



CHINA UNITED VENTURE INVESTMENT LIMITED

新華聯合投資有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)

(於開曼群島註冊成立並於百慕達存續之有限公司)

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20
23

Environmental, Social and
Governance Report
環境、社會及管治報告



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A. OUR COMPANY

本公司

Since its establishment in 1990, CU Venture Inv has been striving to become one of the leading global electronics manufacturers of connectivity products.

自1990年成立以來，新華聯合投資一直致力於成為全球主要接駁產品電子製造商之一。

Since its establishment in 1990, China United Venture Investment Limited (formerly known as Glory Mark Hi-Tech (Holdings) Limited) (hereinafter referred to as “**CU Venture Inv**”, or together with its subsidiaries, the “**Group**”) has been striving to become one of the leading global electronics manufacturers of connectivity products. Based in the PRC, Hong Kong and Taiwan, the Group has placed numerous efforts in pursuing excellence. “Development Represents Achievement” is an essential element to maintain its competitiveness. Backed by strong research and development (“**R&D**”) teams in the PRC and Taiwan, the Group is able to develop and produce a series of high-quality connectivity products. As of 31 March 2024, the Group principally operated in the following two businesses:

自1990年成立以來，新華聯合投資有限公司（前稱輝煌科技（控股）有限公司）（下稱「**新華聯合投資**」，或連同其附屬公司稱為「**本集團**」）一直致力於成為全球主要接駁產品電子製造商之一。本集團以中國、香港及台灣為基地，致力追求卓越。「發展代表成就」是保持本集團競爭力的要素。在中國及台灣的強健研發（「**研發**」）團隊支援下，本集團有能力開發及生產一系列優質接駁產品。截至2024年3月31日，本集團主要經營以下兩大業務：

Electronics Business 電子產品業務



The Group designs, manufactures and sells connectivity products mainly for computers, computer peripheral products, mobile phones peripheral products, multi-media consumable electronic products, communication products, automobile electronics accessories, wire harness and medical equipment.

本集團設計、製造及銷售主要用於電腦、電腦周邊產品、手機周邊產品、多媒體電子消費品、通訊產品、汽車電子組件、線束及醫療器材之接駁產品。

Architectural Design Business 建築設計業務



The Group also engages in master-planning work, general design work and architectural schematic design work, with an aim to create synergy for entry to the “smart living” and “smart city” markets, along with demand for electronics produced by the Electronic Business.

本集團亦從事總體規劃工作、設計總包工作及建築方案設計工作，務求透過進軍「智慧生活」及「智慧城市」的市場以及憑藉對電子產品業務生產的電子產品之需求創造協同效應。

RELOCATION OF DONGGUAN MANUFACTURING BASE

In accordance with the Group's overall development strategy, the Group has planned to upgrade its manufacturing base in Tangxia, Dongguan, in order to meet customers' higher requirements for manufacturing plants and to expand its new energy-related products. After months of planning and renovation, the Group is pleased to announce that it has officially abandoned the old factory in the Hongye North Road Industrial Park after years of operation and moved into an intelligent industrial park with more modern industrial style.

Since October 2023, the Dongguan Manufacturing Base has changed its address from No. 177, Hongye North Road, Tangxia Town, Dongguan City, Guangdong Province to Building 1, No. 8, Shahu Road 2, Tangxia Town, Dongguan City, Guangdong Province.

東莞製造基地喬遷之喜

根據集團的整體發展戰略，為適應客戶對製造工廠的更高要求，同時擴展新能源相關產品產業，集團早有計劃提升位於東莞塘廈的製造基地。經過數月的籌畫裝修，集團欣然宣布，正式告別歷經歲月的宏業北路園區舊廠房，搬進了更具現代工業風的智慧產業園。

從2023年10月起，東莞製造基地由原地址：廣東省東莞市塘廈鎮宏業北路177號，變更為廣東省東莞市塘廈鎮沙湖二路8號1棟。



New Dongguan Premise
東莞新廠房

A. OUR COMPANY 本公司

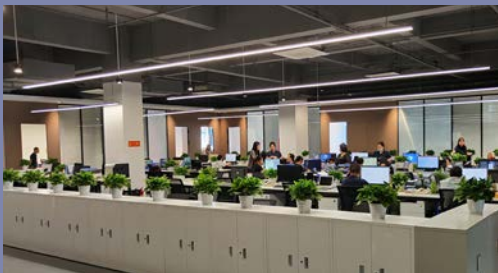
The new manufacturing base, which is located in the Intelligent Industrial Park, not only embraces the Group's operating philosophy of "pollution prevention" and "putting people into first place", but also implements the Group's commitment to environmental, social and governance ("ESG"). For example:

位於智慧產業園的新製造基地，融入了「預防污染」、「以人為本」等集團營運理念，也貫徹集團對環境、社會及管治（「ESG」）的承諾，例如：

ESG commitment of manufacturing base 製造基地的ESG承諾



The new site has been certified in accordance with relevant standards such as ISO standards;
新廠區已成功通過了ISO等體系的認證；



The production workshops and workstations in the new site are designed by professionals and are both functional and comfortable;
新廠區各生產和工作間由專業人員設計，功能舒適兼備；



As there is a staff canteen in the park, there is no need to set up another canteen and kitchen in the new site, which means no more natural gas emissions are derived; and
由於智慧產業園區設有員工飯堂，新廠區無須另設飯堂和廚房，不再衍生天然氣排放；及



The new site is equipped with the latest model of activated carbon adsorption device, which filters harmful substances such as formaldehyde, benzene, toluene, xylene, and TVOC, and discharges them to the outdoor. The air quality has passed the CMA test, with all the indexes complying with the national standards.
新廠區裝置最新型號活性炭吸附裝置，過濾室內的有害物質例如甲醛、苯、甲苯、二甲苯、TVOC等，並排放至室外，空氣品質通過CMA測試，各項指標均符合國家標準。

Details of the above are set out in "Manufacturing Base Relocation Presentation" on pages 13, 59, 50 and 42 of this report.

上述內容詳見於本報告第13、59、50及42頁之《製造基地喬遷簡報》。

A. OUR COMPANY 本公司

Mr. Wang Lifeng, Chairman of the Board of Directors of the Group, and Mr. Fan Xiaoling, an executive Director of the Group, presided over the unveiling ceremony.

集團董事會主席王濤峰先生及執行董事范小令先生主持揭牌儀式。



Unveiling Ceremony
揭牌儀式



Ji'an Factory
吉安工廠

COMPLETION OF JI'AN FACTORY IN JIANGXI

The Group is pleased to announce the completion of its Ji'an Factory ("Ji'an Factory") located in Anfu County, Ji'an City, Jiangxi Province. The Ji'an Factory, with an area of 10,000 square meters, boasts modern factory buildings and advanced production facilities. As of the end of March 2024, the factory was still in a state of preparation, including the recruitment of manpower, and had not yet commenced operation.

In light of the Group's overall development strategy, the factory will be expanded and put into production on a trial basis.

REDUCE EMISSIONS AND CONSUMPTION AND MEET STANDARDS EARLY

Back in 2018, the Group set a total of 8 emission and consumption reduction targets for 2 factories in Dongguan and Fogang for a period of 4 to 6 years. The Group is pleased to announce that 6 of above targets have been met or met early.

For details, please refer to Section 5(e) of Chapter E.

What's past is prologue! We will continue to fulfill the Group's business development and ESG objectives, to forge ahead in our professional fields, and serve our clients with dedication to achieve leapfrog development!

江西吉安工廠落成

集團欣然宣佈，位於江西省吉安市安福縣的吉安工廠（「吉安工廠」）經已落成。吉安工廠面積1萬平方米，擁有現代化的廠房和先進的生產設備，截至2024年3月底仍在整備狀態，包括招聘人手，尚未正式投入生產。

根據集團的整體發展戰略，吉安工廠將擴大規模並試行生產。

減排消耗 提早達標

早在2018年，集團為東莞與佛岡2間工廠，制定合共8項、為期4至6年的減排消耗目標。集團欣然宣布，其中6項經已或提早完成目標。內容詳見本報告第E章5(e)節。

凡是過往，皆為序章！我們將始終踐行集團的業務發展和ESG目標，在專業領域開拓進取，盡心竭誠服務客戶，不斷實現跨越式發展！

B. OUR REPORT

本報告

This Report aims at summarizing the Group's ESG profile, performance, and outcomes during the Reporting Period in the most accurate and genuine manner.
本報告旨在真實準確地概述本集團於報告期間內在ESG方面的概況、表現及成果。

The Group is pleased to publish its annual ESG Report (the “**Report**”) covering the period from 1 January 2023 to 31 March 2024 (the “**Reporting Period**”). This Report aims at summarizing the Group's ESG profile, performance, and outcomes during the Reporting Period in the most accurate and genuine manner.

PERIOD COVERAGE OF THE REPORT

In order to be align with the change in financial year end date of the Group, the period of this report covers a span of 15 months, from 1 January 2023 to 31 March 2024.

To facilitate meaningful comparison with previous financial years, this report presents the data for the entire calendar year of 2023 separately from the data for the first three months of 2024. The Group firmly believes that the change in financial year end date will not undermine the principle of consistent reporting.

Due to business constraints, certain year-end data for 2024 are not provided and will not be explained item by item.

REPORTING SCOPE AND BASIS

During the Reporting Period, the electronics business contributed the majority of the Group's total revenue. The operations of the electronics business include designs, manufacturing and sales of connectivity products, which are deemed to generate material ESG impact to the Group's stakeholders, business development, as well as the community and the local environment. Hence, the reporting scope is determined by the financial threshold and materiality level of the Group's ESG impact.

本集團欣然發佈其涵蓋2023年1月1日至2024年3月31日（「**報告期間**」）的年度ESG報告（「**本報告**」）。本報告旨在真實準確地概述本集團於報告期間內在ESG方面的概況、表現及成果。

報告覆蓋時間

為配合本集團變更財政年度結算日，本報告之覆蓋時間為2023年1月1日至2024年3月31日，歷15個月。

為方便與過往財政年度作具意義比較，本報告把2023一整曆年之數據，與2024年首3個月之數據分開陳述。集團深信變更財政年度結算日，無損一致性的匯報原則。

基於業務限制，未能提供部分2024年年終數據，恕不逐項說明。

報告範圍與基準

於報告期間，電子產品業務為本集團帶來大部份的收入。電子產品業務的營運包括事設計、製造及銷售接駁產品，而有關營運被視為會對本集團的持份者、業務發展以及社區及地方環境產生重大的ESG影響。因此，報告範圍取決於財務門檻及本集團ESG影響的重要性水平。

B. OUR REPORT 本報告

Unless otherwise specified, this Report focuses on the Group's two manufacturing factories for its electronics business, which are located in the People's Republic of China (the "PRC"):

- Dongguan Glory Mark and Asia Link Technology Co., Ltd. ("**Dongguan Factory**" or "**Dongguan Manufacturing Base**")
- Asia-Link (Fogang) Electronic Limited ("**Fogang Factory**")

除另有說明外，本報告重點關注本集團位於中華人民共和國（「中國」）的2間電子產品業務製造工廠：

- 東莞輝煌亞聯技術有限公司（「**東莞工廠**」或「**東莞製造基地**」）
- 亞聯（佛岡）電子有限公司（「**佛岡工廠**」）



Dongguan Factory
東莞工廠



Fogang Factory
佛岡工廠

The policies of environmental protection and operating practices in Dongguan Manufacturing Base have been extended to Fogang Factory. As such, this Report mainly discloses the ESG practices covering these two factories.

我們已將東莞製造基地的環保政策及營運慣例套用至佛岡工廠。因此，本報告主要披露的ESG慣例，涵蓋2間工廠。

As for the newly completed Ji'an Factory, since it was still in the preparation stage during the Reporting Period, it has not yet been officially put into production and only data on human resources is available. The Group plans to fully implement the environmental policies and operational practices of the Dongguan Manufacturing Base in Ji'an Factory up to its official commencement of production.

至於剛落成的吉安工廠，由於報告期間仍在整備狀態，尚未正式投入生產，只能提供人力資源方面的數據。集團計劃在正式投產前，完全套用東莞製造基地的環保政策及營運慣例。

B. OUR REPORT 本報告

REPORTING PRINCIPLES

This Report is prepared in accordance with the “mandatory disclosure requirements” and the “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide (“**ESG Reporting Guide**”) in Appendix 20 of the Rules Governing the Listing of Securities on Growth Enterprise Markets, as set out by the Stock Exchange of Hong Kong Limited (“**Stock Exchange**”). It adheres to the following reporting principles:

匯報原則

本報告按照香港聯合交易所有限公司（「聯交所」）所載的GEM證券上市規則附錄20《環境、社會及管治報告指引》（「**ESG報告指引**」）中的「強制披露要求」及「不遵守就解釋」條文編寫。編寫時乃嚴格遵循以下報告原則：

Materiality 重要性

Following a stakeholder engagement exercise and materiality assessment focusing on ESG issues, the structure of this Report is based on the materiality of the Group’s ESG issues. **For more information, please refer to subsections “Stakeholder Engagement” and “Materiality Assessment” under the section “Sustainability at CU Venture Inv”.**

經進行針對ESG議題的持份者參與活動及重要性評估後，我們根據本集團ESG議題的重要性編製本報告。有關更多資料，請參閱「新華聯合投資之可持續發展」一節項下的「持份者參與」及「重要性評估」分節。

Quantitative 量化

The key performance indicator(s) (“**KPI**” or “**KPIs**”) and respective calculation methodologies are disclosed to quantitatively evaluate the Group’s ESG performance. **For more information, please refer to the section “KPIs Summary”.**

披露關鍵績效指標（「**關鍵績效指標**」）及相關計算方法，以定量評估本集團的ESG表現。有關更多資料，請參閱「**關鍵績效指標概要**」一節。

Balance 平衡

The information provided in this Report is based on the Group’s policies, documents and recorded practices. It provides an unbiased overview of the Group’s ESG performance and areas of improvement.

本報告提供的資料乃基於本集團的政策、文件及記錄在案的做法。本報告不偏不倚地闡述本集團的ESG表現及需要改進的領域。

Consistency 一致

This Report adopts methodologies that are consistent with previous years, which allows for meaningful comparisons of ESG data over time.

本報告採用與往年相同的研究方法，對不同時期的ESG數據進行有意義的比較。

The Group highly values your comments and opinions. You are welcome to share your thoughts via email at gmark@glorymark.com.hk.

本集團非常重視您的意見及見解，歡迎您通過電子郵件gmark@glorymark.com.hk分享您的想法。

C. OVERVIEW – ESG 概況 – 環境、社會和管治

The Group is principally engaged in the electronics business and architectural design business. Through sustainability governance, the business model and operating practices are closely aligned with the general ESG trends.

本集團主要經營電子產品業務、建築設計業務，透過可持續發展管治使業務模式及營運慣例緊貼ESG大趨勢。

The Board formulates appropriate ESG strategies and policies according to the Group's business. Through the implementation of the operation manual and standards, the strategies and policies are handed over to each functional department from top to bottom. Through an effective ESG governance framework, the Board is able to implement ESG strategies and policies, thereby enhancing the Group's ESG sustainability, such as reducing greenhouse gas emissions, making good use of resources, and improving employee well-being.

In addition, the Group attaches great importance to the communication with stakeholders, so as to follow up on ESG-related issues that stakeholders are concerned about and evaluate the effectiveness of ESG.

1. ESG GOVERNANCE FRAMEWORK

The Board

Our Board is the highest decision-making and management authority of the Group. The Board oversees all ESG-related issues, and is responsible for duties including but not limited to formulating and revising ESG policies, overseeing and ensuring compliance, reviewing and disclosing ESG performance, tracking progress of key ESG targets, and identifying and managing the Group's ESG-related risks.

The Board will receive ESG-related training in the future and keep abreast of the latest ESG information and requirements, so as to spearhead the sustainable development mission of the Group.

董事會因應集團業務，製定適切的ESG策略和政策。並藉著落實運作手冊和標準，把策略和政策由自上而下地交由各職能部門執行。透過有效的ESG治理框架，董事會得以落實ESG策略和政策，從而提升本集團在ESG方面的可持續性，如減少溫室氣體排放、善用資源、改善員工福祉。

此外，本集團十分重視與持份者之溝通，從而跟進持份者重視的ESG相關議題，並就ESG的成效進行評估。

1. ESG治理框架

董事會

董事會是本集團的最高決策管理機關，監督本集團所有ESG相關議題，並肩負制定及修訂ESG政策，監察並確保是否合規，審查並披露ESG表現，跟進關鍵ESG目標，以及辨識並管理集團的ESG相關風險等職責。

董事會將於未來接受與ESG相關的培訓，及時瞭解最新的ESG信息及要求，以引領落實本集團的可持續發展使命。

C. OVERVIEW – ESG 概況 – 環境、社會和管治

The Social and Environmental Responsibility Team

Established in 2016 and composed of employee representatives and managers from various departments, the Social and Environmental Responsibility (“SER”) team (the “Team”) is a committee responsible for supervising and executing all ESG matters at the Group level, departmental level and operational level in our factories.

