprise. In compliance with the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Industrial Injury Insurance Regulations of the People's Republic of China (《中華人民共和國工傷保險條例》), the Group has established management policies covering recruitment, promotion, dismissal, working hours, holidays, remuneration, benefits, and retirement. The Group provides employees with competitive salaries and benefits, and makes timely adjustments based on labour market changes to attract and retain talent, while enhancing employees' sense of belonging to the Group.

The Group provides equal employment opportunities, free from any form of discrimination based on age, nationality, race, gender, or religious beliefs. We are committed to fostering a corporate culture and working environment grounded in equality, respect, diversity, and mutual support. The Group protects the rights of its employees and strives to establish harmonious labour relations, providing rest periods and holidays in accordance with relevant laws and regulations.

B. 社會責任

本集團深信與僱員保持良好關係是企業成功的關鍵之一。為了提升僱員滿意度，本集團為僱員提供具有競爭力的薪酬福利及完善的培訓計劃，鼓勵僱員發揮潛力並一展所長。本集團每年舉辦員工活動，提升僱員歸屬感，打造一個友好和諧的工作環境。

B1: 僱傭

本集團執行嚴謹的招聘程序，通過外部引進與內部培養相結合的方式為集團甄選及吸納優秀的及合適人才。

本集團已制定並執行《員工手冊》為全面規範本集團全體僱員的言行舉止，以達現代化企業需求。本集團除遵守中國之《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《中華人民共和國工傷保險條例》外，已對招聘、晉升、解僱、工作時數、假期、薪酬、福利及退休等方面作出管理規定。本集團為僱員提供了具有競爭力的薪資及福利待遇，並根據勞動市場變動及時調整薪資及待遇水平，以吸引及保留人才，並提升僱員對本集團的歸屬感。

本集團提供平等就業機會，保障僱員不因年齡、民族、種族、性別、宗教信仰不同而遭受歧視，致力營造平等、尊重、多元化、互助友愛的企業文化與工作氛圍。本集團根據相關政府法例及法規提供休息時間及假期，從而保障員工權益及致力建立和諧的勞工關係。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B1: Employment (cont'd)

During the Reporting Period, the Group had a total of 206 employees. The compositions of employees by gender, age group, nature of employment and geographical region were as follows:

B. 社會責任（續）

B1: 僱傭（續）

截至報告期間，本集團的僱員共有206人，按性別、年齡組別、僱傭類別及地理區域劃分之僱員組成如下：

Social Performance 社會表現	Unit 單位	Year 2025 2025年度	Year 2024 2024年度
By Gender			
按性別劃分			
Male 男性	Person 人	180(87%)	304(91%)
Female 女性	Person 人	26(13%)	31(9%)
Total 總計	Person 人	206(100%)	335(100%)
By Age Group			
按年齡組別劃分			
Age below 30 30歲以下	Person 人	2(1%)	2(1%)
Aged 30 to 50 30至50歲	Person 人	74(36%)	180(54%)
Aged 50 above 50歲以上	Person 人	130(63%)	153(45%)
Total 總計	Person 人	206(100%)	335(100%)
By Employment Type			
按僱傭類別劃分			
Full-time 全職	Person 人	179(87%)	308(91%)
Part-time 兼職	Person 人	27(13%)	27(9%)
Total 總計	Person 人	206(100%)	335(100%)
By Geographical Region			
按地理區域劃分			
Hong Kong 香港	Person 人	5(2%)	4(2%)
China 中國	Person 人	201(98%)	331(98%)
Total 總計	Person 人	206(100%)	335(100%)

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B. SOCIAL RESPONSIBILITY (cont'd)

B1: Employment (cont'd)

During the Reporting Period, the employee turnover rates of the Group were as follows:

Employee Turnover Rate	僱員流失比率	Year 2025 2025 年度	Year 2024 2024 年度
By gender (Note 1)	按性別劃分 (附註 1)		
Male	男性	26%	42%
Female	女性	8%	74%
By age group (Note 1)	按年齡組別劃分 (附註 1)		
Age below 30	30 歲以下	50%	50%
Aged 30 to 50	30 至 50 歲	51%	13%
Aged 50 above	50 歲以上	8%	84%
By geographical region (Note 1)	按地區劃分 (附註 1)		
Hong Kong	香港	20%	—
China	中國	24%	46%

Note 1: The employee turnover rate is calculated by dividing the number of departed employees in a specified category during the Reporting Period by the number of employees in such specified category as at 30 June 2025.

