CHINA UNITED VENTURE INVESTMENT LIMITED

新華聯合投資有限公司

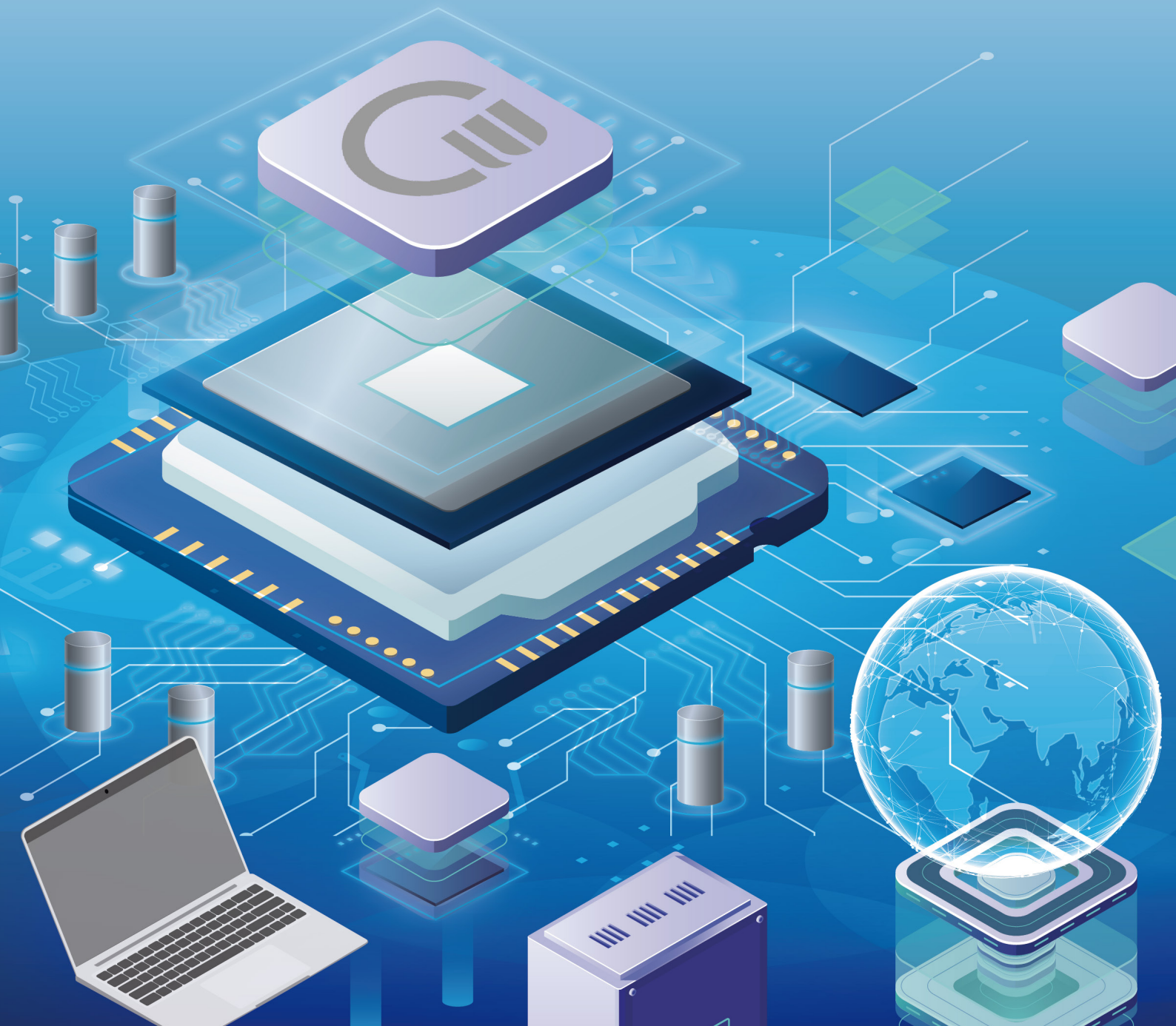
(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)

(於開曼群島註冊成立並於百慕達存續之有限公司)

Stock Code 股份代號：8159

Environmental, Social and Governance Report 2025

環境、社會及管治報告 2025



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

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ABOUT THE REPORT

China United Venture Investment Limited (the "**Company**", together with its subsidiaries (the "**Group**") is pleased to present the Environmental, Social, and Governance ("**ESG**") report (the "**Report**") covering the period from 1 April 2025 to 31 March 2026. This Report aims at summarizing the Group's ESG profile, performance, and outcomes during the Reporting Period in the most accurate and genuine manner.

Reporting Scope and Basis

During the Reporting Period, the Electronics Business contributed the majority of the Group's total revenue and was 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 was determined by the financial threshold and materiality level of the Group's ESG impact, including the manufacturing factories in Dongguan, Guangdong Province, and Ji'an, Jiangxi Province.