SER團隊

社會和環境責任團隊（「SER團隊」）於（2016年成立，由各部門的員工代表及經理組成。是一個專責監督及執行集團層面、部門層面和工廠營運層面的所有ESG事宜的委員會。

SER Chairperson SER主席

- Approving the Group's SER policy and organizational structure
- Providing necessary human, infrastructure and financial resources
- 批准本集團的SER政策及組織架構
- 提供必要的人力、基礎設施及財政資源

SER Director General SER總幹事

- Supervising the implementation of the SER policy
- Reviewing the Group's SER performance
- Reporting to the SER Chairperson regarding the SER performance
- Propose suggestions for improvement
- Determine human, infrastructure and financial needs
- 監督SER政策的實施情況
- 檢討本集團的SER表現
- 向SER主席彙報SER方面的表現
- 提出改進建議
- 確定人力、基礎設施及財務需求

SER Department Representative SER部門代表

- Setting SER goals and plans for respective departments
- Solving various problems arising from SER affairs at the department's level
- Reporting to the SER Deputy Director General regarding the SER performance
- 為各部門設定SER目標及計劃
- 解決部門層面的SER事務中出現的各種問題
- 向SER副總幹事彙報SER方面的表現

SER Deputy Director General SER副總幹事

- Setting general SER goals
- Coordinating with the SER Department Representatives to facilitate working plans
- Solving various problems arising from SER affairs at the Group's level
- Reporting to the SER Director General regarding the SER performance
- 制定SER的總體目標
- 與SER部門代表協調以推動工作計劃
- 解決本集團層面的SER事務中出現的各種問題
- 向SER總幹事彙報SER方面的表現

We adopt robust governance measures to manage ESG-related risks and implement our sustainability strategy across our operations at all levels.

我們採取穩健的管治措施來管理與ESG相關的風險，並在各個層面的營運中實施我們的可持續發展戰略。

2. ESG STRATEGIES AND POLICIES

Strategies

The Group recognizes that meeting the requirements and expectations of stakeholders such as customers, business partners, the public and regulators is essential for being a responsible business. Therefore, we have formulated the following ESG strategies after considering the opinions made by the Group's management, employee representatives, customers, suppliers and business partners in the ESG-related stakeholder survey and materiality assessment.

2. ESG策略和政策

策略

本集團深知，滿足客戶、業務合作夥伴、公眾及監管機構等持份者的要求及期望，乃成為負責任企業的先決條件。因此，我們經考慮本集團管理層、工人代表、客戶、供應商及業務合作夥伴於與ESG相關的持份者問卷調查及重要性評估作出的意見後已制定以下ESG策略。



C. OVERVIEW – ESG 概況 – 環境、社會和管治

Policies

With an aim to promote the Group's sustainable development, the Team has also formulated policies and action guidelines in six ESG aspects. By establishing environmental and social risk identification procedures and goals, as well as enhancing employees' environmental and social responsibility, the Team is capable of continuously evaluating the Group's ESG performance.

政策

為推動本集團的可持續發展，該團隊亦於六大ESG層面制定政策及行動指引。通過建立環境及社會風險識別程序及目標，以及提升員工的環境及社會責任，該團隊能持續評估本集團的ESG表現。

Social Responsibility Policy 社會責任政策 <ul style="list-style-type: none"> Satisfying customers Contributing to society Operating in a sustainable manner 讓客戶滿意 為社會作出貢獻 以可持續發展的方式運營 	Professional Ethics Policy 職業道德政策 <ul style="list-style-type: none"> Dedicating to work Being honest and keeping promises Competing in an impartial manner 愛崗敬業 誠實守信 公平競爭
Safety Policy 安全政策 <ul style="list-style-type: none"> Involving each employee Putting safety issues in the first place Focusing on prevention measures 讓每名員工參與其中 把安全問題放在首位 注重預防措施 	Health Policy 健康政策 <ul style="list-style-type: none"> Emphasizing health issues Strengthening supervision Continuing to improve 重視健康問題 加強監管 持續改進
Labor Policy 勞工政策 <ul style="list-style-type: none"> Treating employees in a sincere manner Protecting human rights Pursuing win-win solutions 善待員工 保障人權 追求合作共贏 	Environmental Policy 環境政策 <ul style="list-style-type: none"> Preventing pollution Consuming resources in an effective manner Continuing to improve 防止污染 有效消耗資源 持續改進

3. HOW TO IMPLEMENT ESG

The Group's background of operating factories and producing electronic products poses an inherent conflict with ESG. Therefore, it is a challenge to implement ESG strategies and policies without affecting the Group's business.

Operating Standards

The Group insists on adopting rigorous sustainable principles and management systems, and we have received various certificates and attained different industrial recognitions in this aspect. The Group's manufacturing factories are certified with numerous international and national standards, as indicated below:

Quality Management 質量管理	GB/T 19001-2016/ISO 9000-2015 GB/T 19001-2016/ISO 9000-2015
Environmental Management 環境管理	GB/T 24001-2016/ISO 14001-2015 GB/T 24001-2016/ISO 14001-2015
Occupational Health and Safety Management 職業健康安全	GB/T 45001-2020/ISO 45001-2018 GB/T 45001-2020/ISO 45001-2018
Medical Devices – Quality Management 醫療器械 – 質量管理	ISO 13485-2016 ISO 13485-2016
Quality Management Systems 質量管理系統	IATF 16949:2016 IATF 16949:2016

3. 如何落實ESG

本集團營運工廠、生產電子產品之背景，與ESG構成先天性的衝突。因此，如何在不影響集團業務的情況下落實ESG策略與政策，實在是一大挑戰。

營運標準

本集團堅持採取嚴格的可持續發展原則及管理體系，因此我們獲發多項證書並獲得不同的行業認可。本集團的製造工廠已通過多項國際及國家標準認證，如下：



Relocation News
喬遷快訊

Pass ISO system certification
通過ISO體系認證



In October 2023, the Dongguan Manufacturing Base of the Group successfully passed ISO system certification audits following its relocation to the new site.

2023年10月，集團的東莞製造基地喬遷至新廠區後，各ISO體系認證審核成功通過。

C. OVERVIEW – ESG 概況 – 環境、社會和管治

Management Manual

In August 2020, the Group formulated and implemented the Management Manual (the “Management Manual”) to facilitate the implementation of ESG strategies and policies.

The Manual adopts methodologies that incorporate the “plan-do-check-act” cycle and risk-based analyses to define governance approaches in the Group’s manufacturing factories. Taking the health and safety management framework as an example, we first formulate ISO standards in light of the actual operation situation, then formulate a comprehensive plan to integrate the standards into the actual operation of the factory, and finally conduct quarterly/annual inspections to confirm compliance with ISO standards. Therefore, the Management Manual can facilitate the daily operation and implementation of ESG, and the productivity of Dongguan Factory and Fogang Factory has been improved thanks to the implementation of ESG.

管理手冊

2020年8月，本集團製訂及實施《管理手冊》，有助執行ESG策略和政策。

手冊採用結合「計劃－執行－檢查－行動」週期及基於風險進行的分析之方法，界定本集團製造工廠的管治方針。以健康與安全管理框架為例，先按運作實際情況制定符合ISO的標準，再制定全盤計劃把標準融入工廠之實際運作，最後進行季度／年度檢查，確認符合ISO標準。因此，《管理手冊》可協助兼容日常運作與落實ESG，更因ESG之落實東莞工廠及佛岡工廠之生產力獲得提高。

The Management Manual facilitates the daily operation and implementation of ESG, and moreover, the productivity of Dongguan Factory and Fogang Factory is improved thanks to the implementation of ESG

《管理手冊》可協助兼容日常運作與落實ESG，更因ESG之落實東莞工廠及佛岡工廠之生產力獲得提高

4. STAKEHOLDER ENGAGEMENT

Communicating with different stakeholders is of paramount importance, enabling it to gain a clear insight of stakeholders' views, expectations and needs. During the Reporting Period, we adopted the following criteria to identify key stakeholder groups and utilized multiple channels to engage with them:

Investors and Shareholders 投資者及股東	<ul style="list-style-type: none"> • Annual general meetings • Annual, interim and quarterly reports • Circulars and announcements • Company website • 股東週年大會 • 年報、中期報告及季度報告 • 通函及公告 • 公司網站
Customers 客戶	<ul style="list-style-type: none"> • Correspondences • Satisfaction surveys • Factory visits • Company website • 信函 • 滿意度調查 • 參觀工廠 • 公司網站
Regulatory Bodies 監管機構	<ul style="list-style-type: none"> • Compliance and non-compliance reports • Factory visits • Correspondences • 合規及違規報告 • 參觀工廠 • 信函

4. 持份者參與

與不同持份者溝通至關重要，從此可讓我們清楚瞭解持份者的觀點、期望及需求。於報告期間，我們採用以下準則識別主要持份者群體並利用多種渠道與彼等進行溝通：

Employees 員工	<ul style="list-style-type: none"> • Internal satisfaction surveys • Grievance system • Training and development • Employee activities • Performance appraisals • 內部滿意度調查 • 申訴機制 • 培訓及發展 • 員工活動 • 工作評核
Suppliers 供應商	<ul style="list-style-type: none"> • Annual suppliers meetings • Factory visits • Suppliers' audits • Correspondences • 年度供應商大會 • 參觀工廠 • 供應商審核 • 信函



C. OVERVIEW – ESG 概況 – 環境、社會和管治

5. MATERIALITY ASSESSMENT

The Group commissioned an independent sustainability consultancy to carry out a materiality assessment in 2022, which aimed to identify and evaluate ESG issues that are most material to the Group and its stakeholders, as well as to determine the coverage and structure of the Report. A 3-step approach, which is indicated below, has been adopted to assess the materiality of ESG issues.

5. 重要性評估

本集團已委託獨立的持續發展顧問公司於2022年進行重要性評估，旨在識別及評估對本集團及其持份者最重要的ESG議題，並確定本報告的覆蓋範圍及架構。我們已如以下列出採用三步法來評估ESG議題的重要性。

Identification 識別

- 15 material issues were identified and defined based on their impacts on the assessments and decisions of stakeholders and whether it reflects the Group's significant environmental and social impact.
- 根據該議題對持份者的評估及決策是否產生實質性影響，以及是否反映本集團的重大環境及社會影響，識別並界定15個重大議題。

Prioritization 排序

- Members of the Board ranked the importance of material ESG issues toward the Group's sustainable development, whilst employees, customers and suppliers ranked the importance of material ESG issues based on their own preferences and expectations.
- 董事會及管理層成員對重大議題就本集團可持續發展的重要性進行排名，員工以及客戶和供應商根據自己的偏好及期望對重大議題的重要性進行排名。

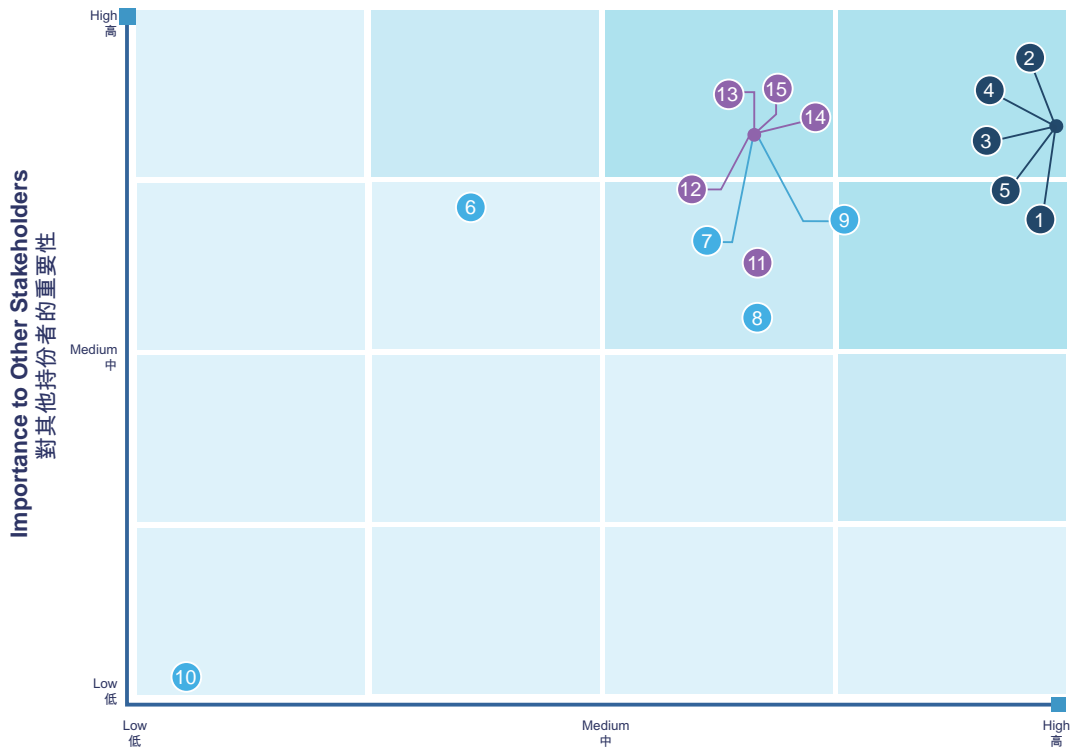
Validation 核證

- The Board and management confirmed the list of material issues for disclosure in this Report.
- 董事會及管理層已確認須於本報告作出披露的重大議題清單。

C. OVERVIEW – ESG 概況 – 環境、社會和管治

The matrix and table below present the results of the materiality assessment. The matrix reflects the relative importance of each ESG issue toward the Group’s economic, environmental and social impacts against stakeholder assessments and decisions. It allows us to understand the intricate relationship between the two.

以下矩陣圖及表格顯示重要性評估的結果。矩陣圖反映每個ESG議題相對於持份者評估及決策對本集團經濟、環境及社會方面的影響之重要性，其使我們能夠瞭解兩者之間錯綜複雜的關係。



Importance to Sustainable Development at CU Venture Inv
對新華聯合投資可持續發展的重要性

- Product and Business
產品與業務
- Environment and Resource
環境與資源
- People and Community
人文與社區

Tier 1 – Material 第 1 層 – 重要		Tier 2 – Moderately material 第 2 層 – 中等重要	
<p>1 Ensure Product Quality 確保產品質量</p> <p>3 Uphold Ethical Business Code 恪守道德商業守則</p> <p>5 Invest in Research and Development 投資於研發</p> <p>7 Recruit and Attract Talents 招聘及吸引人才</p> <p>12 Control Air and GHG Emissions 控制廢氣及溫室氣體排放</p> <p>14 Optimize Resource Consumption 優化資源消耗</p>	<p>2 Satisfy Customers and Clients' Needs 滿足顧客及客戶的需求</p> <p>4 Manage Supply Chain 管理供應鏈</p> <p>9 Ensure Occupational Health and Safety 確保職業健康與安全</p> <p>13 Reduce Noise, Effluent and Waste 減少噪音、廢水及廢物</p> <p>15 Identify and Mitigate Environmental Risk 識別及減輕環境風險</p>	<p>8 Provide Professional Training 提供專業培訓</p> <p>11 Operate Environmental Management 運行環境管理系統</p>	<p>6 Promote Diversity and Inclusion 促進多樣性及包容性</p> <p>10 Devote to Philanthropic Activities 熱心公益活動</p>
Tier 3 – Less material 第 3 層 – 部分重要			

C. OVERVIEW – ESG 概況 – 環境、社會和管治

In the materiality assessment, an average score was used to assess the general importance of each aspect. Through this exercise, ESG issues were prioritized to finalize a report structure that balances stakeholder interests and expectations.

As there were no significant changes in the Group's business operations during the Reporting Period, this Report continues to adopt the results of the materiality assessment conducted in 2022. The recommended report structure for this Reporting Period is hence shown below:

在重要性評估中，使用平均分數來評估每個方面的一般重要性。通過這項工作，我們已對ESG議題排序，以最終落實平衡持份者利益及期望的報告架構。

於報告期間本集團經營業務未有重大變化，本報告繼續採用2022年進行的重要性評估的結果。因此，本報告期間的推薦報告架構如下所示：



D. PRODUCT AND BUSINESS

產品與業務

“Pursue reality, engage with employees, implement goals, and satisfy customers” is the Group’s commitment to its products and business.
「用心求實，全員參與，貫徹目標，滿足客戶」
是本集團對產品與業務的承諾。

This commitment is building itself on intensive quality control measures – starting from **supply chain management** on the upstream of the production line. Subject to the first pass, efforts are made to **ensure product quality**, improve **post-sales service** on the downstream of the production line and then **conduct promotion and research and development**.

We are committed to strict business **principles and ethics**, which are important elements to ensure the quality of products and business.

這份承諾，是建基於細緻的質量監控措施—始於生產線上游的**管理供應鏈**，把好第一關才能**確保優質量**，完善生產線下游的**銷售後客服**，繼而**推廣與研發**。

我們秉持嚴謹的經營原則與操守，正是確保產品與業務質量的重要元素。



D. PRODUCT AND BUSINESS 產品與業務

1. SUPPLY CHAIN MANAGEMENT

The Dongguan Factory and the Fogang Factory are principally engaged in the design, manufacture and sale of electronic connectivity products. Therefore, it is crucial for us to carefully select suppliers and prudently identify potential ESG risks to establish a stable supply chain.