Compliance with relevant laws and regulations

The Group was not aware of any material violation of the relevant laws and regulations having a significant impact relating to the Group's compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination and other benefits and welfare during the Reporting Period. The Group complies with relevant local laws and regulations relating to employment, including the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Industrial Injury Insurance Regulations of the People's Republic of China (《中華人民共和國工傷保險條例》). During the Reporting Period, the Group was imposed a small fine of approximately RMB21,658.09 by the relevant enforcement unit for its failure to contribute to the social insurance in a timely manner.

B. 社會責任 (續)

B1: 僱傭 (續)

於報告期間，本集團的僱員流失比率如下：

附註 1：僱員流失比率乃按特定組別於報告期間的離職僱員人數除以於 2025 年 6 月 30 日該特定組別的僱員人數所計算。

遵守有關法律法規

於報告期間，本集團並沒發現有關本集團賠償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化、反歧視及其他福利及待遇之產生重大影響之有關法律法規之任何重大違規情況。本集團遵守與僱傭有關的地方法律法規，如《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《中華人民共和國工傷保險條例》。於報告期間，本集團因沒有按時繳交社會保險被相關執法單位處罰小額罰款約人民幣 21,658.09 元。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B2: Health and Safety

TMTC Group mainly provides passenger car rental services to all walks of community. Being responsible by upholding "safety as the most important", TMTC Group constantly enhances its management efficiency and technological application. All operation cars of TMTC Group have been installed with high-end safety equipment such as two-way global positioning system (GPS) and dashcam. It gives full play to the effects of computerized managing platform by not only providing 24-hour car surveillance but also achieving "accuracy, completeness and swiftness" in terms of working efficiency, so as to guarantee a quality service to the customers.

With years of sophisticated experience in car quality, car maintenance, safety and protection, drivers' training and road establishment, TMTC Group strives to provide highly efficient passenger car solutions to corporations. With every passenger car provided with value-added services such as WIFI, first aid box, sewing kit and convenient bag, the satisfaction from the corporate employees on our passenger car is enhanced and unanimous recognition is gained from the cooperating corporations towards TMTC Group.

TMTC Group conducts weekly safety meeting and establishes a corporate "safety service foundation" internally. TMTC Group would set aside a certain amount of capital at the beginning of the year, and any driver who violated safety regulation system or traffic rules within the year has to pay a "foundation fee". Moreover, drivers with good performance would be awarded with cash from the "safety service foundation" according to their performance and safety grading results. The establishment of the "safety service foundation" is to enhance the drivers' activeness in obeying safety regulation system as well as to promote and safeguard operation safety in an interesting and special way.

B. 社會責任（續）

B2: 健康及安全

天馬通馳集團主要向社會各界提供客運車輛租賃服務，憑着「安全重於泰山」的責任感，讓天馬通馳集團不斷提升其管理效益及科技應用。天馬通馳集團的運營車輛全部安裝了雙向全球定位系統(GPS)，以及行車紀錄儀等高端的安全設備，企業充分發揮最新的電腦管理平台的作用，不僅做到了24小時的車輛監控，更達到了「準、全、快」的工作效率，為客戶提供更優質服務的保障。

天馬通馳集團致力於為企業提供客車高效運營解決方案，對於車輛資質、車輛保養、安全維護、車長培訓及道路設置等方面都有多年資深經驗，每輛客車提供無線熱點(WIFI)、急救箱、針線包、方便袋等增值服務，提高企業員工對客車出行的滿意度，贏得合作企業對天馬通馳的一致肯定。

天馬通馳集團於每週進行安全會議，並成立了企業內部的「安全服務基金會」，天馬通馳集團在每年初首先拿出一定金額的資金，如該年度內有違反安全規章制度或交通法規的車長，則需要繳納「會費」。另外，根據每個車長的表現，評出安全等級，發佈評級結果，以「安全服務基金會」內的資金獎勵表現良好的車長。「安全服務基金會」的成立，增加車長遵守安全規章制度的積極性，以一種有趣、特別的方式，推動及保障運營安全。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B2: Health and Safety (cont'd)

During the Reporting Period, the numbers of lost days due to work- related injury of the Group were as follows:

		Year 2025 2025年度	Year 2024 2024年度
lumber of work-related fatalities	因工死亡的人數	—	—
lumber of work-related injuries	工傷人數	—	—
ost days due to work-related injuries	因工傷損失工作日數	—	—
ost day rate	損失日數比率	—	—

In the past three years, no employees of the Group were involved in work-related fatalities.