有關本報告

新華聯合投資有限公司(「**本公司**」,連同其附屬公司統稱「**本集團**」)欣然呈列涵蓋二零二五年四月一日至二零二六年三月三十一日期間的環境、社會及管治(「**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,並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,包括廣東省東莞市及江西省吉安市的製造工廠。

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 C2 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C2《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	By analysing the views of various stakeholders of the Group, the ESG issues that are of great importance to the Group and its stakeholders have been identified, prioritized, and disclosed in this Report. 通過分析本集團多名持份者的意見，對本集團及其持份者尤其重要的ESG議題已於本報告內識別、排序及披露。
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. 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。
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。

SUSTAINABILITY STATEMENT OF THE BOARD

Our Board and SER Team

The Board serves as the highest decision-making and management authority of the Group, exercising overarching oversight over all ESG-related matters, including climate-related risks and opportunities, and bearing ultimate responsibility for the Group's ESG duties. To ensure robust governance, the Board regularly engages internal and external professionals, consistently keeps abreast of the latest regulatory ESG requirements, and formulates appropriate sustainability strategies and policies tailored to the Group's business.

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.

董事會可持續發展聲明

董事會與SER團隊

董事會作為本集團的最高決策及管理機構，對所有ESG相關事宜（包括氣候相關風險與機遇）實施全面監督，並對本集團的ESG職責承擔最終責任。為確保管治穩健，董事會定期諮詢內部及外部專業人士，持續緊貼最新ESG監管要求，並因應本集團業務制定適當的可持續發展策略及政策。

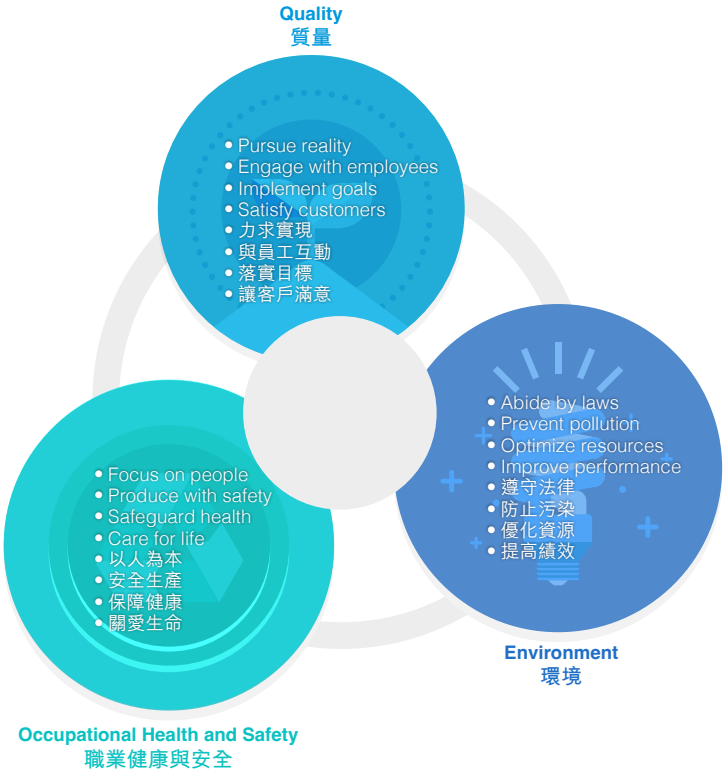
社會和環境責任（「**SER**」）團隊（「**團隊**」）於（二零一六年成立，由各部門的員工代表及經理組成。是一個專責監督及執行集團層面、部門層面和工廠營運層面的所有ESG事宜的委員會。

ESG Management Approach and Strategy

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 (the "**GHG**") emissions, making good use of resources, and improving employee wellbeing.

ESG管理方針及策略

董事會根據本集團業務制定適當的ESG策略及政策。透過執行營運手冊及標準，有關策略及政策由上而下貫徹落實至各職能部門。憑藉有效的ESG治理框架，董事會得以落實執行ESG策略及政策，從而提升本集團的ESG可持續性，例如減少溫室氣體（「**溫室氣體**」）排放、善用資源及提升員工福祉。



ESG Progress and Targets Review

Under the Board's leadership, the Group actively sources sustainable materials and champions circular economy principles. 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.

ESG進度及目標檢討

在董事會的領導下，本集團積極採購可持續物料，並大力倡導循環經濟原則。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	Professional Ethics Policy 職業道德政策
• 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	• 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	**Health Policy 健康政策**
• 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	• Emphasizing health issues • Strengthening supervision • Continuing to improve • 重視健康問題 • 加強監管 • 持續改進
Labour Policy 勞工政策	**Environmental Policy 環境政策**
• 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	• 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

On the social front, institutional guidelines like the Employee Handbook and the Procurement Scheme serve to reinforce ESG implementation. By ensuring that workforce adherence to these rigorous procedures is embedded in daily routines, the Group guarantees that its operations and products consistently meet the highest social, environmental, and ethical standards, backed by regular compliance inspections.

在社會範疇方面，如《員工手冊》及《採購方案》等制度指引旨在加強ESG落實。透過確保全體員工遵守該等嚴格程序並融入日常工作，本集團保證其營運及產品在定期合規檢查的保障下，持續符合最高標準的社會、環境及道德標準。

In August 2020, the Group formulated and implemented the Management Manual (the "**Management Manual**") to facilitate the daily operation and 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, the Group first formulated ISO standards in light of the actual operation situation, then formulated a comprehensive plan to integrate the standards into the actual operation of the factory, and finally conducted 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 manufacturing bases has been improved thanks to the implementation of ESG.