Policies

The Group commits to prioritizing procurement from locally-based suppliers in an effort to minimize greenhouse gas emissions, energy consumption and other environmental impacts relating to transportation of materials and products. During the Reporting Period, the Group's Dongguan Factory and Fogang Factory have a total of 46 suppliers, all of which are located in Shenzhen, Dongguan and Shaoguan adjacent to the factories.

Most of the raw materials required for the production lines of the Group's two factories are electronic and metal components, such as casings, plastic materials, packaging materials, electronic materials, hardware components, transformers, etc., that may cause negative environmental impact if not handled appropriately. Therefore, the Group attaches great importance to the material procurement process. We tend to choose suppliers who are able to provide hazardous-free substances while adhering to relevant standards, including the Restriction of Hazardous Substances Directive 2.0, Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH"), and other applicable local, regional and international environmental regulations.

Moreover, the Group requests raw materials providers to sign the Conflict-free Minerals Agreement. We are dedicated to avoiding purchasing conflict minerals including metal materials and their derivatives from any armed forces-controlled areas and neighboring countries. Meanwhile, we have also established an inspection mechanism in the supply chain to effectively identify and trace the source of metal materials. This ensures the legitimacy of the source and prevents the use of any conflict minerals.

1. 管理供應鏈

東莞工廠及佛岡工廠主要從事設計、製造及銷售電子接駁產品。因此，我們謹慎甄選供應商，審慎識別潛在ESG風險，從而建立穩定的供應鏈，至為重要。

政策

本集團優先從本地供應商採購，以減少與運輸材料和產品相關的溫室氣體排放、能源消耗和其他環境影響。於報告期間，集團東莞工廠和佛岡工廠合共有46家供應商，全數位於工廠鄰近之深圳市、東莞市和韶關市。

集團兩間工廠生產線需要的原材料大部分為電子及金屬元件，例如外殼、塑膠料、包裝材料、電子材料、五金部件、變壓器等。若處理不當，可能會對環境造成負面影響。因此，本集團十分重視材料採購過程。我們傾向於甄選能夠提供無害物質的供應商，同時亦能遵守相關標準，包括《有害物質限用指令2.0》、《關於化學品註冊、評估、許可和限制法案》（「REACH」），以及其他適用的本地、區域和國際環保條例。

此外，本集團要求原材料供應商簽署《不使用衝突礦產承諾書》。致力避免從任何武裝力量控制區及鄰國採購衝突礦產，包括金屬材料及其衍生品。同時，我們亦已於供應鏈中設立檢驗機制，以有效識別及追查金屬材料的來源。此舉確保金屬材料來源的合法性，並防止使用衝突礦產。

D. PRODUCT AND BUSINESS 產品與業務

Assessment

The Group implements the Specifications on Supplier Management, with an aim to provide guidelines for Dongguan Factory and Fogang Factory in selecting suppliers. Prior to formal business collaborations, all prospective suppliers must undergo and pass the following various assessments:

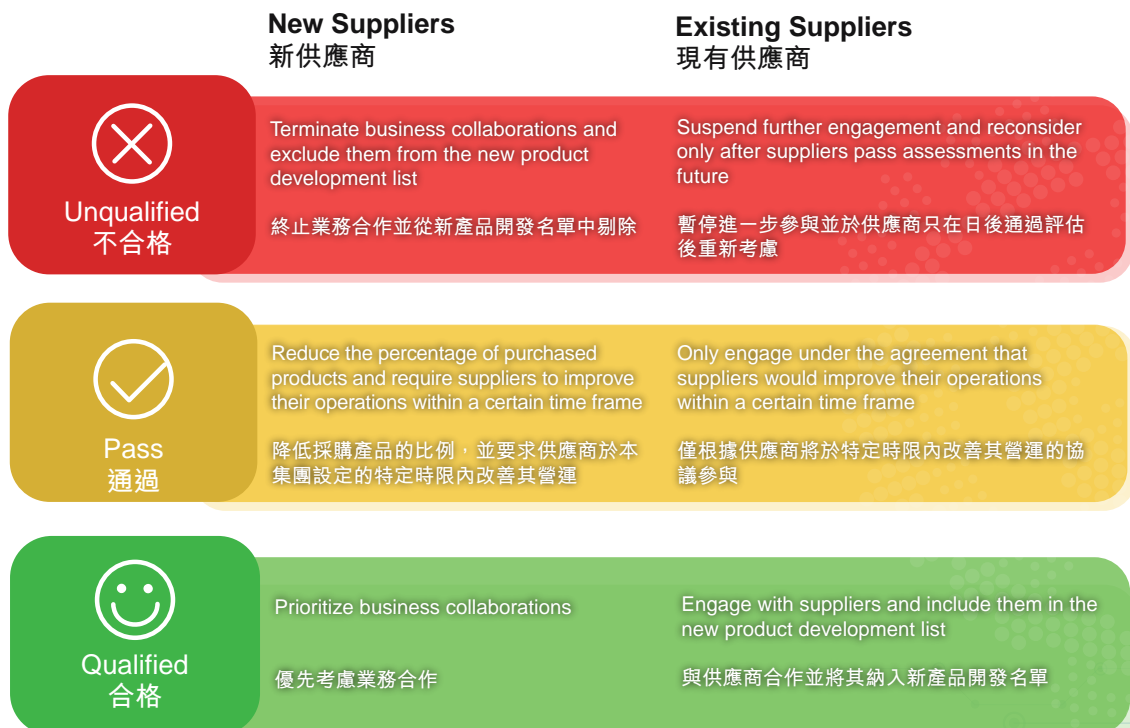


評估

本集團實施《供應商稽核管理規範》，為東莞工廠和佛岡工廠的供應商甄選提供指引。在正式的業務合作之前，所有潛在供應商都必須接受並通過以下各項評估：

Based on the assessment results, we will take corresponding actions against existing suppliers and new suppliers as follows:

根據評估結果，我們會對現有供應商和新供應商採取相應行動，如下：



D. PRODUCT AND BUSINESS 產品與業務

Achievements

During the Reporting Period, the Group evaluated a total of 46 suppliers, and the results showed:

(a) All qualified

All suppliers are rated as qualified suppliers.

(b) Mitigate ESG Risk

When assessing the supply chain, we pay special attention to the environmental impact of production materials and the inadvertent violations of business ethics by suppliers. Monitoring, identifying and mitigating environmental and social risks is a practical way to optimize our supply chain.

Set out below is a summary of our expectations on the environmental and social behavior of our suppliers and we review their performance on a regular basis and help them address potential risks:

成效

於報告期間，集團對全數46家供應商進行了評估，結果顯示：

(a) 全體合格

所有供應商都被評為合格供應商。

(b) 降低ESG風險

在評估供應鏈時，我們尤其著重生產材料對環境的影響以及供應商無意間違反商業操守的情況。監控、識別和減低環境和社會風險乃優化我們供應鏈的實用做法。

如下所示，概述了我們對供應商在環境和社會行為方面的期望，並定期審查彼等的表現，及幫助他們解決潛在風險：

Environmental Expectations

環境期望

- The Group will regularly sample raw materials from suppliers and carry out laboratory testing. All raw materials must meet the Group's environmental standards and comply with the legal requirements from national or international environmental protection agencies
- The Group has the right to require suppliers to provide annual testing reports regarding the concentration of the environmental management substance
- The relevant testing institutions must be recognized as qualified by the Group. Suppliers should actively keep abreast of the latest requirements of environmental protection laws and regulations
- 本集團將定期抽樣檢查供應商的原材料，並進行實驗室測試。所原材料須符合本集團的環保標準，並符合國家或國際環保機構的法律要求
- 本集團有權要求供應商提供有關環境管理物質濃度的年度檢測報告
- 相關檢測機構須為獲本集團認可為合格的機構。供應商應積極瞭解環境保護法律及法規的最新要求

Social Expectations

社會期望

- Suppliers should strictly prohibit hiring or avoid supporting the employment of child labor or forced labor
- Suppliers should comply with relevant laws and regulations, and actively take appropriate measures to minimize potential hazards and control the occupational health and safety risks
- Suppliers should respect the human rights of employees, and safeguard labor rights such as participation in labor unions, freedom of assembly and collective bargaining
- Suppliers should not engage in or support any kind of physical punishment, psychological or physical suppression, or verbal abuse
- Suppliers should provide employees with fair remuneration and benefits, as well as a healthy and safe working and living environment
- 供應商應嚴禁僱用或避免支持僱用未成年勞工或強迫勞工
- 供應商應遵守相關法律及法規，積極採取適當措施，將潛在危害降至最低，並控制職業健康與安全風險
- 供應商應尊重員工的人權，保障員工參與工會、集會自由及集體談判等權利
- 供應商不得參與或支持任何形式的體罰、心理或身體壓迫或言語辱罵
- 供應商應為員工提供公平的薪酬及福利，以及健康安全的工作及生活環境

D. PRODUCT AND BUSINESS 產品與業務

2. ENSURE PRODUCT QUALITY

Quality assurance (“QA”) and quality control (“QC”) are regarded as the most important aspects in the product manufacturing process. From incoming materials to finished products, the Group adopts a series of procedures to ensure the highest manufacturing standards. The Group strictly complies with the requirements of the Product Quality Law of the People’s Republic of China (2018 Revision) and has established policies and operational procedures to ensure product quality in accordance with the spirit of the law.

Policies and operating procedures

In August 2020, the Group’s production department drafted the Production Control Procedure, which was revised in February 2021. The procedure aims to communicate our standard operating procedures to all employees and ensure product quality. In addition, the QA Department has issued a series of operating procedures to carefully check the product status at different stages of mass production as a supplement to the Production Control Procedure, such as the Operating Procedure for Incoming Quality Control, the Operating Procedure for In-Process Quality Control, the Operating Procedure for Final Quality Control/Outgoing Quality Control, and the Substandard Product Control Procedure.

2. 確保優質量

質量保證（「QA」）和質量控制（「QC」）被視為產品製造過程中最重要的方面。從來料到成品，本集團採用一系列流程以確保最高製造標準。本集團嚴格遵守《中華人民共和國產品質量法》（2018年修訂）之要求，並按法例之精神，訂立了確保產品質量的政策與作業程序。

政策與作業程序

2020年8月，本集團生產部起草了《生產管制程序》，並於2021年2月作出修訂，程序旨在向所有員工傳達我們的標準操作程序並確保產品質量。此外，品保部頒布了一系列作業程序，在批量生產的不同階段仔細檢查產品狀況作為《生產管制程序》的補充措施，例如《IQC作業程序》、《IPQC作業程序》、《FQC/OQC作業程序》和《不合格品控制程序》。



D. PRODUCT AND BUSINESS 產品與業務

All of the above QA and QC policies cover the Dongguan Factory and the Fogang Factory, and the corresponding explanations are as follows:

上述所有的QA和QC政策均涵蓋東莞工廠和佛岡工廠，相應說明如下：

(a)	Employee Training and Qualification Assessments
(a)	員工培訓及資格評估 <ul style="list-style-type: none">• Provide training programs and qualification assessments to employees• Organize pre-production briefings, which include topics such as customer complaint history and former malfunction cases of the Group's products and machinery• 為員工提供培訓項目和資格評估• 組織生產前簡報會，內容包括客戶投訴歷史和本集團產品和機器之前故障案例等主題
(b)	Reliability Testing
(b)	可靠性測試 <ul style="list-style-type: none">• Perform reliability testing on all equipment• Issue and file inspection reports• 對所有設備進行可靠性測試• 出具並歸檔檢查報告
(c)	Incoming Quality Control
(c)	來料質量控制 <ul style="list-style-type: none">• Perform incoming quality inspections• Manage and audit supplier quality and generate ratings• 執行來料質量檢查• 管理和審核供應商質量並生成評級
(d)	In-Process Quality Control
(d)	過程質量控制 <ul style="list-style-type: none">• Maintain a clean and stable production environment, and ensure that all equipment is regularly disinfected and examined• Perform work-in-process ("W.I.P.") inspection every two hours• Develop process capability report• Analyze and review W.I.P. defects and formulate plans to rectify substandard procedures• 保持清潔穩定的生產環境，確保所有設備定期消毒檢查• 每兩小時進行一次在製品（「W.I.P.」）檢查• 制定過程能力報告• 分析和審查 W.I.P. 缺陷並制定計劃整改不合格程序
(e)	Final Quality Control/Outgoing Quality Control
(e)	最終質量控制／出廠質量控制 <ul style="list-style-type: none">• Perform inspections on all finished products• Carry out recalibration and maintenance when a product is classified as subpar• Organize meetings to develop improvement strategies if the number of subpar products exceeds the internal threshold• 對所有成品進行檢查• 當產品被歸類為次品時，進行重新校準和維護• 如果次品的數量超過內部閾值，則組織會議制定改進策略
(f)	Quality Engineering
(f)	質量工程 <ul style="list-style-type: none">• Review the quality engineering performance of suppliers and products, as well as customer service quality• Organize quality enhancement meetings• Organize meetings to address customer complaints and discuss improvement strategies• 檢討供應商和產品的質量工程績效，以及客戶服務質量• 組織質量提升會議• 組織會議以解決客戶投訴並討論改進策略

D. PRODUCT AND BUSINESS 產品與業務

Achievements

By adhering to the above QA and QC policies, we have ensured –

成效

我們通過遵守上述QA和QC政策，確保了—

“During the Reporting Period, there were no product recalls and returns, including product recalls and returns due to safety and health reasons.”

「本報告期間，沒有任何產品召回及退貨案例，包括因安全及健康原因而引起的產品召回及退貨。」

3. POST-SALES SERVICE

Feedback from our customers is highly valuable as it provides direction for our product development, and helps align our product offering with expectations from the electronics market.

Policies and measures

To this end, the Group has implemented the following policies:

<p>Communication Control Procedures 《溝通控制程序》</p> <ul style="list-style-type: none"> Evaluate stakeholders' feedback to improve the quality of our after-sales services. Regularly conduct business visits, organize external communication with external stakeholders such as customers and regulatory authorities, and timely understand their expectations. 評估持份者的反饋，提高我們的售後服務質量。 定期開展業務走訪，組織與客戶、監管機構等外部持份者的外部溝通，及時了解他們的期望。
<p>Corrective and Preventive Control Procedures 《矯正預防控制程序》</p> <ul style="list-style-type: none"> A preliminary verification would be carried out if there are any forms of complaints or return requests from our customers. The verification includes actions such as further communication with customers and inspections on suspected defective products. If the product is considered substandard after the preliminary verification, follow-up actions would be carried out based on the result, including the disposal or reproduction of products. 倘客戶有任何形式的投訴或退貨請求，案件將進行初步驗證。驗證包括與客戶進一步溝通和檢查懷疑次品等行動。 倘產品在初步驗證後被認為不合格，將根據該結果採取後續行動，包括對產品進行處理或重新生產。

In addition, we identify customers with large sales as important customers and they are invited to conduct customer satisfaction surveys to provide feedback and ratings for our services.

Achievements

We have achieved the following results by adhering to the above policies –



During the first 3 months in 2024, we have received a total of one product and service complaint.

3. 銷售後客服

客戶的反饋非常有價值，因為它為我們的產品開發提供了方向，並有助於使我們的產品與電子市場的期望保持一致。

政策和措施

為此，本集團落實以下政策：

此外，我們會把銷售額較大的客戶列為重要客戶，並獲邀進行客戶滿意度調查，對我們的服務提供反饋和評級。

成效

我們通過遵守上述政策，獲得以下成績—



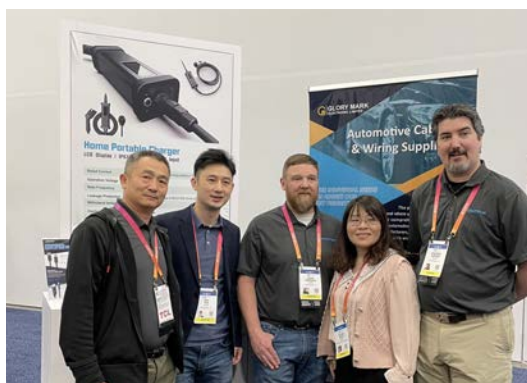
於2024年首3個月內，共接獲1宗產品和服務投訴。

D. PRODUCT AND BUSINESS 產品與業務

4. PROMOTE & DEVELOP NEW PRODUCTS

Global promotion

During the Reporting Period, the Group participated in a total of four trade shows worldwide to promote our electronic products:



Las Vegas, United States in January 2023
2023年1月，美國拉斯維加斯

4. 推廣與研發

全球推廣

在本報告期內，集團在全球合共參加了4次展銷會，推廣我們的電子產品：



Hong Kong in April 2023
2023年4月，香港



São Paulo, Brazil in July 2023
2023年7月，巴西聖保羅



Hong Kong in October 2023
2023年10月，香港

Through the fairs, we recognize the competition and development changes in the industry, and to this end, we keep up with the development trend of the industry, and maintain the spirit of innovation to cope with various challenges and opportunities.

通過展會，我們認識到行業的競爭和發展變化，緊跟行業發展趨勢，保持創新精神，以應對各種挑戰和機遇。

D. PRODUCT AND BUSINESS 產品與業務

Research and development of products

The Group has been actively involved in the design and development of new electronic products, with two more products passing international certification during the Reporting Period.

In July 2023, two of the Group's DP 80 cables passed the latest Ultra-High Bit Rate (UHBR) cable certification from the Video Electronics Standards Association of the United States.