Compliance with relevant laws and regulations

During the Reporting Period, the Group was not aware of any material violation of relevant laws and regulations having a significant impact regarding the provision of a safe working environment and the protection of employees from the Group's occupational hazards. The Group complies with relevant local laws and regulations relating to health and safety, including the *Law of the People's Republic of China on Road Traffic Safety* (《中華人民共和國道路交通安全法》), the *Insurance Law of the People's Republic of China* (《中華人民共和國保險法》), the *Industrial Injury Insurance Regulations of the People's Republic of China* (《中華人民共和國工傷保險條例》) and the *Regulation on Compulsory Motor Vehicle Liability Insurance* (《機動車交通事故強制保險條例》). During the Reporting Period, the Group was imposed a small fine of approximately RMB16,200 by the relevant enforcement unit for illegal parking.

B. 社會責任（續）

B2: 健康及安全（續）

於報告期間，本集團因工傷損失的工作日數如下：

		Year 2025 2025年度	Year 2024 2024年度
lumber of work-related fatalities	因工死亡的人數	—	—
lumber of work-related injuries	工傷人數	—	—
ost days due to work-related injuries	因工傷損失工作日數	—	—
ost day rate	損失日數比率	—	—

於過去三年，本集團並無員工涉及因工死亡事故。

遵守有關法律法規

於報告期間，本集團並沒發現有關對提供安全工作環境及保護僱員免受本集團職業性危害產生重大影響之有關法律法規之任何重大違規情況。本集團遵守與健康及安全有關的地方法律法規，如《中華人民共和國道路交通安全法》、《中華人民共和國保險法》、《中華人民共和國工傷保險條例》及《機動車交通事故強制保險條例》。於報告期間，本集團因違例泊車被相關執法單位處罰小罰款約人民幣 16,200 元。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B3: Development and Training

The Group has established a series of regulatory systems for drivers, including anti-corruption training and initiatives to strengthen compliance awareness, conducted every Monday. The details of the relevant systems are as follows:

First Monday of every month:	Interpretation of laws and regulations related to the definition, form and harm of corruption;
Second Monday of every month:	Construction of integrity culture, integrity and self-discipline and correct occupational ethics. Technical training system for employees;
Third Monday of every month:	Interpretation of the latest technical policies and learning and training on the latest cutting-edge technologies; and
Fourth Monday of every month:	Technical training on business-related data centers, information technology, and audio and video.

B. 社會責任（續）

B3: 發展及培訓

本集團為車長制定了一系列規章制度，如每週一舉行員工反貪污、增強合規意識培訓，相關制度詳細如下：

每月的第一個週一：	貪污的定義、形式及危害相關法律法規解讀；
每月的第二個週一：	廉潔文化建設，廉潔自律，正確的職業操守。 員工技術類培訓制度；
每月的第三個週一：	最新技術類政策解讀，最新前沿技術學習培訓；及
每月的第四個週一：	業務相關數據中心、資訊科技、影音視頻等技術培訓。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B3: Development and Training (cont'd)

During the Reporting Period, the employee training rates of the Group were as follows:

		Year 2025 2025年度	Year 2024 2024年度
Percentage of employees trained (Note 1)	受訓僱員百分比（附註1）	97%	72%
Percentage of employees trained by gender (Note 2)	按性別劃分的受訓僱員百分比（附註2）		
Male	男性	88%	93%
Female	女性	12%	7%
Percentage of employees trained by employment category (Note 2)	按僱傭類別劃分的受訓僱員百分比（附註2）		
Senior management	高級管理層	10%	8%
Middle management	中級管理層	10%	6%
General employee	一般員工	80%	86%

Note 1: Calculated by dividing the number of employees trained by the total number of employees as at 30 June 2025.

Note 2: Calculated by dividing the number of employees trained in such category by the total number of employees trained.

B. 社會責任（續）

B3: 發展及培訓（續）

於報告期間，本集團的僱員受訓比率如下：

附註 1: 按受訓僱員人數除以於 2025 年 6 月 30 日的僱員總人數。

附註 2: 按該類別受訓僱員人數除以受訓僱員總人數計算。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B3: Development and Training (cont'd)

During the Reporting Period, the average training hours of the Group's employees by gender and employment category were as follows:

		Year 2025 2025 年度	Year 2024 2024 年度
Average training hours completed per employee (Note 1)	每名僱員完成受訓平均時數 (附註 1)	28.2	15.9
Average training hours completed per employee by gender (Note 2)	按性別劃分的每名僱員完成受訓平均時數 (附註 2)		
Male	男性	28.4	16.7
Female	女性	26.8	8.3
Average training hours completed per employee by employment category (Note 2)	按僱傭類別劃分的每名僱員完成受訓平均時數 (附註 2)		
Senior management	高級管理層	20.0	12.6
Middle management	中級管理層	25.9	20.2
General employee	一般員工	41.2	15.9

Note 1: Calculated by dividing the total training hours by the total number of employees as at 30 June 2025.