二零二零年八月，本集團制訂及實施《管理手冊》（「**管理手冊**」），有助日常營運及執行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，本集團首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，確認合符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之落實製造基地之生產力獲得提高。

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:

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：

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 **職業健康安全管理**	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

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.

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。

STAKEHOLDER ENGAGEMENT

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

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，本集團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：

Investors and Shareholders **投資者及股東**	• Annual general meetings • Annual and interim reports • Circulars and announcements • Company website • 股東週年大會 • 年報及中期報告 • 通函及公告 • 公司網站
Customers **客戶**	• 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**	• Compliance and non-compliance reports • Factory visits • Correspondences • 合規及違規報告 • 參觀工廠 • 信函
Employees **員工**	• 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**	• 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

MATERIALITY ASSESSMENT

The Group carried out a materiality assessment during the Reporting Period, 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.

重要性評估

本集團於報告期間進行重要性評估，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

- 18 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18個重大議題。

Prioritization 排序

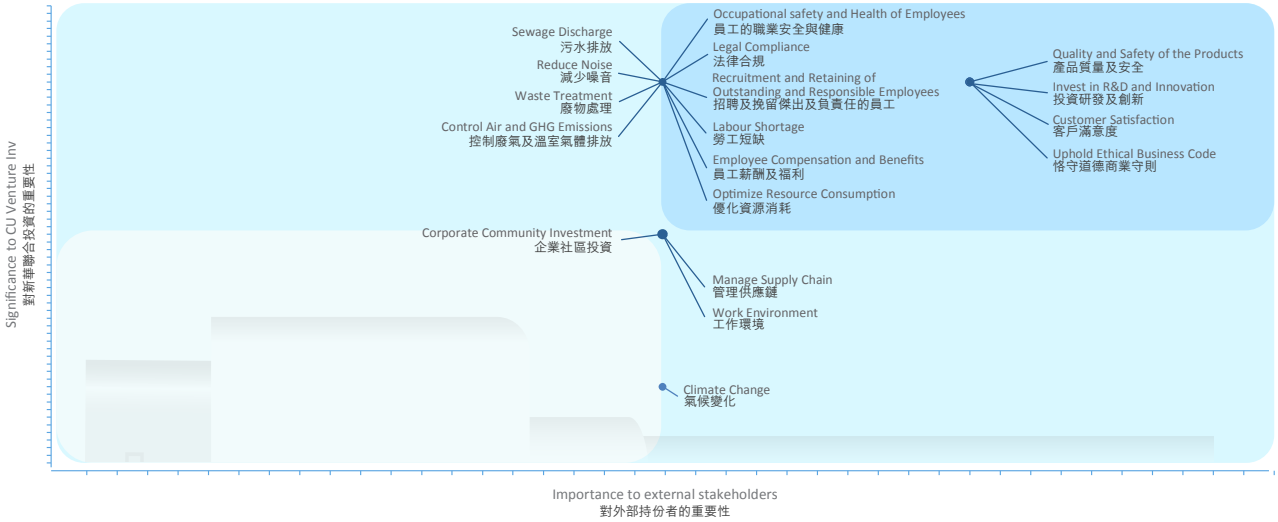
- Members of the Board ranked the importance of material ESG issues toward the Group's sustainable development, whilst employees, customers and suppliers ranked the importance of material ESG issues based on their own preferences and expectations.
- 董事會成員對重大議題就本集團可持續發展的重要性進行排名，員工以及客戶和供應商根據自己的偏好及期望對重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

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。



STAKEHOLDER FEEDBACK

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

持份者反饋

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。

CLIMATE CHANGE

The Group fully recognizes the profound impact of climate-related issues on its business operations and long-term value creation. In alignment with the enhanced climate disclosure requirements under the amended HKEX Listing Rules Appendix C2 (effective 1 January 2025), the Group has adopted the four-pillar framework – Governance, Strategy, Risk Management, and Metrics and Targets – for its climate-related disclosures starting from this Reporting Period.

Governance

The Board holds ultimate accountability for overseeing the Group's exposure to climate-related risks and opportunities. Under this top-down governance framework, the Team acts as the core management body responsible for supervising and executing climate-related matters across operational and departmental levels. To ensure long-term competence, the Board and the Team engage in professional ESG and climate change training at least annually through reputable channels, including the HKEX. During daily operations, any identified climate-related risks and opportunities are systematically escalated by the Team to brief the Board. Upon determining that these climate factors could significantly impact the Group, the Board integrates them into its strategic planning, risk management, and major investment decisions through formal resolutions. Looking forward, the Group is actively exploring the gradual integration of climate change-related performance metrics into the remuneration policies for the Directors to strengthen long-term accountability.