These two DP 80 cables could deliver up to 20 Gbps per second and support DisplayPort 2.1 with higher performance specifications.

這2款DP 80線纜，每秒最高傳輸速度可達20 Gbps，並可支援較高規格效能的DisplayPort 2.1。

The Group will continue to innovate and develop technologies to lay the cornerstone of its research and development of products.

研發產品

本集團積極參與新電子產品的設計及開發，在本報告期內再多2項產品取得國際認證。

2023年7月，本集團旗下2款DP 80線纜取得美國視訊電子標準協會Video Electronics Standards Association制訂的最新Ultra-High Bit Rate (UHBR)線纜認證。

本集團將持續創新、開拓技術，奠定研發產品的基石。

D. PRODUCT AND BUSINESS 產品與業務

5. OPERATION PRINCIPLES AND ETHICS

In addition to actively conducting business, we also adhere to rigid business principles and ethics. By implementing the following policies and measures, we are enabled to safeguard the rights and interests of all stakeholders and ensure the quality of our products and business.

5. 經營原則與操守

本集團在積極開展業務之餘，我們也持嚴謹的經營原則與操守。透過落實以下政策和措施，維護各持份者的權益，更能確保產品與業務質量。

Intellectual property right

知識產權

The Group has implemented the “Intellectual Property Protection and Management Measures” since December 2016. In order to raise employees’ awareness of intellectual property protection, the Group has provided guidance to employees in daily operations –

- Employees should not directly or indirectly copy, steal or infringe the intellectual property rights of any third parties.
- When employees create any innovative technologies and products by utilizing the Group’s resources, the ownership of those items should belong to the Group. The person in charge of relevant projects must report to the Management Department and submit all research paperwork for archiving purposes.
- For patentable projects, relevant applications would be processed in a timely manner.

本集團2016年12月起實施《知識產權保護作業辦法》，為提高員工的知識產權保護意識，本集團已於日常營運中向員工提供指引 —

- 員工不得直接或間接複製、竊取或侵犯任何第三方的知識產權。
- 當員工利用本集團資源創造任何創新技術及產品，該等項目的版權應歸屬本集團。項目負責人須向管理部彙報，並提交所有研究書面材料，以便存檔。
- 就可申請專利的項目，及時處理相關申請。

Personal privacy

個人私隱

The Group attaches great importance to the confidentiality of documents and data –

- Employees are required to take effective measures to protect the information of different stakeholders, and employees are not allowed to disclose or provide such information to any third party.
- Personal information of customers must be kept confidential, and employees must comply with laws and regulations related to privacy and information security when collecting, storing, processing, transmitting and sharing personal information.
- Employees shall not obtain, disclose and use trade secrets of competitors by any improper means.

本集團高度重視文件和數據的保密性 —

- 員工須採取有效措施保護不同持份者的資料，員工不得向任何第三方披露或提供此類資料。
- 必須對客戶的個人資料保密，員工在收集、存儲、處理、傳輸和共享個人資料時，必須遵守與隱私和信息安全相關的法律法規。
- 不得以任何不正當手段獲取、披露和使用競爭對手的商業秘密。

Integrity and anti-corruption

廉潔肅貪

Every employee strictly abides by the Employee Integrity Commitment –

- All business dealings must follow the highest ethical standards, explicitly prohibiting any form of corruption, extortion and embezzlement, to ensure compliance with the requirements of clean operation.
- Employees, suppliers and other stakeholders are encouraged to complain and report through email, post, telephone hotline, etc. in real name or anonymously if suspicious cases are found. The Group undertakes to keep the identity of the whistleblower strictly confidential and ensure that he/she will not be subject to any retaliation.

每名員工嚴格遵守《員工廉潔承諾書》—

- 所有業務往來須遵循最高道德行為標準，明令禁止任何形式的貪污腐敗、敲詐及挪用公款的行為，以確保符合廉潔營運的要求。
- 鼓勵員工、供應商和其他持份者，如發現可疑案件，可將通過電子郵件、郵寄、電話熱線等，實名或匿名投訴及舉報。本集團承諾絕對保密舉報人身份，並確保其不會遭受任何報復。

Business ethics

商業道德

The Group has implemented the Business Ethics Management Procedure since 2020

- The Group conducts business ethically and is dedicated to respecting and defending the business rights of each market participant, thereby forging a healthy and vigorous business atmosphere for all business partners.
- By adhering to rigorous laws and regulations across, we commit to safeguarding against any possible illegal cases that are detrimental to the Group's business ethics.

本集團2020年起實施《商業道德管理程序》

- 以合乎道德方式開展業務，致力於尊重及維護各市場參與者的商業權益，從而為所有業務合作夥伴營造健康而充滿活力的商業氛圍。
- 透過跨部門採納嚴格法規，我們希冀能夠防範任何可能有損本集團商業道德的違法案件。

Achievements

We have established the followings by complying with the above policies and measures –

成效

我們通過遵守上述各項政策和措施，確立了一

“During the Reporting Period, there were no cases involving intellectual property rights, personal privacy, integrity and anti-corruption, and business ethics, and the interests of all stakeholders were protected in addition to business development.”

「在本報告期間，沒有任何案件涉及知識產權、個人私隱、廉潔貪腐及商業道德，在開展業務之餘，各持份者的利益也得以維護。」

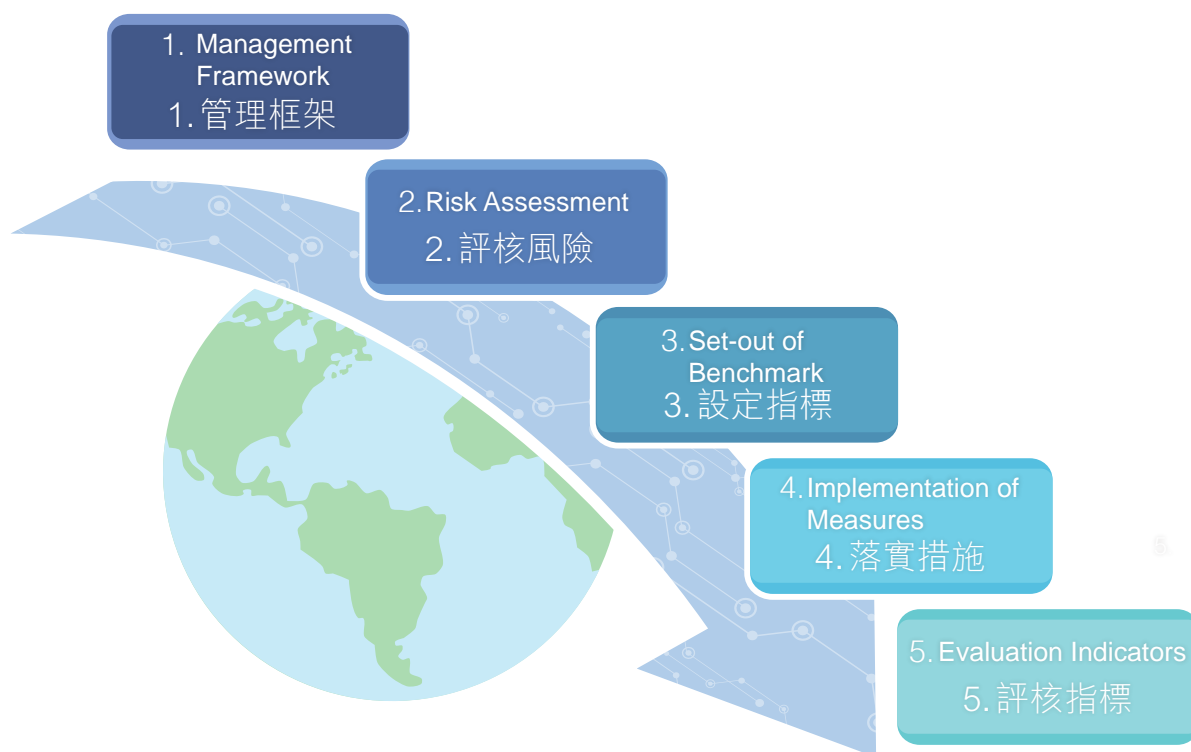
E. ENVIRONMENT AND RESOURCE

環境與資源

The Group is dedicated to its commitment to the environment and resources – “Abide by laws, prevent pollution, optimize resources, improve performance”.
「遵守法規，預防污染，善用資源，持續改善」是本集團對環境與資源的承諾。

To implement such commitment, we first formulate a decent **Management Framework** and coordinate internally. We then carry out **Risks Assessment** and **Set-out of Benchmark**. It is then handed over to each business unit and department within the Group to implement for **Implementation of Measures**, and finally **Assessment of Benchmark**.

要落實這份承諾，我們先制定好**管理框架**，統籌和協調內部。繼而**評核風險**，**設定指標**。再交由集團內各業務單位與部門**落實措施**，最後**評核指標**。



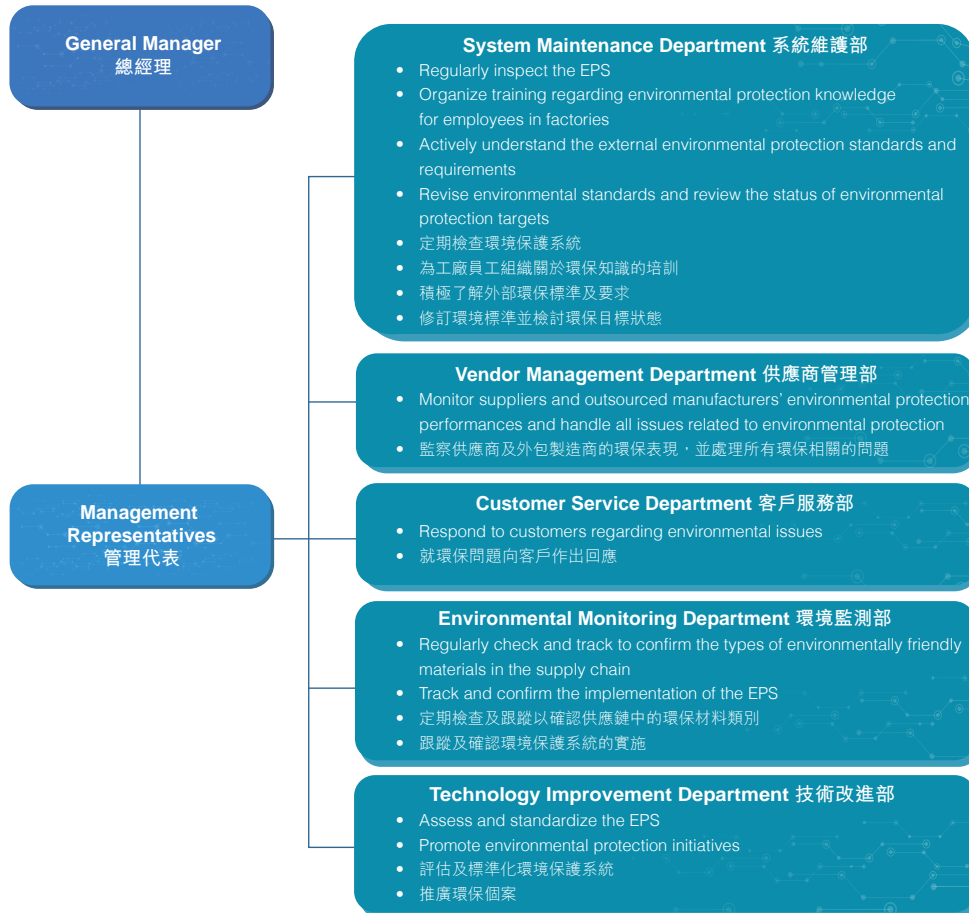
E. ENVIRONMENT AND RESOURCE 環境與資源

1. MANAGEMENT FRAMEWORK

The Environment Protection System (“EPS”) involves two manufacturing factories (i.e. Dongguan Factory and Fogang Factory) and five operational departments in different areas within the Group. Therefore, the Group has formulated a optimized environmental protection management framework to coordinate and plan various policies and operating procedures for effective implementation.

Management Team

We have set up a working group for the EPS, led by the Group’s General Manager and comprising the management representatives from the five operational departments involved. In addition to clearly defining the respective working division of each department involved, the arrangement also enables the environmental protection measures to be supervised by the General Manager level:



1. 管理框架

環境保護系統（「環境保護系統」）涉及集團內2家製造工廠（即東莞工廠及佛岡工廠）及5個不同範疇的運作部門。因此，本集團制定一個完善的環境保護管理框架，協調和統籌各項政策和作業程序，得以有效落實。

管理團隊

我們為環境保護系統成立一個由集團總經理領導的工作小組，成員包括涉及的5個運作部門管理代表。除清晰地釐訂各部門分工，更可由總經理層面監督環境保護措施：

E. ENVIRONMENT AND RESOURCE 環境與資源

Internal Audits

The Group conducts internal audits on the EPS on a biannual basis to monitor environmental performance. We make timely adjustments and improvements to the EPS where necessary and strive to keep abreast of the latest environmental protection policies.

Professional Training

In addition, the professionals and supervisors who are responsible for the Group's environmental matters must obtain the ISO 14001:2015 internal audit qualifications, and regularly receive professional training on topics such as the EPS and the regulations on environmental management substance. For environmental testing technicians in factories, they must participate in professional courses covering topics such as environmental policies and regulations, environmental labeling, and environmental protection precautions for production and processing on an annual basis.

內部審核

本集團每年兩次對環境保護系統進行內部審核，以監察環境表現。必要時，我們會及時對環境保護系統進行調整和改進，力爭緊跟最新的環保政策。

專業培訓

此外，負責環境事務的專業人員及主管必須取得ISO 14001:2015內審資格，並定期接受環境保護系統及環境管理物質法規等主題的專業培訓。對於工廠的環境檢測技術人員，彼等必須每年參加環境政策法規、環境標誌、生產加工的環保注意事項等主題的專業課程。



E. ENVIRONMENT AND RESOURCE 環境與資源

2. RISK ASSESSMENT



Existing Risks

The Group's two factories in Dongguan and Fogang face risks primarily from emissions and accidents during the manufacturing process, with the sources of these risks remaining unchanged from previous years. We have formulated mitigation measures for the following six sources of risk and conduct performance reviews on a monthly basis.





2. 評核風險

既有風險

本集團位於東莞、佛岡2間工廠，風險主要來自生產過程的排放與意外，其風險來源與往年不變。我們就以下6項風險來源制訂緩解措施，並每月進行績效檢討。

Sources of Risks 風險來源	Mitigation Measures 減緩措施
Air 廢氣 	<ul style="list-style-type: none"> Regularly inspect tin smoke emission facilities in factories to ensure normal discharge of tin smoke Evaluate operation methods and formulate effective methods to reduce tin smoke generation 定期檢查工廠的錫煙排放設施，確保錫煙的正常排放 評估操作方法並制定減少錫煙產生的有效方法
Chemicals 化學品 	<ul style="list-style-type: none"> Maintain an emergency response team and clarify the responsibilities of management and each team member Conduct training on fire safety, chemical management and use, as well as emergency response knowledge for the operating personnel in factories 管理應急小組，並明確管理層和各小組成員的職責 對工廠操作人員進行消防安全、化學品管理和使用以及應急知識培訓

E. ENVIRONMENT AND RESOURCE 環境與資源

Sources of Risks 風險來源	Mitigation Measures 減緩措施
Waste 廢物 	<ul style="list-style-type: none"> Adopt waste classification and recycling bins in factories Conduct monthly environmental and fire safety inspections, as well as provide necessary guidance to ensure the correct classification of waste 在工廠使用廢物分類回收箱 每月進行環境和消防安全檢查並提供必要的指導，以確保垃圾的正確分類
Products 產品 	<ul style="list-style-type: none"> Review REACH requirements in the annual education and training plan, and strengthen employees' understanding of REACH Review and update the environmental protection requirements of REACH periodically Strengthen the promotion and training of the environmental protection knowledge on the Group's products Conduct monthly inspections on the introduction of red phosphorus-free products and promptly suggest improvements when any problems are found 回顧在年度教育培訓計劃中的REACH要求，加強員工對REACH的了解 定期檢討及更新REACH的環保規定 加強對本集團產品環保知識的宣傳及培訓 每月對引進的無紅磷產品進行檢查，發現問題及時提出改進
Fire 火災 	<ul style="list-style-type: none"> Maintain an emergency response team and clarify the responsibilities of management and each team member Conduct fire drills and provide training to equipment operators regularly, as well as take corrective measures for identified risks 管理應急小組，並明確管理層和各小組成員的職責 定期進行火警演習，對操作人員進行培訓，並對已識別的風險採取糾正措施
Noise 噪音 	<ul style="list-style-type: none"> Regularly maintain all equipment and install relevant vibration damping components at appropriate locations to reduce vibration 定期維護所有位於適當位置的設備並安裝相關減震部件以降低震動

E. ENVIRONMENT AND RESOURCE 環境與資源

New Risks

During the Reporting Period, in response to the relocation of the Dongguan Manufacturing Base to the new park and the completion of the Ji'an Factory, the Group was involved in the following additional risks, and we have formulated mitigation measures accordingly.