Note 2: Calculated by dividing the total training hours in such category by the total number of employees in such category.

附註 1: 按培訓總時數除以於 2025 年 6 月 30 日的僱員總人數。

附註 2: 按該類別培訓總時數除以該類別僱員總人數。

B4: Labour Standards

The Group is aware that the employment of child labour and forced labour is a serious breach of universal values and is therefore responsible for striving to oppose all employment of child labour and forced labour and is in strict compliance with all laws and regulations relating to the prohibition of employment of child labour and forced labour. The Group formulates and implements the Staff Handbook and strictly complies with the labour contract system. All employees will sign a labour contract or employment agreement with the Group upon official employment and the Group will check the relevant identity certificates of the employees when they are officially employed. In case of child labour and forced labour, the Group will immediately terminate the labour contract with the employee concerned and hold the person-in-charge accountable.

B4: 勞工準則

本集團深知僱用童工及強迫勞動是嚴重違反普世價值觀，因此承擔責任以竭力反對一切僱用童工及強迫勞動的行為，嚴格遵守所有針對禁止僱用童工及強迫勞動之法律法規。本集團制定並執行《員工手冊》，嚴格履行勞動合同制度，所有入職僱員被正式錄用時會與本集團簽訂勞動合同或聘用協議，另在正式入職時本集團會再檢查員工的相關身份證明文件。如發現童工及強制勞工的情況，本集團將會第一時間與其解除勞動合同，並對責任人追究責任。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B4: Labour Standards (cont'd)

Compliance with relevant laws and regulations

During the Reporting Period, the Group was not aware of any material violation of the relevant laws and regulations prohibiting the employment of child labour or forced labour in the Group. The Group complies with relevant local laws and regulations relating to labour standards, such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Law on Protection of Minors of the People's Republic of China (《中華人民共和國未成年人保護法》) and the Provisions on Prohibition of Child Labour (《禁止使用童工規定》). In addition, no significant fines or sanctions were imposed on the Group due to non-compliance with the relevant laws and regulations during the Reporting Period.

B5: Supply Chain Management

After the establishment of the Company in 2006, with vision and judgment as well as the ideal of premium customer value, the management of the Group commenced the passenger car rental business as the main operation, and the Group has become the brand corporation of the industry within several years. As TMTC Group's reputation and business volume grow, many top 500 international companies have become good partners and suppliers of TMTC Group.

The Group strives to provide high-quality services to car users, including investing resources to improve the interior and exterior of the vehicle as well as the comfortableness derived from accessories, with special emphasis on the quality of the interior air purification system. With society's car preference shifting to environment-friendly vehicles, TMTC Group has executed the plan to purchase battery electronic shuttle buses and has been operating these buses.

The Group has established a supply chain management system to ensure the quality of services provided to customers. The Group complies with all Chinese laws related to the health and safety of services in the course of its business operations. Through regular training and knowledge updating, the Group's purchasers, technicians, customer service personnel and drivers are well-trained, so that the service quality can be guaranteed.

B. 社會責任 (續)

B4: 勞工準則 (續)

遵守有關法律法規

於報告期間，本集團並未發現有關禁止本集團僱用童工或強迫勞動之有關法律法規存在重大違規情況。本集團遵守與勞工準則有關的地方法律法規，如《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》及《禁止使用童工規定》。此外，於報告期間亦沒因未遵守有關法律法規而遭受大額罰款或制裁。

B5: 供應鏈管理

本集團管理層憑藉遠見的判斷，於2006年成立公司後，在尊重客戶價值的經營理念下，開始了以客車租賃為經營主體的工作，並在數年內已成為業內的品牌企業。因為天馬通馳的知名度和業務量越來越大，更已有不少國際500強中的公司成為了天馬通馳良好的合作夥伴及供應商。

本集團致力提供高標準的服務予用車客戶，包括投放資源改善車輛內外觀、配置的舒適性，以及提升車內空氣淨化設施的品質。由於選用環保車型是整個社會的用車方向，故天馬通馳已實行購置純電通勤車規劃，並已運營中。

本集團建立供應鏈管理體系，以確保為客戶提供有質量保證的服務。本集團遵守與其業務營運過程中的服務之健康與安全等方面相關的各項中國法律。透過集團定期培訓及更新知識，本集團的採購員、技術人員、客戶服務人員及司機均經過良好培訓，以確保服務質量得到保證。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B5: Supply Chain Management (cont'd)

If more than one company meets its criteria, the Group will choose those with a good reputation in environmental protection and social responsibility or holding environmental protection certification. The Group strictly abides by the laws and regulations governing its business, and has been adopting good practices and fair and just procurement procedures to transact with suppliers.