氣候變化

本集團充分認識到氣候相關事宜對其業務營運及長期價值創造的深遠影響。為遵守經修訂香港聯交所《上市規則》附錄C2（自二零二五年一月一日起生效）項下加強的氣候披露要求，本集團自本報告期間起，已採納四大支柱框架－「治理」、「策略」、「風險管理」及「指標及目標」－進行氣候相關披露。

治理

董事會對監督本集團面臨的氣候相關風險及機遇承擔最終責任。在此由上而下的治理架構下，團隊作為核心管理機構，負責在營運及部門層面監督及執行氣候相關事宜。為確保長期履職能力，董事會及團隊每年至少一次透過包括香港聯交所在內的知名渠道參與專業的ESG及氣候變化培訓。於日常營運中，已識別的任何氣候相關風險及機遇均會由團隊系統性呈報，以向董事會作出匯報。於釐定該等氣候因素可能對本集團產生重大影響後，董事會即透過正式決議案，將其融入至策略規劃、風險管理及重大投資決策中。展望未來，本集團正積極探索將氣候變化相關的績效指標逐步融入董事薪酬政策，以加強長期責任制。

Strategy

During the Reporting Period, the Group utilized a scenario-based approach to evaluate the resilience of its strategy and business model against climate-related changes, developments, and uncertainties, focusing on its identified climate risks and opportunities. Specifically, our assessment was structured around two distinct pathways by integrating the Intergovernmental Panel on Climate Change (IPCC) Shared Socioeconomic Pathways (SSPs) and the Network for Greening the Financial System (NGFS) frameworks: a low-emission, sustainable pathway (SSP1-1.9) driven by aggressive global climate action aligned with Net Zero 2050, and a high-emission, fossil-fueled development pathway (SSP5-8.5) resulting from the continuation of Current Policies. While this analysis yields valuable insights into potential risk exposures, it is subject to the inherent uncertainties of long-term climate science, data constraints, and evolving methodologies. Consequently, the Group's conclusions are primarily drawn qualitatively rather than quantitatively.

策略

於報告期內，本集團採用情景分析法，聚焦於已識別的氣候風險及機遇，以評估其策略及業務模式應對氣候相關變化、發展及不確定因素的韌性。具體而言，我們結合政府間氣候變化專門委員會（IPCC）的共享社會經濟路徑（SSPs）及綠色金融網絡（NGFS）框架，圍繞兩種不同的氣候情景進行評估：其一為配合2050年淨零排放、由積極全球氣候行動驅動的低排放可持續路徑（SSP1-1.9）；其二為持續「現行政策」所致的高排放、化石燃料發展路徑（SSP5-8.5）。儘管該項分析為潛在風險敞口提供寶貴的見解，惟仍受制於長期氣候科學本身的不確定性、數據限制及預測方法持續演變。因此，本集團主要作出定性而非定量結論。

Type 類別	Description 描述	Business Impact 業務影響	Financial Impact 財務影響	Impact horizon* 影響週期*	Regions Affected 影響地區	Response Measures 應對措施
Acute physical risk	Extreme weather events (e.g., extreme precipitation, typhoons, floods, heat waves, and thunderstorms)	**Business model:** Extreme weather events may occasionally impact the Group's business operations due to its geographical location. **Value chain:** Extreme weather events may cause disruptions across both upstream supply and downstream distribution networks.	Limited cost impact	Short, medium, and long term	Dongguan, Ji'an	The Group will implement adaptive workforce and scheduling arrangements to prioritize employee safety during severe weather, while concurrently dynamic adjusting production logistics to buffer urgent client commitments.
急性物理風險	極端天氣事件（例如極端降雨、颱風、洪水、熱浪及暴風雨）	**業務模式：**鑒於本集團所在的地理位置，極端天氣事件偶爾可能對本集團的業務營運造成影響。 **價值鏈：**極端天氣事件可能導致上游供應及下游分銷網絡中斷。	有限成本影響	短、中及長期	東莞、吉安	本集團將實施彈性的人力調配及排班安排，以於惡劣天氣期間優先保障員工安全，同時動態調整生產物流，以緩衝對緊急客戶承諾的影響。

Type 類別	Description 描述	Business Impact 業務影響	Financial Impact 財務影響	Impact horizon* 影響週期*	Regions Affected 影響地區	Response Measures 應對措施
Chronic physical risk	Rising temperatures & prolonged heatwaves	**Business model:** Chronically rising temperatures and prolonged heatwaves require the Group to continuously adjust its manufacturing environment and supply chain logistics, shifting the business model toward higher operational capital expenditure and greater climate resilience. **Value chain:** Long-term environmental changes may distort the pricing and availability of key manufacturing components, necessitating a re-evaluation of upstream sourcing and inventory management to protect value chain stability.	Chronic increases in temperature and prolonged heatwaves may elevate operational overheads, primarily driven by soaring energy expenses for workshop cooling, constant dehumidification in copper and electronic component warehouses, and higher maintenance costs for sensitive manufacturing machinery.	Long term	Dongguan, Ji'an	The Group will retrofit its Dongguan and Ji'an facilities with energy-efficient climate-control systems to protect sensitive copper rods and electronics, deploy flexible labour shifts during peak heatwaves, and maintain strategic safety inventories to buffer against climate-driven logistical delays.
慢性物理風險	氣溫上升及持續熱浪	**業務模式**：長期氣溫上升及持續熱浪令本集團須持續調整其生產環境及供應鏈物流，推動業務模式轉向較高的營運資本開支以及具備更強的氣候韌性。 **價值鏈**：長期環境變化可能扭曲關鍵生產零件的定價及供應，致使有必要重新評估上游採購及存貨管理，以保障價值鏈的穩定性。	長期氣溫上升及持續熱浪可能推高營運開支，主要因車間降溫的能源費用大幅增加、銅材及電子零件倉庫的持續除濕，以及精密製造機械的維護成本上升所致。	長期	東莞、吉安	本集團將為其東莞及吉安設施改造高能效溫控系統，以保護敏感的銅桿及電子零件；於酷熱天氣高峰期實施彈性工時排班，並維持策略性安全存貨，以緩衝氣候因素導致的物流延誤。