新增風險

在本報告期內，因應東莞製造基地遷進新園區、吉安工廠落成，集團增加了下述風險，我們也隨即制訂相應的緩解措施：

Sources of new risks 新增風險來源	Mitigation measures 減緩措施
Dongguan Manufacturing Base – Air emissions 東莞製造基地 – 廢氣排放	
<p>The new manufacturing base has added new facilities and equipment, which may result in excessive or increased air emissions</p> <p>新製造基地添置新設施和器材，廢氣排放有可能超標或增加</p>	<ul style="list-style-type: none"> The latest adsorption device filters harmful substances CMA testing is conducted to ensure compliance with national standards <p><i>For details, please refer to Section 4(a) of this chapter</i></p> <ul style="list-style-type: none"> 最新吸附裝置，過濾有害物質 進行CMA測試，確保均符合國家標準 <p><i>內容詳見於本章第4(a)節</i></p>
Completion of Ji'an Factory – Air emissions 吉安工廠落成 – 廢氣排放	
<p>The two factories in Dongguan and Ji'an are approximately 630 kilometres apart, far exceeding the 180 kilometres between Dongguan and Fogang, resulting in a significant increase in emissions from factory vehicles</p> <p>東莞、吉安2間工廠相距約630公里，遠超東莞、佛岡之間的180公里，來自工廠車輛的排放大增</p>	<ul style="list-style-type: none"> Minimize the use of factory vehicles travelling to and from the Ji'an Factory. Personnel should travel to and from the factory by high-speed train, and logistics service provider will be engaged for the transportation of materials and goods 減少使用工廠車輛往返吉安工廠，人員往來改乘高鐵，材料貨物往來改聘用物流服務

E. ENVIRONMENT AND RESOURCE 環境與資源

Emerging Climate Risks

As early as 2021, we had already begun to assess and identify climate-related risks. We referenced the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) and contracted an independent sustainability consultancy to conduct a preliminary climate-related risk analysis, which covers Dongguan Factory and Fogang Factory in Guangdong Province, China, and finalise a list of short- and medium-term physical and transition risks as follows:

新興氣候風險

早於2021年，我們經已開始評估及確定與氣候相關的風險。我們參考氣候相關財務披露工作小組的建議，聘請獨立可持續發展顧問進行初步氣候相關風險分析，分析範圍包括位於中國廣東省的東莞工廠及佛岡工廠，並確定短期及中期的實體和轉型風險清單，如下：



The results of such risk assessment were adopted by the Board, and changes in climate risks will be reported to the Board regularly, to formulate mitigation strategies, such as formulation of special working arrangements under extreme weather conditions, substitution with eco-friendly raw materials and low-carbon optimization of production processes. More importantly, this helps the management set short, medium and long-term environmental protection goals.

有關風險評估結果獲董事會採納，並將定期就面臨氣候風險變化向董事會匯報，並訂立減緩策略，如制訂極端天氣條件下的工作安排、使用環保原材料替代以及對生產流程進行低碳優化。更重要是，有助管理層訂立短中長期的環境保護目標。

E. ENVIRONMENT AND RESOURCE 環境與資源

3. SET-OUT OF BENCHMARK

The Group sets annual and medium to long-term environmental protection targets to facilitate implementation of ESG.

(a) Annual Indicators

Based on the above risk assessment, we set annual environmental target KPIs for each factor to monitor its performance:

3. 設定指標

本集團訂立每年度及中長期的環境保護目標，有助落實ESG。

(a) 年度指標

我們按上述的風險評估，就每因素設定每年的環境目標關鍵績效指標，以表明其績效：

Environmental Factors 環境因素	KPI Targets 關鍵績效指標目標
Product Compliance 產品合規	100% compliance with non-red phosphorus content 100% compliance with REACH environmental protection requirements 100%符合產品不含紅磷規定 100%符合REACH環保規定
External Environmental Complaints 外部環境投訴	0 case/month 每月0宗
Environmental Training 環境培訓	100% passing rate/month 每月100%合格率
Air Emissions from Tin Smoke 錫煙排放	Concentration <0.7 mg/m ³ 濃度<0.7毫克／立方米
Environmental Accidents 環境事故	0 case/month 每月0宗
Environmental Protection Equipment 環境保護器材	0 equipment failures/month 每月0宗環境保護器材故障
Waste Handling 廢物處理	0 recycling and handling errors/month 每月0宗回收及廢物處理錯誤
Emissions and Discharge 排放	0 cases of excessive noise emissions/year 0 cases of excessive discharge of domestic wastewater/year 每年0宗過量噪音 每年0宗過量生活污水排放
Internal Environmental Audit 內部環境審核	100% rectification compliance rate/month 每月100%整改合規率

E. ENVIRONMENT AND RESOURCE 環境與資源

(b) Medium- to Long-Term Indicators

We have set medium- to long-term KPIs back in 2018. With reference to the ESG Reporting Guide, we set 4 targets regarding emission and consumption reduction:

(b) 中長期指標

早於2018年我們經已訂立中長期的關鍵績效指標。參考《環境、社會及管治報告指引》，制定4個關於減排消耗的目標：

Dongguan Factory Targets 東莞工廠	Fogang Factory Targets 佛岡工廠
Emissions 排放量	
As of 2024, reduce GHG emissions intensity (by full-time employees) by 5% compared to the 2018 baseline year 截至2024年，溫室氣體排放強度（按全職僱員計）較2018年基準年減少5%	As of 2024, reduce GHG emissions intensity (by full-time employees) by 20% compared to the 2018 baseline year 截至2024年，溫室氣體排放強度（按全職僱員計）較2018年基準年減少20%
Waste 廢物	
Since 2022, identify all hazardous and non-hazardous waste in daily operations and establish a data collection system 自2022年起，識別日常營運過程中的所有有害及無害廢物，及建立數據收集系統	Since 2022, identify all hazardous and non-hazardous waste in daily operations and establish a data collection system 自2022年起，識別日常營運過程中的所有有害及無害廢物，及建立數據收集系統
Energy 能源	
As of 2024, reduce energy consumption intensity (by full-time employees) to the same level as in the 2018 baseline year 截至2024年，能耗強度（按全職僱員計）降至2018年基準年相同水平	As of 2024, reduce energy consumption intensity (by full-time employees) by 5% compared to the 2018 baseline year 截至2024年，能耗強度（按全職僱員計）較2018年基準年下降5%
Water 水	
As of 2024, reduce absolute water consumption to 40,000.00 m ³ 截至2024年，絕對用水量降至40,000.00立方米	As of 2024, reduce water consumption intensity (by full-time employees) by 30% compared to the 2018 baseline year 截至2024年，用水強度（按全職僱員計）較2018年基準年下降30%

4. IMPLEMENTATION OF MEASURES

The management has established short, medium and long-term indicators, while each environmental protection system unit has also formulated a series of measures to control emissions, noise waste and energy consumption.

(a) Control Emissions

Exhaust gas and greenhouse gas (“GHG”) are inevitably emitted at Dongguan Factory and Fogang Factory. The Group strictly follows the Measures of Guangdong Province on Prevention and Control of Air Pollution in the Pearl River Delta and the Atmospheric Pollution Prevention and Control Law of the People’s Republic of China (2018 Amendment), and analyzes emission patterns and customizes corresponding control measures based on these two regulations.

Exhaust Gas Emissions

Most of the Group’s exhaust emissions come from vehicles in Dongguan Factory and Fogang Factory. During the Reporting Period, the two factories operated four vehicles (2022: five) in total, which generate direct air pollutants, including nitrogen oxides (“NOx”), sulfur oxides (“SOx”) and particulate matter (“PM”). The data of 2023 is shown below:

Exhaust Gas 廢氣	Unit 單位	2022 2022年	2023 2023年	
NOx 氮氧化物	kg 公斤	224.66	259.98	↑
SOx 硫氧化物	kg 公斤	0.28	0.30	↑
PM 懸浮粒子	kg 公斤	18.46	20.74	↑

In addition to the economic recovery and operational needs, the increase in exhaust gas emissions in 2023 compared with 2022 was due to the relocation of Dongguan Factory of the Group in October 2023, resulting in a significant increase in the number of vehicle visits.

During the first 3 months in 2024, the data of the above exhaust gas are 45.60 kg, 0.05 kg and 3.85 kg respectively.

4. 落實措施

管理層既訂立短中長期指標，各環境保護系統單位也隨即制定一系列針對控制排放、噪音廢物、能源消耗的措施。

(a) 控制排放

東莞工廠及佛岡工廠不可避免地會排放廢氣及溫室氣體（「溫室氣體」）。本集團嚴格遵守《廣東省珠江三角洲大氣污染防治辦法》及《中華人民共和國污染防治法》（2018年修訂），據該2項法規制定，分析排放模式及度身制訂相應控制措施。

廢氣排放

本集團大部分的廢氣排放來自東莞工廠及佛岡工廠的車輛使用。於報告期間，2間廠房合共使用的4台車輛（2022年：5台）直接產生空氣污染物，包括氮氧化物（「氮氧化物」）、硫氧化物（「硫氧化物」）、懸浮粒子（「懸浮粒子」）。2023年的指數如下：

2023年廢氣排放比2022年上升，除因為經濟復常、運作需要外，本集團之東莞工廠曾在2023年10月經歷廠戶搬遷，車輛出勤次數錄得較大幅度增長。

2024年首3個月，上述廢氣指數分別為45.60公斤、0.05公斤和3.85公斤。

E. ENVIRONMENT AND RESOURCE 環境與資源



Relocation News
喬遷快訊

Newest Adsorption Device Filtering Harmful Substances
最新吸附裝置過濾有害物質



The new manufacturing base in Dongguan is equipped with the newest activated carbon adsorption device, which filters harmful substances such as formaldehyde, benzene, toluene, xylene, and TVOC, and discharges them to the outdoor.

東莞的新製造基地設有最新型號活性炭吸附裝置，過濾室內的有害物質例如甲醛、苯、甲苯、二甲苯、TVOC等，並排放至室外。



Moreover, the air quality has passed the CMA test, with all the indexes complying with the national standards.

此外，空氣品質通過CMA測試，各項指標均符合國家標準。

E. ENVIRONMENT AND RESOURCE 環境與資源

GHG Emissions

During the Reporting Period, the Group's Scope 1 and Scope 2 GHG emissions are shown in the following table. Scope 1 includes direct emissions from vehicle exhaust (vehicles used in the factories) and stationary combustion equipment (staff canteen at Dongguan Factory), whilst Scope 2 refers to the indirect emissions from purchased electricity used at both factories. The data of 2023 is shown below:

Emissions Scope – Sources 排放範圍 – 來源	Unit 單位	2022 2022年	2023 2023年	
Scope 1 – Vehicle 範圍1 – 車輛	tCO ₂ e 噸二氧化碳當量	47.79	48.24	↑
Scope 1 – Stationary Combustion Equipment 範圍1 – 固定燃燒設備	tCO ₂ e 噸二氧化碳當量	17.89	9.65	↓
Scope 2 – Purchased Electricity 範圍2 – 外購電力	tCO ₂ e 噸二氧化碳當量	2,821.71	1,109.38	↓

In spite of the non-recurring factor regarding the relocation of Dongguan Factory in 2023, causing an increase in emissions from vehicle exhaust compared with 2022, only a slight increase in its tCO₂e was recorded. In terms of stationary combustion equipment and purchased electricity, a significant decrease in tCO₂e was recorded.

During the first 3 months in 2024, the data of the above gas are 8.85 tCO₂e, 0 tCO₂e and 150.61 tCO₂e respectively.

溫室氣體排放

於報告期間，本集團的範圍1及範圍2溫室氣體排放主要包括下表所示。範圍1包括來自車輛尾氣（廠房使用的車輛）及固定燃燒設備（東莞工廠員工飯堂）的直接排放，而範圍2指兩間工廠使用的外購電力的間接排放。2023年的指數如下：

儘管2023年因東莞工廠搬遷這非經常性因素，導致車輛廢氣排放比2022年上升，其噸二氧化碳當量只輕微上升。在固定燃燒設備和外購電力兩方面，噸二氧化碳當量則大幅度下降。

2024年首3個月，上述氣體排放指數分別為8.85噸、0噸和150.61噸二氧化碳當量。

E. ENVIRONMENT AND RESOURCE 環境與資源

(b) Waste Reduction at the Source

The Group strengthens waste recycling and achieves waste reduction at the source by implementing the Waste Control Procedure – systematically classifying production waste generated by the operation of manufacturing factories into “non-hazardous waste and recyclables” and “hazardous waste”. Recycling and reduction of waste generation are prioritized wherever possible.

(b) 源頭減廢

本集團透過實施《廢棄物管制程序》加強廢物回收，達至源頭減廢－有系統性地把工廠營運製造的生產廢物，區分為「無害而可回收廢物」和「有害廢物」，盡量可行下優先採用回收再造和減少有關廢物的產生。

Production waste generated by the operation of manufacturing factories 工廠營運生產廢物

Non-hazardous Waste and Recyclables

- Separate and label in a designated storage area
- Place in containers with compatible chemical properties
- Contract licensed service providers to handle and dispose of the waste responsibly and lawfully
- Transport reusable resources to suppliers for recycling
- Transport plastic scraps to Fogang Factory for recycling

無害廢物及可回收物

- 在指定存放區域分開儲存及貼上標籤識別
- 存放在具有相容化學性質的容器內
- 委託持牌服務供應商以負責任及合法的方式去處理及棄置該廢物
- 將可重用資源運送到供應商回收再用
- 將生產廢膠運送到佛岡工廠進行回收

Hazardous Waste

- Separate and label in a designated storage area
- Place in containers with rainproof and leakproof properties
- Contract licensed service providers to handle, treat and dispose of the waste responsibly and lawfully

有害廢物

- 在指定存放區域分開儲存及貼上標籤識別
- 存放在防雨防漏的容器內
- 委託聘請持牌服務供應商以負責任及合法的方式去處理及棄置該廢物

E. ENVIRONMENT AND RESOURCE 環境與資源

In 2023, the non-hazardous and hazardous waste recycling data of the two factories are as follows:

於2023年，2間廠房的無害及有害廢物回收數據如下：

Type of non-hazardous waste recycled 無害廢物回收物類別	Unit 單位	2022 2022年	2023 2023年	
Paper 廢紙	kg 公斤	4,850.6	3,825.5	↓
Plastic 塑料	kg 公斤	3,388.0	2,930.7	↓
Metal 金屬	kg 公斤	540.2	3,243.26	↑
PVC waste PVC廢料	kg 公斤	10,391.0	11,302.6	↑

Type of hazardous waste recycled 有害廢物回收物類別	Unit 單位	2022 2022年	2023 2023年	
Chemical waste 化學廢棄物	kg 公斤	266.0	90.0	↓
Waste activated carbon 廢活性碳	kg 公斤	55.0	30.0	↓
Waste chemical containers 廢化學品容器	kg 公斤	3.0	100.0	↑
Waste rags and gloves 廢抹布、手套	kg 公斤	90.0	60.0	↓
Waste engine oil 廢機油	kg 公斤	113.2	105.3	↓

E. ENVIRONMENT AND RESOURCE 環境與資源

During the first 3 months in 2024, the data of the above non-hazardous and hazardous waste recycled are as follows respectively:

於2024年首3個月，上述無害及有害廢物回收數據分別為：

Type of non-hazardous waste recycled 無害廢物回收物類別	Unit 單位	2024 (first 3 months) 2024年(首3個月)
Paper 廢紙	kg 公斤	892.53
Plastic 塑料	kg 公斤	594.31
Metal 金屬	kg 公斤	120.47
PVC waste PVC廢料	kg 公斤	527.79

Type of hazardous waste recycled 有害廢物回收物類別	Unit 單位	2024 (first 3 months) 2024年(首3個月)
Chemical waste 化學廢棄物	kg 公斤	90.0
Waste activated carbon 廢活性炭	kg 公斤	30.0
Waste chemical containers 廢化學品容器	kg 公斤	100.0
Waste rags and gloves 廢抹布、手套	kg 公斤	60.0
Waste engine oil 廢機油	kg 公斤	0

E. ENVIRONMENT AND RESOURCE 環境與資源

(c) Reduce Consumption

The Group has formulated guidelines for employees to promote responsible consumption and waste reduction within its operations:

(c) 減少消耗

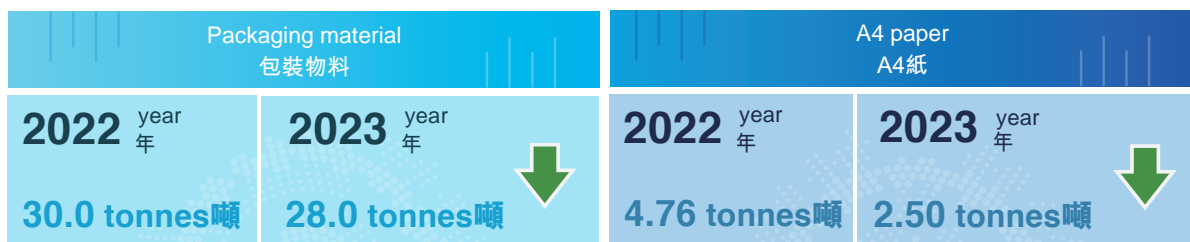
本集團為員工制定了指引，以促進營運中負責任的物料消耗和減少廢物：

Reduce Consumption of Supplies 減低物料消耗

- **Improve its packaging process and mainly replace plastic with paper to package our electronic products**
- **Packaging materials should be properly stored for second-hand usage**
- **Use recyclable materials as much as possible**
- **Offices are responsible for the use, supervision and management of paper**
- **Offices should make an analysis of paper consumption in order to control the total amount of paper used**
- 改進其包裝流程，並主要以紙張代替塑料以包裝我們的電子產品
- 包裝物料應妥善保管，以備作為二手物料使用
- 儘量使用可回收材料
- 辦公室負責紙張的使用、監督和及管理
- 辦公室應對紙張消耗進行分析，以控制紙張的使用總量

In 2023, data of our packaging material used are as follow:

於2023年，我們消耗的數據如下：



During the first 3 months in 2024, the data of the above consumption are 4.8 tonnes and 0.26 tonnes respectively.