In addition to complying with quality and legal requirements, the Group expects suppliers to adopt fair labour practices and fulfil their environmental responsibilities. The Group reviews new suppliers before purchasing. Only qualified suppliers will remain on the list of suppliers. Cooperation will be terminated should there be any serious violation.

As of the Reporting Period, the number of suppliers of TMTC Group, Digital Economy, and Beijing Ruixin by geographical region was as follows:

		Year 2025	Year 2024
		2025 年度	2024 年度
Suppliers by Geographical Region	按地區劃分的供應商		
Mainland China	中國內地	47	36

B6: Product Responsibility

The management of the Group said, "We have to think a bit more than others, do a bit more than others, provide customers with a bit more service and be a bit more affordable than others." This is the belief that TMTC Group perseveres.

The Group has an excellent service team that brings energy to TMTC Group and leaves a deep impression on the customers with high-quality services. The management of TMTC Group said, "In the past, we signed a one-year contract with a company to cooperate in providing passenger car service. With the service team's efforts, we renewed the contract with a two-year term. At present, we renewed the contract on a four-year term with this company." Credits are owed to the service team aiming for the best, which gives us an opportunity to continue providing services to our customers. Every driver of TMTC Group is a civilized and polite service provider, who has received more than one compliment from our car users. TMTC Group provides services to multinational corporations and joint ventures in Beijing in a peaceful manner and constantly provides passenger car services to many famous enterprises.

B. 社會責任 (續)

B5: 供應鏈管理 (續)

倘若有多間公司符合本集團的要求，本集團會選擇在環保及社會責任方面具備良好聲譽或持有環保認證的公司。本集團嚴格遵守規管其業務的法律法規，並一直採用良好實務及公平公正的採購程序與供應商進行交易。

除符合質量及法例規定外，本集團預期供應商採納公平的勞工常規，克盡環境責任。本集團於採購前均有對新供應商進行審查，只有通過評估並合格的供應商方可繼續列載於供應商名單，若有嚴重不合規的情況會終止合作。

截至報告期間，天馬通馳集團、數字經濟及北銳信按地區劃分的供應商數目如下：

B6: 產品責任

本集團管理層表述：「我們要比別人想的多一點，幹的多一點，比別人給客戶多一點服務，多一點實惠。」這是天馬通馳集團一直堅守的信念。

本集團擁有出色服務團隊，為天馬通馳集團帶來了動力，高品質的服務給客戶留下了深刻印象。天馬通馳管理層表述：「之前我們與某家公司合作客車業務，都是一次簽一年的合同，在服務團隊的努力下，再簽合同時一次簽了兩年，現在，我們與這家企業一次簽了四年合同。」能夠有機會持續地向客戶提供服務，歸功於精益求精的服務團隊，天馬通馳集團的每位車長都是文明有禮的服務者，不止一次受到用車單位的讚揚。天馬通馳集團和諧地服務於北京市多家跨國公司、合資企業，不間斷地為眾多知名企業提供客車服務。

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環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B6: Product Responsibility (cont'd)

The Group specially equips umbrellas, shoe covers, medicine and vomit bags in corporate service cars for passenger use. Some corporate passenger cars are equipped with shoe covers for passengers not to stain the car when entering in sleeting weather. However, TMTC Group has offered such shoe covers for passengers not to stain their shoes when leaving the car and walking on muddy road. TMTC Group provides corporate staff with passenger car online service including passenger car instant position inquiry, emergency communication and demand gathering. Bespoke passenger car experience is provided to our customers in addition to traditional basic transportation services.

The Group and its strategic partners effectively integrate resources and are dedicated to providing a comfortable and safe bus service platform that caters to the demands of office commutes and leisure trips. Online and offline integration capabilities are utilized to provide intimate services to corporate users and personal users. By using internet technology together with ideas and addressing the many problems of traditional commute and passenger car services, corporate users are serviced with special cooperation models. By leveraging information management capabilities to reduce operation costs for corporations, rationalise and improve passenger car operation mechanisms and widen the scope of service, the users can genuinely maximise their personal interests. Many current users are locally and internationally renowned corporations, including Pactera, ABB China, ABB Drives, AFRY, Novartis and Embraco Snowflake.