Type 類別	Description 描述	Business Impact 業務影響	Financial Impact 財務影響	Impact horizon* 影響週期*	Regions Affected 影響地區	Response Measures 應對措施
Transition risk	Policy & regulation tightening (e.g., enhanced emissions-reporting obligations)	**Business model:** Tightening policy and regulation may compel the Group to transform its traditional production model into a data-driven, low-carbon architecture, embedding carbon-accounting and transparency into its core business strategy to retain high-value electronics clients. **Value chain:** Tightening policies and regulations may require the Group to implement rigorous carbon-tracking across its entire value chain, forcing a transition toward sustainably certified suppliers upstream and high-transparency logistical networks downstream.	Tightening policies and regulations may drive up operational costs due to the need for advanced carbon-accounting software and third-party auditing, while risking potential revenue loss if the Group fails to meet the strict supply chain transparency criteria required by major clients.	Short, medium, and long term	Dongguan, Ji'an	The Group may in the future deploy automated digital carbon-accounting systems to streamline multi-facility data collection, conducts independent third-party verification to ensure reporting compliance, and establishes data-sharing mechanisms with value chain partners to meet the strict transparency demands of customers.
轉型風險	政策及監管收緊（例如加強排放報告責任）	**業務模式：**政策及法規收緊可能逼使本集團將其傳統生產模式轉型為數據驅動的低碳架構，將碳核算及透明度融入其核心業務策略，以挽留高價值電子產品客戶。 **價值鏈：**政策及法規收緊可能令本集團須於其整個價值鏈實施嚴格的碳追蹤，驅動上游轉向獲可持續認證的供應商，及下游轉向具高透明度的物流網絡。	政策及法規收緊可能導致因需要引進先進的碳核算軟件及第三方審核而推高營運成本，同時倘本集團未能符合主要客戶所要求的嚴格供應鏈透明度標準，亦面臨潛在收入損失的風險。	短、中及長期	東莞、吉安	本集團未來可能部署自動化數字碳核算系統，以精簡多個設施的數據收集；進行獨立第三方核證，以確保報告合規；並與價值鏈夥伴建立數據共享機制，以滿足客戶嚴格的透明度需求。

Type 類別	Description 描述	Business Impact 業務影響	Financial Impact 財務影響	Impact horizon* 影響週期*	Regions Affected 影響地區	Response Measures 應對措施
Market Opportunities	Low-carbon market growth and sustainable brand differentiation	**Business model:** These market opportunities may transition the business model into a value-added, eco-centric paradigm, embedding sustainability into design, manufacturing, and marketing to serve high-margin markets. **Value Chain:** These market opportunities may upgrade the value chain by prioritizing sustainably-sourced materials upstream, optimizing energy-efficient logistics downstream, and deepening strategic integration with eco-conscious global tech buyers.	These market opportunities may drive long-term revenue growth and expands gross margins through premium pricing of green products, while mitigating customer-churn risks and unlocking access to low-cost green financing.	Medium, and long term	Dongguan, Ji'an	The Group may in the future allocate dedicated R&D resources to pioneer eco-friendly cable and accessory lines, obtains authoritative green certifications to validate product differentiation, and actively markets its sustainable capabilities to accelerate new contract acquisition.
市場機遇	低碳市場增長及可持續品牌差異化	**業務模式**：該等市場機遇可能推動業務模式轉型至高附加價值、以生態為中心的模式，將可持續發展融入設計、製造及營銷，以服務高毛利市場。 **價值鏈**：該等市場機遇可能透過在上游優先採購可持續來源的材料，在下游優化高能效物流，及深化與具環保意識的全球科技買家之戰略整合，從而提升價值鏈。	該等市場機遇可能透過綠色產品的溢價定價，推動長期收入增長及擴大毛利率，同時減低客戶流失風險，並開闢獲取低成本綠色融資的渠道。	中及長期	東莞、吉安	本集團未來可能投入專門的研發資源，開發環保纜線及配件產品系列，取得權威綠色認證以驗證產品差異，並積極推廣其可持續發展能力，以加速獲取新購買合約。