於2024年首3個月，上述消耗數據分別為4.8噸和0.26噸。

E. ENVIRONMENT AND RESOURCE 環境與資源

(d) Noise

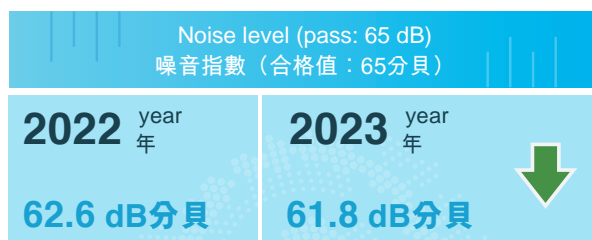
The Group's noise emissions mainly come from the operation of machinery during our product assembly process. We strictly comply with the provisions of GB12348-2008 Emission Standard for Industrial Enterprises Noise at Boundary. We commit to reducing the impact of noise on our people and surrounding areas, we closely monitor the noise emissions at production sites and also require workers to wear earplugs.

During the Reporting Period, Dongguan Factory conducted three noise emission assessments. Noise data related to our consumption is as follows: the detected average noise level being 61.8 dB, which is under the 65 dB threshold value as stipulated in GB12348-2008.

(d) 噪音

本集團的噪音排放主要來自我們產品組裝過程中的機器操作。我們嚴格遵守《工業企業廠界環境噪聲排放標準》GB12348-2008之規定，致力減少噪音對員工及周邊地區的影響，除密切監察生產場地的噪音排放，也要求工人佩戴耳塞。

於報告期間，東莞工廠進行了3次噪音排放評估，我們消耗的數據如下：平均檢測結果為61.8分貝，低於GB12348-2008規定的65分貝閾值。



(e) Energy Consumption

Energy used by the Group is mainly purchased electricity, diesel, gas and natural gas. Electricity, diesel and natural gas are used to support the administrative work and manufacturing process, while diesel and gas are utilized for powering vehicles.

(e) 能源消耗

本集團所使用的能源以外購電力、柴油、汽油及天然氣為主。電力、柴油及天然氣用於支援行政管理工作及製造過程，而柴油和汽油用於為車輛提供動力。

E. ENVIRONMENT AND RESOURCE 環境與資源

The Group implements the Energy and Resources Management Procedures and analyzes the consumption pattern of resources on a monthly basis, aiming to enable the resource optimization plan to be continuously improved. Furthermore, we have formulated the following energy consumption guidelines:

本集團實施《能源資源管理程序》，每月進行1次資源消耗模式分析，旨在持續完善資源優化計劃。此外，制定以下能源消耗指引：

Reduce Energy Consumption 減低能源消耗

- All employees must turn off the lighting, air conditioning, and computers in factories and offices after work
- Production equipment must be turned off when not in use
- A file and maintenance system for electrical equipment should be established and managed to minimize the waste of electrical energy due to equipment reasons
- 所有員工下班後皆須關閉廠區及辦公室照明、空調及電腦
- 生產設備閒置時須關機
- 應制定並管理電氣設備文檔與保養制度，盡量減少因設備原因造成電力浪費

Reduce Water Consumption 減低水消耗

- All employees should be responsible for water saving and develop a good habit of water consumption
- Under normal circumstances, it is strictly forbidden to reduce the temperature of circulating water by adding supplementary water to the cooling system
- Throttles and nozzles must be installed in each water nozzle and sprinkler for domestic water consumption
- If a case of excessive consumption is found, measures should be taken immediately to minimize water wastage
- 員工皆需節約用水並養成良好的用水習慣
- 正常情況下，嚴禁透過向冷凍系統添加補充水來降低循環水溫度
- 生活用水的每個水嘴及花灑均須安裝節流噴嘴
- 倘發現過度消耗的情況，相關人員應立即採取措施，儘量減少水資源浪費

During the Reporting Period, our energy consumption data are as follows:

於報告期間，我們能源消耗的數據如下：

Energy 能源	Unit 單位	2022 2022年	2023 2023年	
Electricity 電力	kWh 千瓦時	3,508,710.00	2,492,984.00	↓
Diesel 柴油	Liter 升	12,803.74	12,670.69	↓
Gas 汽油	Liter 升	5,032.05	6,266.32	↑
Natural Gas 天然氣	m ³ 立方米	8,276.00	4,467.00	↓
Water 水	m ³ 立方米	52,798.00	36,658.80	↓

The gas consumption for 2023 increased as compared to 2022, which was due to the relocation of the Dongguan Factory (a non-recurring factor).

2023年汽油消耗比2022年上升，因東莞工廠搬遷這非經常性因素所致。

E. ENVIRONMENT AND RESOURCE 環境與資源



Relocation News
喬遷快訊

Say goodbye to gas consumption!
不再消耗天然氣！



Before the relocation, the old manufacturing base had a staff canteen and a kitchen in which natural gas was consumed for cooking, and its fixed combustion equipment became the source of the Group's GHG emissions.

The existing staff canteen in the Intelligent Industrial Park makes unnecessary the establishment of a separate canteen and kitchen in the new manufacturing base. In this way, no gas emissions will be derived, thus contributing to environmental protection!

未搬遷前之舊製造基地，設有員工飯堂，廚房使用天然氣煮食，其固定燃燒設備成為集團之溫室氣體排放的來源。由於智慧產業園區設有員工飯堂，新製造基地無須再另設飯堂和廚房，不再衍生任何天然氣排放，為環保出力！

During the first 3 months in 2024, the data of the above energy consumption are as follows respectively:

於2024年首3個月，上述能源消耗的數據分別為：

Energy 能源	Unit 單位	2024 (first 3 months) 2024年（首3個月）
Electricity 電力	kWh 千瓦時	338,439.00
Diesel 柴油	Liter 升	1,921.44
Gas 汽油	Liter 升	1,600.34
Natural Gas 天然氣	m ³ 立方米	0.00
Water 水	m ³ 立方米	3,696.00

E. ENVIRONMENT AND RESOURCE 環境與資源

5. ASSESSMENT OF BENCHMARK

(a) Annual Indicators

Following 2022, we have achieved all KPI Targets in 2023:

5. 評核指標

(a) 年度指標

繼2022年，我們在2023年達成全數關鍵績效指標目標：

Environmental Factors 環境因素	KPI Targets 關鍵績效指標目標	2022 Results 2022年結果	2023 Results 2023年結果
Product Compliance 產品合規	100% compliance with non-red phosphorus content 100% compliance with REACH environmental protection requirements 100%符合產品不含紅磷規定 100%符合REACH環保規定	✓	✓
External Environmental Complaints 外部環境投訴	0 case/month 每月0宗	✓	✓
Environmental Training 環境培訓	100% passing rate/month 每月100%合格率	✓	✓
Air Emissions from Tin Smoke 錫煙排放	Concentration <0.7 mg/m ³ 濃度<0.7毫克/立方米	✓	✓
Environmental Accidents 環境事故	0 case/month 每月0宗	✓	✓
Environmental Protection Equipment 環境保護器材	0 equipment failures/month 每月0宗環境保護器材故障	✓	✓
Waste Handling 廢物處理	0 recycling and handling errors/month 每月0宗回收及廢物處理錯誤	✓	✓
Emissions and Discharge 排放	0 cases of excessive noise emissions/year 0 cases of excessive discharge of domestic wastewater/year 每年0宗過量噪音 每年0宗過量生活污水排放	✓	✓
Internal Environmental Audit 內部環境審核	100% rectification compliance rate/month 每月100%整改合規率	✓	✓

E. ENVIRONMENT AND RESOURCE 環境與資源

(b) Medium- and Long-Term Indicators

In terms of medium- and long-term KPIs, some indicators have already been achieved earlier than the original schedule of 2024, as follows:

(b) 中長期指標

中長期關鍵績效指標方面，部份指標經已早於原訂之2024年達標，如下：

Dongguan Factory 東莞工廠				
	Targets 指標	2018 2018年	2023 2023年	Results 結果
Emissions 排放量	As of 2024, reduce GHG emissions intensity (by full-time employees) by 5% compared to the 2018 baseline year 截至2024年，溫室氣體排放強度（按全職僱員計）較2018年基準年減少5%	5.69 tCO ₂ e/Person 5.69噸二氧化碳當量／人	2.94 tCO ₂ e/Person 2.94噸二氧化碳當量／人	
Waste 廢物	Since 2022, identify all hazardous and non-hazardous waste in daily operations and establish a data collection system 自2022年起，識別日常營運過程中的所有有害及無害廢物，及建立數據收集系統	Not yet available 未有	Already established in 2022 2022年經已建立	
Energy 能源	As of 2024, reduce energy consumption intensity (by full-time employees) to the same level as in the 2018 baseline year 截至2024年，能耗強度（按全職僱員計）降至2018年基準年相同水平	22,878.18 MJ/Person 19,720,990.80 ÷ 862 22,878.18兆焦耳／人 19,720,990.80 ÷ 862人	24,279.23 MJ/Person 6,531,114.00 ÷ 269 persons 24,279.23兆焦耳／人 6,531,114.00 ÷ 269人	
Water 水	As of 2024, reduce absolute water consumption to 40,000.00 m ³ 截至2024年，絕對用水量降至40,000.00立方米	50,087.00 m ³ 50,087.00立方米	24,871.80 m ³ 24,871.80立方米	

- Target achieved ahead of schedule 提前達標
- Target achieved 經已達標
- Target not yet achieved (Note 1) 尚未達標（註1）

Note 1: In terms of absolute energy consumption, it decreased by 66.9% in 2023 as compared to 2018

註1：若以絕對能源消耗量計，2023年較2018年下降66.9%

E. ENVIRONMENT AND RESOURCE 環境與資源

Fogang Factory 佛岡工廠				
	Targets 指標	2018 2018年	2023 2023年	Results 結果
Emissions 排放量	As of 2024, reduce GHG emissions intensity (by full-time employees) by 20% compared to the 2018 baseline year 截至2024年，溫室氣體排放強度（按全職僱員計）較2018年基準年減少20%	9.52 tCO ₂ e/Person 9.52噸二氧化碳當量／人	2.83 tCO ₂ e/Person 2.83噸二氧化碳當量／人	
Waste 廢物	Since 2022, identify all hazardous and non-hazardous waste in daily operations and establish a data collection system 自2022年起，識別日常營運過程中的所有有害及無害廢物，及建立數據收集系統	Not yet available 未有	Already established in 2022 2022年經已建立	
Energy 能源	As of 2024, reduce energy consumption intensity (by full-time employees) by 5% compared to the 2018 baseline year 截至2024年，能耗強度（按全職僱員計）較2018年基準年下降5%	40,369.57 MJ/Person 40,369.57兆焦耳／人	26,253.96 MJ/Person 26,253.96兆焦耳／人	
Water 水	As of 2024, reduce water consumption intensity (by full-time employees) by 30% compared to the 2018 baseline year 截至2024年，用水強度（按全職僱員計）較2018年基準年下降30%	83.76 m ³ /Person 18,260 m ³ ÷ 218 persons 83.76立方米／人 18,260立方米 ÷ 218人	98.23 m ³ /Person 11,787 m ³ ÷ 120 persons 98.23立方米／人 11,787立方米 ÷ 120人	

- Target achieved ahead of schedule 提前達標
- Target achieved 經已達標
- Target not yet achieved (Note 2) 尚未達標（註2）

Note 2: In terms of absolute water consumption, the water consumption for 2023 decreased by 35.4% as compared to 2018

註2：若以絕對用水量計，2023年之用水量較2018年下降35.4%

For more detailed KPI data, please refer to Chapter H of this report.

有關更詳盡之關鍵績效指標數據，請參考本報告第H章。

F. PEOPLE AND COMMUNITY

人文與社區

"Focus on people, produce with safety, safeguard health, care for life" is our commitment to all colleagues of the Group and surrounding communities.
 「以人為本，安全生產，保障健康，關愛生命」，
 是我們對集團全體同事、周邊社區的承諾。

We have implemented this commitment in four aspects, namely **human resources**, **safe workplace**, **professional training** and **giving back to the community**.

我們在人力資源、安全職場、專業培訓和回饋社區4方面，落實這個承諾。



Human resources
人力資源



Safe Workplace
安全職場



Professional Training
專業培訓



Give back to the community
回饋社區

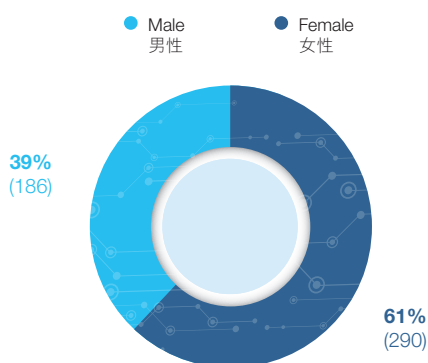
1. HUMAN RESOURCES

As at the end of the Reporting Period, the Group employed a total of approximately 476 (2022: 514) full-time employees in China, Hong Kong and Taiwan, the distribution of which is as follows:

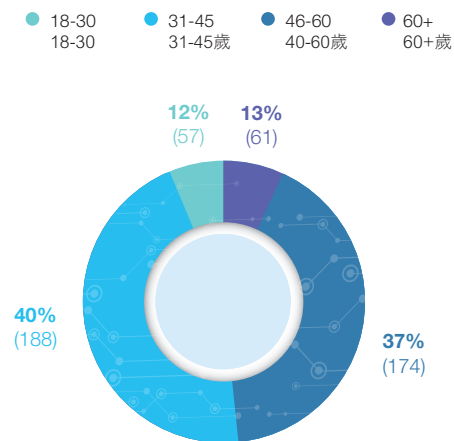
1. 人力資源

於本報告期末，本集團在中國、香港、台灣僱用的全職員工合共約476人（2022年：514人），其分布情況如下表：

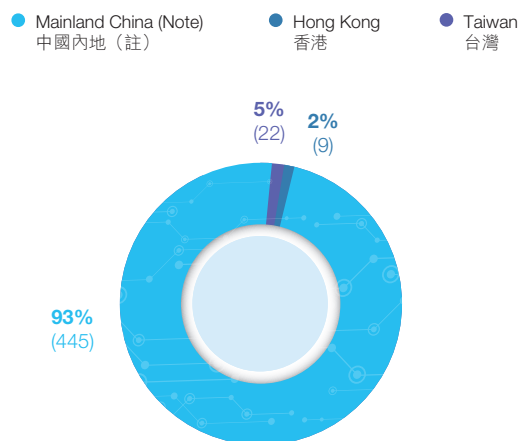
NUMBER OF EMPLOYEES BY GENDER IN 2023/2024
於二零二三／二四年度按性別劃分之僱員數目



NUMBER OF EMPLOYEES BY AGE GROUP IN 2023/2024
於二零二三／二四年度按年齡組別劃分之僱員數目



NUMBER OF EMPLOYEES BY REGION IN 2023/2024
於二零二三／二四年度按地區劃分之僱員數目



The above absolute numbers represent the number of employees, while the percentages are based on comparison with the total number of full-time employees.

以上絕對數字為職員數目，百份率與總全職人數相比。

Note: The number of individuals includes employees who were recruited in February 2024 for Ji'an Factory in Jiangxi Province, which is still in the preparatory stage.