Product return policy

As the Group is primarily engaged in car rental and shuttle bus services, as well as the provision of cloud computing and information solutions, it does not sell or ship products that need to be recalled for safety and health reasons.

Customer feedback and handling

The Group stresses communication with customers and strives to ensure that customers' opinions and complaints are handled in a timely and satisfactory manner. The Group has set up a service complaint hotline and complaint handling guidelines to better understand customers' views on the passenger car services provided by the Group, and in turn continuously improve the operation process, service quality and customer satisfaction.

B. 社會責任 (續)

B6: 產品責任 (續)

本集團在為企業服務的客車之上，專門配備了雨傘、鞋套、藥品、嘔吐袋等乘客可能用得到的物品，雨雪天氣時，有些客運企業的客車配備的鞋套，是在乘客上車時使用，目的是為了防止乘客將客車弄髒。但是，天馬通馳集團配備的鞋套是為乘客下車時使用，防止泥濘的路面將乘客的鞋弄髒。天馬通馳集團為企業員工提供包括客車即時位置查詢、應急通信、需求搜集等在內的客車線上服務，在傳統的基本運輸服務外，附加更周到的客車乘坐體驗。

本集團與戰略合作夥伴，有效將資源進行整合，致力於為白領通勤、遊玩等各種需求的出行提供舒適安全的巴士服務平台。運用對線上線下的整合能力，深度服務企業使用者與個人使用者，以互聯網技術整合思維，結合傳統通勤客車領域面臨的諸多問題，為企業提供專項合作模式，利用資料管理功能為企業減少運營成本，合理優化客車運營機制，提高服務寬度，真正為使用者實現自身利益最優化。現服務的使用者有文思海輝、ABB 中國、ABB 傳動、貝利工程、諾華制藥及恩布拉多雪花公司等國內外知名企業。

產品退貨政策

本集團主要從事汽車租賃與穿梭巴士服務、提供雲計算及資訊解決方案，故並無出售或付運因安全與健康理由而須予回收的產品。

客戶反饋及處理方式

本集團重視與客戶的溝通，致力確保客戶的意見及投訴得到適時處理和滿意答覆。本集團設有不同投訴及回饋意見途徑，例如設立服務投訴熱線及投訴處理指引，以更好地了解客戶對本集團提供客車服務的意見，以持續改善營運流程及服務質素及提高客戶滿意度。

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環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B6: Product Responsibility (cont'd)

Quality control and management



Beijing Ruixin has been certified as a Zhongguancun High-Tech Enterprise valid from 21 October 2024 to 21 October 2027. 北京銳信博通科技有限公司榮獲中關村高新技術企業認證，有效期由 2024 年 10 月 21 日至 2027 年 10 月 21 日。



Beijing Ruixin has been awarded the High-Tech Enterprise Certificate, valid from 31 December 2024 to 31 December 2027. 北京銳信博通科技有限公司榮獲高新技術企業證書，有效期由 2024 年 12 月 31 日至 2027 年 12 月 31 日。



Beijing Ruixin has received the “Innovative” SME certification in Beijing, valid from September 2023 to September 2026.

北京銳信博通科技有限公司榮獲北京市“创新型”中小企業認證，有效期由 2023 年 09 月至 2026 年 09 月。

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環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B6: Product Responsibility (cont'd)

Data privacy

As the Group's business operations involve the collection of confidential information from customers and employees, safeguarding customer privacy is critical to maintaining the Group's reputation. Accordingly, the Group has established a strict code of conduct for employees. In addition, the Group requires employees to take all reasonable measures to maintain the confidentiality of the Group's and customers' information in accordance with the employee handbook and work guidelines. Unless prior formal consent has been obtained from the customer, employees are prohibited from using the customer's personal data for any purposes other than account maintenance.

Protection of intellectual property rights

The Group is committed to complying with all relevant laws and regulations on intellectual property rights and actively protects its own intellectual property through the renewal of patents and trademarks. To ensure customers' intellectual property is properly safeguarded during outsourcing to suppliers, confidentiality agreements covering intellectual property rights must be signed before engagement. In addition, the Group enters into standard employment contracts with employees, which include provisions on intellectual property rights and confidentiality.

To protect the information solution software independently developed by the Group's subsidiaries, Beijing Ruixin has registered its copyright with the National Copyright Administration of the People's Republic of China.