Type 類別	Description 描述	Business Impact 業務影響	Financial Impact 財務影響	Impact horizon* 影響週期*	Regions Affected 影響地區	Response Measures 應對措施
Operational Opportunities	Resource efficiency optimization and operational cost resilience	**Business model:** These operational opportunities may transform the business model from a traditional, resource-intensive factory into a data-driven, lean manufacturing operation, systematically embedding circular economy principles into daily production workflows. **Value chain:** These operational opportunities may strengthen value chain resilience by drastically reducing raw material dependency upstream through in-house scrap recycling, and may increase downstream logistical efficiency through optimized packaging and streamlined product handling.	Operational efficiencies may lower energy and material expenses, driving long-term operating expenses reductions. High-yield production may enhance asset turnover and profit margins, effectively insulating the Group against commodity price shocks and environmental regulatory costs.	Medium, and long term	Dongguan, Ji'an	The Group may in the future deploy smart energy monitoring platforms to optimize multi-facility power loads, upgrade to high-precision automation machinery to minimize production scrap, and expand in-house closed-loop recycling infrastructure to reclaim and reuse raw materials.
營運機遇	資源效益優化及營運成本韌性	**業務模式**：該等營運機遇可能推動業務模式由傳統的資源密集型工廠轉型為數據驅動的精簡製造營運，系統化地將循環經濟原則融入日常生產工作流程中。 **價值鏈**：該等營運機遇可能透過廠內廢料回收利用，大幅減少上游對原材料的依賴，從而加強價值鏈韌性，並可能透過優化包裝及精簡產品處理流程，提升下游物流效率。	營運效率提升可能降低能源及物料開支，推動長期營運開支下降。高良率生產可能提升資產周轉率及利潤率，有效保護本集團免受大宗商品價格衝擊及環境監管成本的影響。	中及長期	東莞、吉安	本集團未來可能部署智慧能源監測平台，以優化多個設施的電力負載；升級至高精度自動化機械，以最大限度減少生產廢料；並擴展廠內閉環回收基礎設施，以回收及再利用原材料。

* *Time Horizons: Short-term: 5 years; Medium-term: 10 years; Long-term: 25 years and above.*

* *時間週期：短期：5年；中期：10年；長期：25年及以上。*

Moving forward, the Group will continuously monitor climate-related risks and opportunities, leveraging advanced scenario analysis as appropriate to rigorously test its climate resilience and refine its short-, medium-, and long-term strategic and business model flexibility in alignment with evolving climate trends.

展望未來，本集團將持續監測氣候相關風險及機遇，並在適當時運用先進的情景分析，嚴格檢驗其氣候韌性，從而應對不斷演變的氣候趨勢，優化其短、中、及長期的策略及業務模式靈活性。

Risk Management

風險管理

The processes and related policies taken by the Group to identify, assess, prioritize, and monitor climate-related risks are summarized as follows:

本集團用以識別、評估、釐定優先次序及監測氣候相關風險的流程及相關政策概列如下：

Identification	The Group has identified a list of climate-related risks and opportunities in its business processes based on current climate change research and its operating environment and business characteristics.
識別	本集團根據當前氣候變化研究、其營運環境及業務特徵，在其業務流程中識別出一系列氣候相關風險及機遇。
Assessment	The Group conducts a comprehensive assessment of the potential impact and likelihood of climate-related risks and opportunities on its business model, value chain, and financial performance.
評估	本集團就氣候相關風險及機遇對其業務模式、價值鏈及財務表現的潛在影響及可能性進行全面評估。
Prioritization	The Group prioritizes identified climate-related risks and opportunities based on the likelihood and magnitude.
釐定優先次序	本集團根據發生可能性及影響程度，對已識別的氣候相關風險及機遇釐定優先次序。
Monitoring	The Board is responsible for monitoring and regularly assessing identified climate-related risks and opportunities.
監察	董事會負責監察及定期評估已識別的氣候相關風險及機遇。

Metrics and Targets

GHG Emissions

Pursuant to the latest ESG regulatory frameworks and the GHG Protocol: A Corporate Accounting and Reporting Standard (2004), the Group commenced its Scope 3 GHG emissions accounting for the Reporting Period. To maintain data consistency, the comparative metrics for the previous year have been restated. The data of the Reporting Period is shown below:

指標及目標

溫室氣體排放

根據最新ESG監管框架及《溫室氣體核算體系：企業會計與報告標準(2004)》，本集團於報告期內開展範疇三溫室氣體排放核算。為保持數據一致性，上年度的比較指標已經重列。報告期間的數據列示如下：

Scope 範圍	**Sources of GHG emissions 溫室氣體排放來源**	**FY2025 二零二五財年**	FY2024 二零二四財年
		GHG* emissions (in tCO_2-e) 溫室氣體*排放（噸二氧化碳當量）	
1	Vehicle 車輛	**6.19**	13.53
2	Purchased electricity 外購電力	**397.14**	1,014.98
3	Paper waste disposed at landfills 送往堆填區處置的廢紙	**29.34**	46.30
	Fresh water processing 食水處理	**2.66**	6.05
	Sewage water processing 污水處理	**4.39**	9.99
	Business air travel by employees 僱員差旅飛行	**7.15**	5.89
	Total GHG* emissions 溫室氣體*排放總量	**446.87**	1,096.74
	Carbon Emission Intensity/revenue in HK$ million 碳排放密度／百萬港元收入	**3.70**	6.65

* *The GHG is calculated according to the "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" jointly published by the Environmental Protection Department and the Electrical and Mechanical Services Department.*

* *溫室氣體乃根據環境保護署及機電工程署共同刊發的《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》計算。*

Climate-related transition risks

The Group has qualitative assessed its exposure to climate-related transition risks, including regulatory shifts, market fluctuations, and technological changes. Due to data constraints and long-term modeling uncertainties, the financial impacts of these risks cannot be reliably quantified at this stage. Consequently, no specific financial amounts or percentages of vulnerable assets are disclosed for the Reporting Period.