註：人數包括位於江西省、尚在整備狀態的吉安工廠，於2024年2月完成招聘的員工。

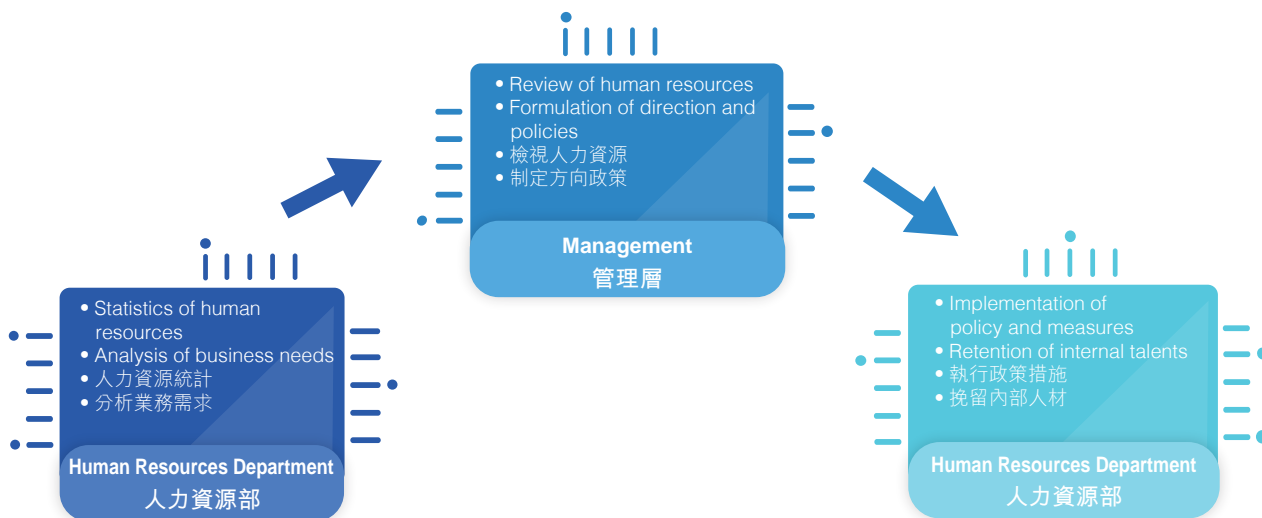
F. PEOPLE AND COMMUNITY 人文與社區

Regular review

The human resources department conducts statistics and analysis of internal human resources on quarterly basis, analyzes the human resources needs of each business unit, and reports to the management. The management regularly reviews and formulates appropriate human resources policies and measures based on the Group's business development and the human resources allocation of each business unit and then assigns any such policy and measure the human resources department for implementation.

定期檢視

人力資源部每季統計及分析內部人力資源，分析各業務單位的人力資源需求，並向管理層彙報。管理層則按集團的業務發展、各業務單位的人力資源分布，定期檢視和制定合適的人力資源政策措
施，再交由人力資源部執行。



During the Year, in addition to regular reviews, the Group optimized its recruitment policies and its measures to retain internal talents in response to the relocation of the Dongguan Manufacturing Base to the new park and the large-scale recruitment required for the new Ji'an Factory, which are summarized below.

Policy and measures

(a) Fair recruitment

The Group implements the Non-Discriminatory Management Measures, which has been in force since August 2016, in either large-scale recruitment at the Ji'an Factory or regular replacement recruitment at the Dongguan Factory and Fogang Factory. Selection procedures only involve document review, written tests, interviews, medical examinations, and other comprehensive evaluations, and the Group neither takes any extra unnecessary step nor discriminates against any applicants based on gender, age, disability, nationality, religious belief, political affiliation, place of birth, ethnicity, or language.

本年度除恆常檢視外，也因應東莞製造基地遷入新園區、新落成的吉安工廠需大規模招聘，優化集團的招聘政策、挽留內部人材措施，簡報如下：

政策措施

(a) 公平招聘

在吉安工廠的大型招聘，抑或東莞和佛岡工廠的恆常替補招聘中，集團貫徹執行自2016年8月起實施的《不歧視管制作業辦法》。遴選程序只有文件審查、筆試、面試、體檢及其他綜合評估等，沒有額外不必要的步驟，也不會因性別、年齡、殘疾、國籍、宗教信仰、黨派、出生地、民族及語言而歧視任何應徵者。



本公司確保公平招聘
The Company ensures fair recruitment

In addition, the Group strictly complies with the Law of the People's Republic of China on the Protection of Minors (2020 Revision) by prohibiting the employment of minors under the age of 16.

此外，集團嚴格遵守《中華人民共和國未成年人保護法》（2020年修訂），禁止聘用未16周歲的未成年人。

F. PEOPLE AND COMMUNITY 人文與社區

(b) Retain talents

The Group offers a competitive compensation package and benefits, including monthly salary, social and medical insurance, statutory holidays, and other basic benefits that are in compliance with laws. Moreover, employees can enjoy staff meals, free accommodation, year-end raffles, benefits or bonuses for traditional festivals, and free access to cultural and recreational facilities such as libraries, reading rooms, and gyms.

The Group also organizes various gatherings for employees, including birthday parties and outdoor events.



The Group also organizes various gatherings and events for its employees, including birthday parties and outdoor activities.

集團也為員工舉辦各類聚會活動，包括生日派對和戶外活動。

The Group encourages interaction with employees. To this end, the Group not only addresses employee concerns to improve internal employee satisfaction through morning meetings of various operational departments and surveys, but also receives feedback and suggestions from employees regarding the Group's operations by setting up the President Mailbox and the Employee Complaint Mailbox.

(b) 挽留人材

集團提供有競爭力的薪酬待遇和福利，包括月薪、社會及醫療保險、法定假日及其他符合法律規定的基本福利。此外，員工可享受有工作餐、免費住宿、年終抽獎、傳統節日福利待遇或獎金，以及免費使用圖書館、閱覽室及健身房等文化及娛樂設施。

集團也為員工舉辦各類聚會活動，包括生日派對和戶外活動。



集團鼓勵與員工之互動，除透過各運作部門晨會、問卷調查等，關心員工關切事項，提高內員工滿意度，也透過設立總裁信箱及員工投訴信箱，接收員工對集團營運提出反饋及建議。

F. PEOPLE AND COMMUNITY 人文與社區

(c) *Healthy Workplace*

Each employee in the Group is entitled to rest days and statutory holidays according to local laws, and working hours are also set for employees.

Furthermore, the Working Hours and Wage Management Procedures and the Non-Discrimination Management Measures have been implemented since August 2016. Following the principle of voluntary overtime, the Group does not extend working hours coercively, and implements the human resources policy comprising anti-discrimination, equal opportunity and diversity.

(c) 健康職場

集團內每名員工除可據當地法例享有休息日、法定假期，也為員工訂立工作時數。

此外，自2016年8月起實施《工時工資管理程序》和《不歧視管制作業辦法》。遵循自願加班的原則，不採用強制手段延長工作時間，並落實反歧視、平等機會和多元化的人力資源政策。



Relocation News
喬遷快訊

Comfortable Workspace
舒適工作間



In the new manufacturing base, which is located in Dongguan, all production and workspaces are designed by professionals, and they are both functional and comfortable.

位於東莞的新製造基地，各生產和工作間由專業人員設計，功能舒適兼備。

F. PEOPLE AND COMMUNITY 人文與社區

(d) Labor rights

Since August 2016, the Group has implemented the Regulations on Employment and Protection of Minors to ensure that all interns are entitled to insurances, pre-job trainings, and internship allowances, and are not assigned to positions that may cause personal injury or danger.

Furthermore, in addition to internal implementation of the Management Procedures for Prevention of Forced Labor and Prohibition of Prison Labor, the Group undertakes that it will not make any procurement from factories that use prison labor and extends this requirement to our suppliers. **For information, please refer to the sub-section headed “Supply Chain Management” under Chapter D of this report.**

(d) 勞工權益

集團自2016年8月起實施《未成年僱用與保護作業辦法》，確保所有實習生獲保險、崗前培訓和實習津貼，不會分配到容易造成人身傷害或危險的工作崗位。

此外，集團除內部實施《防止強迫勞工、禁用囚工管理程序》，承諾不會向囚犯製造產品的工廠進行任何採購，更把這要求擴展到我們的供應商。**有關資料請參閱本報告第D章下的「管理供應鏈」分節。**

F. PEOPLE AND COMMUNITY 人文與社區

Achievements

Through the implementation of a number of human resources policies and measures, we have built a healthy working environment to attract and retain talents, thus reducing the employee turnover rate. The data is as follows:

成效

我們通過落實多項人力資源政策與措施，建構健康工作環境，吸引和挽留人材，降低員工流失率，數據表述如下：

		2022 2022年	2023 2023年	2024 (January - March) 2024年 (1-3月)	
Average annual turnover rate	全年平均流失率	11.0%	4.0%	1.6%	↓
By gender		按性別劃分			
Male	男	8%	2.1%	0.8%	
Female	女	14%	1.9%	0.8%	
By age		按年齡劃分			
18-30	18-30	11%	1.8%	0.4%	
31-40	31-40	14%	0.8%	0.5%	
41-50	41-50	11%	0.8%	0.7%	
51+	51+	5%	0.5%	0.0%	
By region		按區域劃分			
Mainland China (Note)	中國內地 (註)	11%	3.9%	1.6%	
Hong Kong	香港	0%	0%	0%	
Taiwan	台灣	0%	0.1%	0%	

Note: The number of individuals includes employees who were recruited in December 2023 for Ji'an Factory in Jiangxi Province, which is still in the preparatory stage.

註：人數包括位於江西省、尚在整備狀態的吉安工廠，於2023年12月完成招聘的員工。

F. PEOPLE AND COMMUNITY 人文與社區

2. SAFE WORKPLACE

(a) Safety measures

The Group has established the Safety Department which is responsible for formulating first aid and emergency measures for work-related injuries:

- If an accident occurs during working hours, it should be immediately reported to the department head or safety director;
- The injured should be promptly given necessary care. In the unfortunate event of serious injury, the injured should be immediately transferred to the nearby hospital for further treatment;
- Each employee is required to understand these emergency procedures to ensure that appropriate first aid and self-rescue measures can be taken in times of crisis.

In order to strengthen the management of dangerous goods and consumables, to ensure the safety of our staff and the environment, and to prevent accidents, we have implemented the following policies:

2. 安全職場

(a) 安全措施

本集團已成立安全部，制定工傷急救及應急措施：

- 倘於工作時間內發生事故，應立即向部門主管或安全總監報告；
- 應及時對傷員進行必要的護理。如不幸遇嚴重受傷，應立即轉移到附近醫院接受進一步治療；
- 每位員工均須瞭解應急措施，確保危急時能夠採取適當的急救及自救措施。

為加強管理危險物品及耗品，保障員工及環境安全，防止事故發生，我們實施以下政策：

Dangerous Goods and Consumables Management Procedure

《危險物品及耗品管理程序》

- All hazardous materials such as inflammables, explosives, corrosives and toxic materials, must be purchased from certified suppliers and inspected thoroughly upon arrival.
- Dangerous Goods must also be clearly labeled and securely stored in a separate storage area where physical conditions are stable.
- 所有易燃、易爆、腐蝕性及有毒物質等危險物品，必須從經認證的供應商採購，並於到貨時進行徹底檢查。
- 危險物品亦必須貼上明確的標籤，並安全地存放於物理條件穩定的獨立儲存區。

Chemical Substance Control Procedure

《化學物質管制程序》

- Training on handling hazardous materials is provided to those who come into close contact with these materials.
- Employees are provided with personal protective equipment, such as protective masks and earplugs.
- 為與危險物品密切接觸的人員提供處理危險物品的培訓。
- 為員工提供個人防護裝備，例如防護口罩及耳塞。

(b) Training and Drills

In order to strengthen response to crisis incidents, We have implemented SER Emergency and Emergency Preparedness Procedure since August 2016. As stipulated, regularly safety training and exercises are provided to our employees to strengthen their awareness and knowledge of different occupational hazards.

(c) Diseases Prevention

We have implemented Occupational Disease and Epidemic Prevention and Control since May 2018 to establish a standardized emergency response mechanism that effectively respond to occupational diseases and epidemic prevention and control.

At the beginning of the Reporting Period, mainland China still implemented strict prevention and control measures in response to the COVID-19 pandemic. The Group's two factories in Dongguan and Fogang also strictly implemented the following preventive measures:

- Scan employees' health codes, conduct temperature checks on employees, and if necessary, provide health testing reports before entering factories;
- Require employees to wear masks in offices and factories and disinfect offices and factories every day;
- Allow flexible work arrangements for employees who live in high-risk areas;
- Prohibit cross-border trucks from entering factories, designate separate areas and personnel for the loading and unloading of cross-border trucks.

Although the government later announced the relaxation and withdrawal of prevention and control measures, and the two factories in Dongguan and Fogang also immediately canceled the above-mentioned preventive measures, we still remind employees to pay attention to personal hygiene to prevent another outbreak of the pandemic.

(b) 培訓演習

為加強應對危機事故，我們自2016年8月實施《SER緊急狀況準備與應急程序》，規定工廠須定期為員工提供安全培訓及演習，加強彼等對不同職業危害的防範意識及知識。

(c) 預防疾病

我們自2018年5月實施《職業病疫病防治管制程序》，建立標準應急響應機制，從而有效地應對職業病及疫病防治。

於報告期初，中國內地仍就新冠肺炎疫情實施嚴格的防控措施。本集團東莞和佛岡兩所工廠也嚴格實施以下預防措施：

- 掃描員工的健康二維碼，接受體溫檢查，及如有需要，提供健康檢測報告；
- 要求員工在辦公室和工廠範圍佩戴口罩及每日消毒工廠；
- 為居住在高風險地區的員工安排彈性上班安排；
- 禁止跨境貨車進入工廠範圍，設立特定的區域及派出特定人員進行跨境貨車的裝卸工作。

儘管及後政府宣布放寬及撤銷防控措施，東莞和佛岡兩所工廠也隨即取消上述預防措施，我們仍提醒員工注意個人衛生，防止疫情再次爆發。

F. PEOPLE AND COMMUNITY 人文與社區

Achievements

We have implemented a number of safety and health policies and measures to build a safe workplace. The performance is as follows:

成效

我們通過落實多項安全健康政策與措施，建構安全職場，有關積效如下：

		2021 2021年	2022 2022年	2023 2023年	
Number of work-related fatalities	工傷死亡	0 person人	0 person人	0 person人	-
Number of work injuries	工傷人數	8 people人	5 people人	1 person人	↓
Lost days due to work injury	工傷損失工作日數	30.5 days天	151 days天	7 days天	↓

For the first three months of 2024, the work-injury related data for the above table is 0 person, 1 person and 120 days.

2024年首3個月，上述工傷數據分別為0人、1人、120天。

3. PROFESSIONAL TRAINING

The Group has established a training management system based on the human resource needs of each department. The human resources department prepares a training plan to improve employees' knowledge and management standards, enhance employees' ability to perform their duties, improve work performance and increase work efficiency. Its overview is as follows:

Pre-job training

崗前培訓

- In Dongguan Factory and Fogang Factory, all of our new employees must receive pre-job training, which aims to deepen their understanding of our corporate history and culture, human resources policies, the SER knowledge, health and safety knowledge and technical practices.
- 為東莞工廠及佛岡工廠所有新員工安排崗前培訓，加深其對公司歷史及文化、人力資源政策、SER知識、健康與安全知識以及技術實踐的瞭解。

On-job training

在職培訓

- We provide education and training systems for all employees from different departments in order to let employees learn and improve the latest manufacturing skill sets.
- 為來自不同部門的所有員工提供教育及培訓系統，學習和提升最新製造技能。

3. 專業培訓

本集團訂立培訓管理制度，結合各部門的人力資源需求。由人力資源部編製培訓計劃，以提高員工的知識與管理水準，提升員工履行職責的能力，改善工作表現及增加工作效率，大概如下：



F. PEOPLE AND COMMUNITY 人文與社區

During the reporting period, the data on training we provided to our employees are as follows:

於報告期間，我們為員工提供培訓的數據如下：

		2022	2023				2022	2023	
		2022年	2023年				2022年	2023年	
The percentage of employees trained	總受訓僱員百份比	30%	61%	↑	Average training hours per trained employee (hours)	每名受訓僱員平均時數(小時)	0.39	0.74	↑

		2022	2023
		2022年	2023年
By gender	按性別劃分		
Male	男	60%	56%
Female	女	40%	44%
By employment level	按職級劃分		
18-30	18-30歲	1.0%	0.4%
31-40	31-40歲	7.0%	3.8%
41-50	41-50歲	20.0%	11.1%
51+	51+歲	73.0%	84.6%

		2022	2023
		2022年	2023年
By gender	按性別劃分		
Male	男	0.34	0.60
Female	女	0.46	0.91
By employment level	按職級劃分		
18-30	18-30歲	0.50	0.10
31-40	31-40歲	1.11	0.10
41-50	41-50歲	1.48	1.46
51+	51+歲	0.31	0.68

We hope that through professional training, we can help new employees quickly become familiar with the business and develop their own value, so that employees can quickly establish close interpersonal relationships and enhance their sense of identity and sense of belonging to the Company.

我們希望透過專業培訓，幫助新員工快速地熟悉業務、發揮自身價值，讓員工更快地建立緊密的人際關係，增強新員工對企業的認同感與歸屬感。

4. GIVE BACK TO THE COMMUNITY

The Group has always aimed at giving back to the community by supporting community organizations around the factories to give back to different sectors of the society.

(a) Donating to the Community

During the Reporting Period, we donated RMB5,000 to Huanglang Economic Union in Longshan Town, Fogang County, which is located in the vicinity of the Fogang Factory, in order to promote recreational activities for the elderly.