B. 社會責任（續）

B6: 產品責任（續）

數據私隱

由於本集團的業務經營涉及收集客戶及僱員的機密資料，故確保客戶隱私受保障對本集團的聲譽非常重要。因此，本集團制定嚴格的員工行為守則。此外，本集團要求員工按照員工手冊及工作準則要求採取一切合理方法對本集團及客戶資料保密。除非事先正式獲得客戶的同意，僱員不得將客戶的個人資料用於與其賬戶維護無關的目的。

保護知識產權

本集團致力遵守知識產權的相關法律法規，並透過重續專利及商標，尊重及保障其知識產權。為確保客戶產品的知識產權於外判予供應商的程序中獲得適當的保護，於聘請前必須簽署有關知識產權的保密協議。本集團與其僱員訂立標準的僱傭合約，當中載列有關知識產權及保密性的規定。

為保護本集團附屬公司自主開發之資訊解決方案之軟件，北京銳信均有到中華人民共和國國家版權局登記其著作權。

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B. SOCIAL RESPONSIBILITY (cont'd)

B6: Product Responsibility (cont'd)

Compliance with relevant laws and regulations

During the Reporting Period, the Group was not aware of any material violation of the relevant laws and regulations having a significant impact in relation to the health and safety, advertising, labeling and privacy of the products provided by the Group and remedies. The Group strictly complies with relevant local laws and regulations relating to product responsibility, such as the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Patent Law of the People's Republic of China (《中華人民共和國專利法》), the Regulations on the Protection of Computer Software of the People's Republic of China (《中華人民共和國計算機軟件保護條例》) and the Measures for the Registration of Computer Software Copyright of the People's Republic of China. In addition, no significant fines were imposed on the Group due to non-compliance during the Reporting Period.

B7: Anti-Corruption

The Group places great emphasis on anti-corruption and maintains a zero-tolerance policy towards any form of bribery, extortion, fraud, or money laundering. The Staff Handbook sets out the code of conduct that all employees are required to follow. Employees are responsible not only for understanding and complying with these policies but also for reporting any illegal activities to the Group's senior management. Individuals who violate applicable laws will be reported to the relevant law enforcement authorities. The Group has established a dedicated complaints unit and provides a suggestion box to allow whistleblowers to confidentially report any unlawful or fraudulent conduct. Whistleblowers are fully protected. Reports related to anti-corruption can be submitted via the dedicated email: nur@254.hk.

Employees who report or help prevent corruption, fraud, or any actions that could harm the Group's interests and reputation, and that help avert material losses, will be granted a top-level merit.

During the Reporting Period, the Group provided regular anti-corruption education and training to its directors and staff through webcasts and the distribution of e-training materials, aiming to raise awareness of ethical and corruption-related issues.

Compliance with relevant laws and regulations

During the Reporting Period, the Group and its employees were not involved in any legal cases concerning bribery, extortion, fraud, or money laundering. The Group has fully adhered to the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) as well as other applicable local laws and regulations on anti-corruption.

B. 社會責任 (續)

B6: 產品責任 (續)

遵守有關法律法規

於報告期間，本集團並未發現有關本集團所提供有關產品之健康及安全、廣告、標籤及私隱權方面以及補救方法之產生重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與產品責任有關的地方法律法規，如《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國專利法》、《中華人民共和國計算機軟件保護條例》及《中華人民共和國計算機軟件著作權登記辦法》。此外，報告期間沒有因違規而遭受大額罰款。

B7: 反貪污

本集團非常注重反貪污工作，絕不容忍任何賄賂、勒索、欺詐及洗黑錢。《員工手冊》詳細列明所有僱員均須遵守的行為標準，全體僱員不僅有責任知悉及遵守上述政策，且有責任向本集團高級管理層舉報任何違法情況。我們將向執法機構舉報任何觸犯法規的人士。本集團成立了投訴部門，並設有專用的意見箱，讓知情人士以保密形式向投訴部門舉報任何非法或欺詐的行為，而作出舉報的人士均受到保護。舉報反貪專用電郵為 nur@254.hk。

對於貪污、舞弊或有危害集團權益及聲譽事情，如能有員工事先舉報或防止，而使本集團避免重大損失，本集團都會記予大功給該員工工作鼓勵。

於報告期間，本集團定期向其董事及員工提供反貪污教育及培訓，包括（通過網絡直播和分發電子培訓材料），以提高彼等對道德和腐敗問題的認識。

遵守有關法律法規

於報告期間，本集團或其僱員概無參與有關賄賂、勒索、欺詐或洗黑錢之任何法律案件。本集團嚴格遵守《中華人民共和國反不正當競爭法》及其他反貪污有關的地方法律法規。

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B. SOCIAL RESPONSIBILITY (cont'd)

B8: Community Investment

The Group aims to be a positive force in the communities where it operates. It maintains close engagement and interaction with these communities to contribute to their development on an ongoing basis.