氣候相關轉型風險

本集團已對其面臨的氣候相關轉型風險進行定性評估，包括法規轉變、市場波動及技術變動。由於數據限制及長期模型的不確定性，目前階段無法可靠量化該等風險的財務影響。因此，本報告期間內並未披露受影響資產的具體財務金額或百分比。

Climate-related physical risks

The Group has qualitatively assessed its exposure to climate-related physical risks, including both acute extreme weather events and chronic climate shifts. Due to data constraints and predictive complexities in climate science, the financial impacts of these risks cannot be reliably quantified at this stage. Consequently, no specific financial amounts or percentages of vulnerable assets are disclosed for the Reporting Period.

氣候相關實體風險

本集團已對其面臨的氣候相關實體風險進行定性評估，包括急性極端天氣事件及慢性氣候轉變。由於數據限制及氣候科學預測的複雜性，目前階段無法可靠量化該等風險的財務影響。因此，本報告期間內並未披露受影響資產的具體財務金額或百分比。

Climate-related opportunities

The Group has qualitatively assessed its capacity to capitalize on climate-related opportunities, including low-carbon products and market expansion. Due to data constraints and the evolving nature of performance metrics, the financial impacts of these opportunities cannot be reliably quantified at this stage. Consequently, no specific financial amounts or asset percentages are disclosed for the Reporting Period.

氣候相關機遇

本集團已對其把握氣候相關機遇（包括推出低碳產品及進行市場拓展）的能力進行定性評估。由於數據限制及績效指標不斷演變的性質，目前階段無法可靠量化該等機遇的財務影響。因此，本報告期間內並未披露具體財務金額或資產百分比。

Capital deployment

The Group has qualitatively incorporated climate considerations into its capital deployment framework. Due to data constraints and the integrated nature of our investment projects, the specific financial amounts allocated solely to climate-related capital expenditures cannot be reliably segregated at this stage. Consequently, no separate financial amounts or percentages for climate-related capital deployment are disclosed for the Reporting Period.

資本部署

本集團已在定性層面上將氣候考慮因素納入其資本部署框架。由於數據限制以及我們的投資項目之綜合性質，目前階段無法可靠單獨區分專門用於氣候相關資本開支的具體財務金額。因此，本報告期間內並未單獨披露氣候相關資本部署的財務金額或百分比。

Internal carbon prices

The Group currently has no plans to use carbon credits to offset GHG emissions in order to achieve the climate-related targets, and therefore does not involve the type, source, or verification arrangements of carbon credits.

內部碳定價

本集團目前尚無計劃使用碳信用抵銷溫室氣體排放以實現氣候相關目標，因此並無涉及碳信用的類型、來源或核證安排。

Remuneration

During the Reporting Period, the Group did not incorporate climate-related considerations into its remuneration policy.

薪酬

於報告期間，本集團並未將氣候相關考慮因素納入其薪酬政策。

Industry-based metrics

Due to the dispersed nature of relevant operational data across various business units and the high degree of uncertainty inherent in existing measurement methods, the Group is currently unable to reliably collect various cross-industry indicators in a reasonable and cost-effective manner.

行業專用指標

由於相關營運數據分散於各業務單位，且現有計量方法存在高度不確定性，本集團目前無法以合理而具成本效益的方式可靠收集各項跨行業指標。

Climate-related targets

Though the Group has no climate-related transition plan, it strives to reduce GHG emissions and provide details of its targets. Please refer to the "Mitigate Environmental Risk" in section "ENVIRONMENT AND RESOURCE" in this Report.

氣候相關目標

儘管本集團尚未制定氣候相關轉型計劃，但仍致力於降低溫室氣體排放並提供其目標詳情。請參閱本報告「環境與資源」一節「減輕環境風險」部分。

Applicability of cross-industry metrics and industry-based metrics

The Group has assessed the applicability of cross-industry metrics and industry-based metrics to its business model. Due to data constraints and ongoing improvements in our internal tracking ESG infrastructure, definitive statements of inapplicability and appropriate negative statements have been explicitly reflected in our disclosures. The Group considers that these judgments and disclosures are justified and supportable based on the best available information and the Group's operational reality during the Reporting Period.