The Group has been sponsoring the recreational activities for the elderly of the Huang Lang Economic Association of Long Shan Township for several years

本集團經已連續多年贊助龍山鎮黃塑經濟聯合社的老人文娛活動

(b) Maintaining staffing

In addition, the Group engages in business operation and pays taxes in accordance with the law. Despite of the economic downturn, we remain committed to maintaining the staffing of Dongguan Factory and Fogang Factory to help mitigate the local employment pressure. **For details of the number of employees, please refer to Section 1 of this chapter.**

4. 回饋社區

本集團一直以回饋社區為目標，透過支持工廠周邊的社區機構，回饋社會不同階層。

(a) 捐贈社區

於報告期間，我們為促進老年人的文娛活動，為佛岡工廠周邊之佛岡縣龍山鎮黃塑經濟聯合社，捐贈人民幣5,000元。

(b) 維持編制

此外，本集團依法經營納稅。在經濟下行情況下，我們致力維持東莞工廠、佛岡工廠的員工編制，協助解決當地的就業壓力。**有關員工數字詳見本章第1節。**

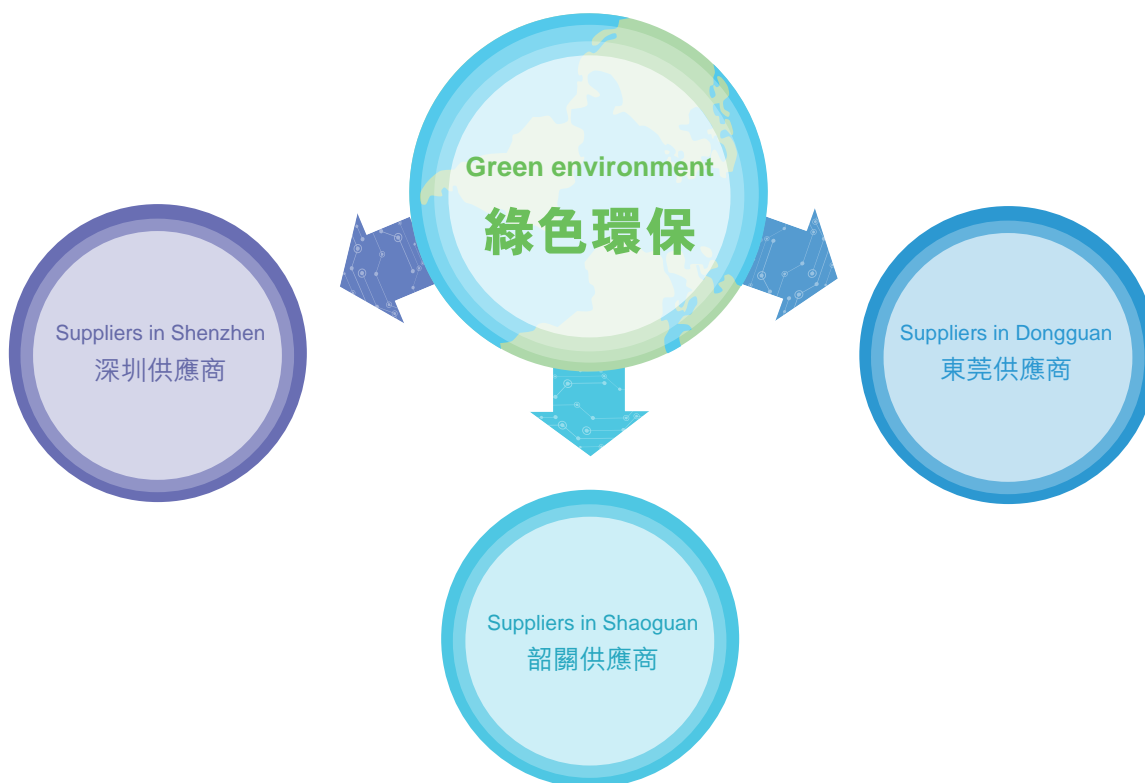
F. PEOPLE AND COMMUNITY 人文與社區

(c) Promoting environmental protection

Through the management of the production chain, the Group extends the concept of well-organized production and operation and green and environmental protection to all 46 suppliers around the Dongguan Factory and Fogang Factory (See the Section 1 of Chapter D of this report for details).

(c) 推廣環保

本集團透過對生產鏈的管理，把良好生產經營、綠色環保理念，推廣至全數46家在東莞工廠、佛岡工廠周邊的供應商（內容詳見本報告D章第1節）。



We hope to help maintain social stability and build a harmonious community by establishing a sound development order.

我們希望透過建立優良的發展秩序，協助保持社會穩定、建設和諧社區。

G. LAWS AND REGULATIONS SUMMARY

法律及法規概要

The Group identified laws and regulations that have a significant impact on daily operations in a timely manner, and implemented appropriate monitoring and compliance measures. During the Reporting Period, Dongguan Factory and Fogang Factory have rigorously adhered to the following laws and regulations and were not aware of any material noncompliance cases.

本集團適時識別對日常經營產生重大影響的法律及法規，並實施適當的監控及合規措施。於報告期間，東莞工廠及佛岡工廠嚴格遵守以下法律法規，未發現重大違規事件。

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For reading convenience, the laws and regulations of the People's Republic of China related to Section D – **Product and Business**, Section E – **Environment and Resource** and Section F – **People and Community** of this Report are disclosed as follows:

為方便閱讀省覽，現把本報告第D章 – **產品與業務**、第E章 – **環境與資源**、第F章 – **人文與社區**涉及之中華人民共和國法律及法規，披露如下：

PRODUCT AND BUSINESS

- Regulations on the Safety Management of Hazardous Chemicals (2013 Revision)
- Rule for Storage of Chemical Dangers (GB 15603-1995)
- General Rule for Classification and Hazard Communication of Chemicals (GB 13690-2009)
- Product Quality Law of the People's Republic of China (2018 Amendment)

產品與業務

- 《危險化學品安全管理條例》(2013年修訂本)
- 《常用化學危險品儲存通則》(GB 15603-1995)
- 《化學品分類和危險性公示通則》(GB 13690-2009)
- 《中華人民共和國產品質量法》(2018年修訂本)

G. LAWS AND REGULATIONS SUMMARY 法律及法規概要

ENVIRONMENT AND RESOURCE

環境與資源

- Regulation on the Administration of Ozone Depleting Substances (2018 Revision)
 - Environmental Protection Law of the People's Republic of China (2014 Revision)
 - Cleaner Production Promotion Law of the People's Republic of China (2012 Amendment)
 - Water Law of the People's Republic of China (2016 Amendment)
 - Water Pollution Prevention and Control Law of the People's Republic of China (2017 Revision)
 - Measures of Guangdong Province on Prevention and Control of Air Pollution in the Pearl River Delta
 - Atmospheric Pollution Prevention and Control Law of the People's Republic of China (2018 Amendment)
 - Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes (2020 Revision)
 - Energy Conservation Law of the People's Republic of China (2018 Amendment)
 - Law of the People's Republic of China on Environmental Impact Assessment (2018 Amendment)
 - Regulations on the Administration of Construction Project Environmental Protection (2017 Amendment)
 - Directory of National Hazardous Wastes (Version 2021)
 - Notice of the General Office of the State Council on Issuing the Measures for the Administration of Emergency Response Plans
- 《消耗臭氧層物質管理條例》(2018年修訂本)
 - 《中華人民共和國環境保護法》(2014年修訂本)
 - 《中華人民共和國清潔生產促進法》(2012年修訂本)
 - 《中華人民共和國水法》(2016年修訂本)
 - 《中華人民共和國水污染防治法》(2017年修訂本)
 - 《廣東省珠江三角洲大氣污染防治辦法》
 - 《中華人民共和國大氣污染防治法》(2018年修訂本)
 - 《中華人民共和國固體廢物污染環境防治法》(2020年修訂本)
 - 《中華人民共和國節約能源法》(2018年修訂本)
 - 《中華人民共和國環境影響評價法》(2018年修訂本)
 - 《建設項目環境保護管理條例》(2017年修訂本)
 - 《國家危險廢物名錄》(2021年版)
 - 國務院辦公廳關於印發《突發事件應急預案管理辦法》的通知

G. LAWS AND REGULATIONS SUMMARY 法律及法規概要

PEOPLE AND COMMUNITY

人文與社區

- Fire Protection Law of the People's Republic of China (2021 Amendment)
- Code of Design on Building Fire Protection and Prevention (GB 50016-2014)
- Special Equipment Safety Law of the People's Republic of China
- Regulations on Safety Supervision of Special Equipment (2009 Revision)
- Provisions on the Administration of Safety Technology Training and Evaluation of Special Operation Workers (2015 Amendment)
- Provisions on the Administration of Fire Control Safety of State Organs, Organizations, Enterprises and Institutions
- Labor Law of the People's Republic of China (2018 Amendment)
- Labor Contract Law of the People's Republic of China (2012 Amendment)
- Law of the People's Republic of China on the Protection of Minors (2020 Revision)
- 《中華人民共和國消防法》(2021年修訂本)
- 《建築設計防火規範》(GB 50016-2014)
- 《中華人民共和國特種設備安全法》
- 《特種設備安全監察條例》(2009年修訂本)
- 《特種作業人員安全技術培訓考核管理規定》(2015年修訂本)
- 《機關、團體、企業、事業單位消防安全管理規定》
- 《中華人民共和國勞動法》(2018年修訂本)
- 《中華人民共和國勞動合同法》(2012年修訂本)
- 《中華人民共和國未成年人保護法》(2020年修訂本)



H. KPIs SUMMARY

關鍵績效指標概要

As the medium- to long-term emission reduction targets were set in 2018, this report provides KPIs calculated on a full calendar year basis, for the purpose of assessing whether the targets can be achieved by the end of 2024 (see Section 3(b) of Chapter E of this report for details).

The following are the indicators for the calendar year 2023 (from 1 January 2023 to 31 December 2023), with the number of full-time employees calculated being the average number for the calendar year 2023 (Total: 389 employees, comprising 269 employees in Dongguan Factory and 120 employees in Fogang Factory).

自2018年訂下中長期減排消耗目標，本報告提供以一整曆年計算的關鍵績效指標，旨在評核在2024年內能否完成目標（詳見本報告第E章3(b)節）。

以下為2023曆年（由2023年1月1日起至12月31日止）的指標，其中全職僱員以2023曆年平均人數計算（東莞工廠：269人、佛岡工廠：120人、合共：389人）。

Environmental KPIs 環境關鍵績效指標	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
Air Emissions¹ 廢氣排放 ¹				
NOx 氮氧化物	kg 公斤	173.84	86.14	259.98
SOx 硫氧化物	kg 公斤	0.18	0.12	0.30
Particulate Matter 懸浮粒子	kg 公斤	15.65	5.09	20.74

GHG Emissions ² 溫室氣體排放 ²	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
GHG Scope 1 溫室氣體範圍1	tCO ₂ e 噸二氧化碳當量	38.94	18.95	57.89
GHG Scope 2 ³ 溫室氣體範圍2 ³	tCO ₂ e 噸二氧化碳當量	754.29	355.09	1,109.38
Total GHG Emissions 總溫室氣體排放量	tCO ₂ e 噸二氧化碳當量	793.23	374.04	1,167.27
GHG Intensity by FTE 按全職僱員計算的溫室氣體強度	tCO ₂ e/Person 噸二氧化碳 當量／人	2.94	3.12	3.00

¹ The emission factors used to calculate exhaust air emissions are derived from the Hong Kong Environmental Protection Department's Vehicle Emission Calculation Model (EMFAC-HK Vehicle Emission Calculation) and the United States Environmental Protection Agency's Vehicle Emission Modelling Software – MOBILE6.1.

¹ 用於計算廢氣排放的排放因子是根據香港環境保護署的車輛廢氣排放計算模型（EMFAC-HK車輛廢氣排放計算模型）及美國環境保護署的汽車排放模型軟件 – MOBILE6.1。

² The quantification method of GHG is based on the "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals from Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the Hong Kong Electrical and Mechanical Services Department and the Environmental Protection Department. Global warming potential values are derived from the Sixth Assessment Report of the Intergovernmental Panel on Climate Change

² 溫室氣體的量化方法是根據香港機電工程署及環境保護署刊發的《香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的核算和報告指引》。全球變暖潛能值根據政府間氣候變化專門委員會《第六次評估報告》得出。

³ The emission factors for GHG Scope 2 are derived from the "2019 China Regional Power Grid Baseline Emission Factors" published by the Climate Change Department of the National Development and Reform Commission of the PRC.

³ 溫室氣體範圍2排放因子根據中國國家發展和改革委員會氣候變化部刊發的2019年中國區域電網基準線排放因子推算得出。

H. KPIs SUMMARY 關鍵績效指標概要

Environmental KPIs 環境關鍵績效指標	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
Energy Consumption 耗能量				
Natural Gas Usage 耗天然氣量	m ³ 立方米	4,467	–	4,467
Electricity Usage 耗電量	kWh 千瓦時	1,695,035	797,949	2,492,984
Diesel Usage 耗柴油量	Liter 升	8,177.69	4,493.00	12,670.69
Petrol Usage 耗燃氣量	Liter 升	3,264.32	3,002.00	6,266.32
Total Energy Usage 能源消耗總量	MJ 兆焦耳	6,531,114.00	3,150,475.40	9,681,589.40
Energy Intensity by FTE 按全職僱員計算的能源強度	MJ/Person 兆焦耳／人	24,279.23	26,253.96	24,888.40

Water Consumption 耗水量	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
Water Consumption 耗水量	m ³ 立方米	24,871.80	11,787.00	36,658.80
Water Consumption Intensity by FTE 按全職僱員計算的耗水強度	m ³ /Person 立方米／人	92.46	98.23	94.23

H. KPIs SUMMARY 關鍵績效指標概要

Environmental KPIs 環境關鍵績效指標	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
Waste Treatment 廢物處理				
Hazardous Waste 有害廢物	kg 公斤	280.00	105.30	385.30
Hazardous Waste Intensity by FTE 按全職僱員計算的有害廢物強度	kg/Person 公斤／人	1.04	0.88	0.99
Paper Recycled 廢紙回收	kg 公斤	3,485.50	340.00	3,825.50
Plastic Recycled 塑料回收	kg 公斤	2,565.70	365.00	2,930.70
Total Non-Hazardous Waste 無害廢物	kg 公斤	14,545.86	–	14,545.86
Total Non-Hazardous Waste by FTE 按全職僱員計算的無害廢物強度	kg/Person 公斤／人	544.07	–	37.39

Materials Consumption 耗材料量	Unit 單位	Dongguan Factory 東莞工廠	Fogang Factory 佛岡工廠	Total 總計
Office Paper Consumption 辦公室耗紙量	kg 公斤	2,230.00	270.00	2,500.00
Office Paper Consumption Intensity by FTE 按全職僱員計算的辦公室耗紙強度	kg/Person 公斤／人	8.29	2.25	6.43
Packaging Paper Consumption 包裝紙消耗量	kg 公斤	–	28,000.00	28,000.00
Packaging Paper Consumption Intensity by FTE 按全職僱員計算的包裝紙消耗強度	kg/Person 公斤／人	–	233.33	71.98

I. STOCK EXCHANGE ESG REPORTING GUIDE – CONTENT INDEX

聯交所《環境、社會及管治報告指引》內容索引

Aspects 層面	Description 描述	Page 頁數
Mandatory Disclosure Requirements 強制披露要求		
Governance Structure 管治架構	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board’s oversight of ESG issues; (ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer’s businesses); and how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s businesses. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	9 -10, 16-18, 33
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer’s stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：</p> <p>重要性：環境、社會及管治報告應披露：(i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p> <p>量化：有關匯報排放量／能源耗用（如適用）所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更或任何其他影響有意義比較的相關因素。</p>	8
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p> <p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p>	6-7

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Page 頁數
“Comply or explain” Provisions 「不遵守就解釋」條文		
A. Environmental A. 環境		
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 greenhouse gas 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。	11-15, 40, 52-53, 70
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。	41-42
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源直接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	43, 72
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）。	45-46, 74
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）。	45-46, 74
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放目標及為達到這些目標所採取的步驟。	4, 35-37, 40, 50-53
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，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	35-36, 44

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Page 頁數
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。	11-15, 47-49
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 (kWh in '000s) 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（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	49-50, 73
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）。	49-50, 73
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。	40, 49-50, 52-53
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，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。	40, 49, 52-53
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）每生產單位估量。	47, 74

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Page 頁數
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 minimizing 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。	11-15, 35-37, 39-40
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。	4, 13-14, 42, 44, 47, 49-53
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。	38
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。	38
B. Social B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment 層面B1：僱傭		
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (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。	11-15, 56-60, 71
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	55
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 年齡組別及地區劃分的僱員流失比率	61

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Page 頁數
Aspect B2: Health and Safety 層面B2：健康與安全		
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 providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (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。	11-15, 62-63, 71
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	64
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	64
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	4, 13-14, 59, 62-63
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	11-15, 34, 65
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。	66
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	66

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Page 頁數
Aspect B4: Labour Standards 層面B4：勞工準則		
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 preventing child and forced labor. 有關防止童工或強制勞工的： (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。	11-15, 56-57, 60, 71
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	56-57, 60, 71
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	56-58, 60, 71
Operating Practices 營運慣例		
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。	20-23
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。	20, 68
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、以及有關慣例的執行及監察方法。	21-23, 60-68
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。	21-23, 60-68
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。	21-23

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Page 頁數
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, labeling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品及服務的健康與安全、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。	27, 30-31
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。	26
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。	27-29
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。	24-26
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。	24-26
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。	27-29

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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。	30-31
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. 於匯報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。	30-31
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。	30-31, 58
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。	30-31, 65
Community 社區		
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。	11-15, 67-68
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor 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）。	67-68
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）。	67-68



CHINA UNITED VENTURE INVESTMENT LIMITED

新華聯合投資有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)

(於開曼群島註冊成立並於百慕達存續之有限公司)

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