In addition to focusing on the quality of daily services, TMTC Group organises social activities with customers, such as an annual badminton competition, to strengthen communication and engagement. The Group recognises that attention to these details plays an important role in sustaining and growing its customer base.

The Group aims to strengthen its social image and sense of social responsibility through community investment. We encourage all employees to proactively support local communities and neighbourhoods and, based on their personal community experiences, provide suggestions on suitable areas for contribution, working together to promote sustainable community development. The Group also strongly supports environmental protection initiatives. By organising volunteer activities, it seeks to raise employees' environmental awareness and draw public attention to the importance of environmental conservation.

B. 社會責任（續）

B8: 社區投資

本集團努力尋求成為營運所處社區之正面力量，並一直與社區維持密切溝通及互動以不時為社區發展作出貢獻。

除了注重日常服務的細節外，天馬通馳集團每年與客戶舉辦羽毛球比賽等聯誼活動，增進與客戶之間的交流，本集團關注這些點滴細節，為客戶穩定遞增中起了重要作用。

本集團致力通過社區投資改善社會形象及社會責任感，並鼓勵所有員工主動幫助及支持當地社區及鄰里，並根據其個人社區經驗就合適的貢獻領域提出建議，共同促進社區的可持續發展。本集團鼎力支持各種環保活動，組織員工志願者活動，幫助員工樹立更強的環保意識，同時也可以讓廣大市民了解環保的重要性。

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Aspect A1: Emissions 層面 A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Emissions 排放物
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions — Air Emissions; GHG Emissions; Waste 排放物 — 廢氣排放；溫室氣體排放；廢棄物
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) GHG emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍 1）及能源間接（範圍 2）溫室氣體排放（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Emissions — GHG Emissions 排放物 — 溫室氣體排放
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Emissions — Generation of Hazardous and Non-hazardous Waste (Not applicable — Explained) 排放物 — 所產生有害廢棄物及無害廢棄物（不適用 — 已解釋）
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Emissions — Generation of Hazardous and Non-hazardous Waste 排放物 — 所產生有害廢棄物及無害廢棄物
KPI A1.5 關鍵績效指標 A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emissions; Emissions — Reduction Target of Air Emissions; Reduction Target of GHG Emissions; Reduction Target of Waste 排放物；排放物 — 廢氣排放物的減排目標；溫室氣體排放物的減排目標；廢棄物的減廢目標
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，並描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emissions — Reduction Target of Waste 排放物 — 廢棄物的減廢目標

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Aspect A2: Use of Resources 層面 A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Use of Resources 資源使用
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量及密度（如以每產量單位、每項設施計算）。	Use of Resources — Resources Consumption 資源使用 — 資源消耗
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Use of Resources — Resources Consumption 資源使用 — 資源消耗
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources — Reduction Target of Resources Consumption 資源使用 — 資源消耗的減量目標
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Resources — Measures to Save Energy and Reduce Emissions 資源使用 — 節能減排措施
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Use of Resources — Resources Consumption (Not applicable — Explained) 資源使用 — 資源消耗 （不適用 — 已解釋）
Aspect A3: The Environment and Natural Resources 層面 A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environment and Natural Resources 環境及天然資源
Aspect A4: Climate Change 層面 A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate-related Risks and Opportunities 氣候相關風險與機遇

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Aspect B5: Supply Chain Management 層面 B5: 供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例、向其執行有關慣例的供應商數目、以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
Aspect B6: Product Responsibility 層面 B6: 產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility — Product return policy 產品 — 責任產品退貨政策
KPI B6.2 關鍵績效指標 B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility — Customer feedback and handling 產品責任 — 客戶反饋及處理方式

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KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility — Protection of Intellectual Property Rights 產品責任 — 保護知識產權
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility — Product return policy 產品責任 — 產品退貨政策
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility — Data privacy 產品責任 — 數據私隱
Aspect B7: Anti-corruption 層面 B7: 反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪污
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污
Aspect B8: Community Investment 層面 B8: 社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	Community Investment 社區投資
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	Community Investment 社區投資