跨行業指標及行業專用指標的適用程度

本集團已評估跨行業指標及行業專用指標對其業務模式的適用程度。由於數據限制以及我們內部追蹤ESG基礎設施的持續改善，我們的披露中已明確反映不可用性的確定聲明及適當的否定聲明。本集團認為，基於報告期間內現有最佳資料及本集團的營運實際狀況，該等判斷及披露均屬合理且有據可依。

ENVIRONMENT AND RESOURCE

環境與資源

Emission Policy

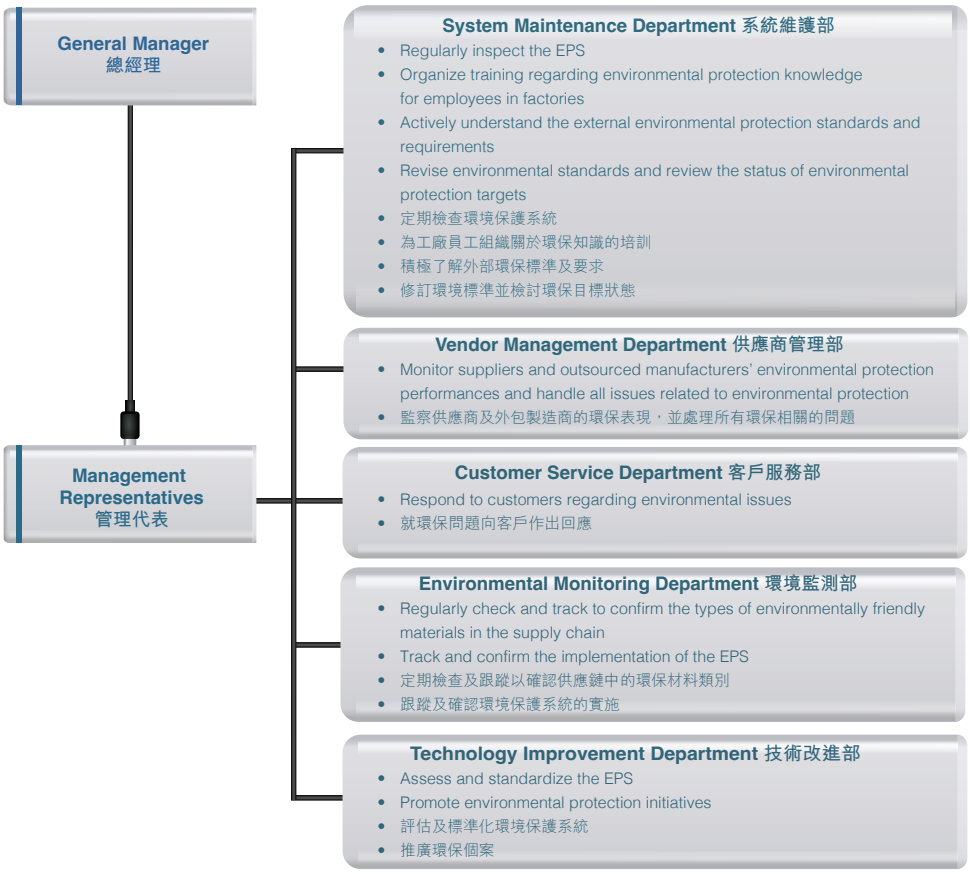
"Abide by laws, prevent pollution, optimize resources, improve performance". The Group is dedicated to its commitment to the environment and resources. To implement such commitment, the Group formulated a decent Management Framework and coordinated internally. The Management Framework mainly includes the Environment Protection System ("**EPS**") and five operational departments in different areas within the Group.

排放政策

「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。為落實這份承諾，本集團制定好管理框架，統籌和協調內部。管理框架主要包括環境保護系統（「**環境保護系統**」）及集團內5個不同範疇的運作部門。

To illustrate, the Group had 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:

就說明而言，本集團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：



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.

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。

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.

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。

Control Air Emissions

控制廢氣排放

Daily operations at the Group's manufacturing bases inevitably emit exhaust gas. In view of different types of impact from these emissions, the Group is determined to identify emission sources, analyze emission patterns, and customize corresponding control measures.

本集團各生產基地的日常營運不可避免地排放廢氣。針對該等排放所產生的不同影響，本集團致力識別排放源、分析排放模式及度身制訂相應控制措施。

Exhaust Gas Emissions

廢氣排放

Most of the Group's exhaust emissions come from vehicles, which generate direct air pollutants, including nitrogen oxides ("**NOx**"), sulfur oxides ("**SOx**"), and particulate matter ("**PM**"). The data of the Reporting Period is shown below:

本集團大部分的廢氣排放來自車輛使用，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**」）。於報告期間的指數如下：

Exhaust Gas	**廢氣**	**Unit 單位**	**FY2025 二零二五財年**	FY2024 二零二四財年
NOx	氮氧化物	kg 公斤	**16.82**	42.96
SOx	硫氧化物	kg 公斤	**0.03**	0.07
PM	懸浮粒子	kg 公斤	**1.61**	4.11

Reduce Waste

減廢

The mitigation of discharges into water and land is also a key focus area of the Group. We are highly concerned about the well-being of the local environment and community, where our manufacturing factories operate. The Group adopted approaches such as impact assessment and monitoring procedures, which laid a foundation to formulating mitigation measures.

減少向水及土地的排污亦為本集團的重點關注領域。我們高度重視製造工廠所在地的當地環境及社區福祉。本集團採取影響評估及監測程序等方法，為制定緩解措施奠定基礎。

Wastes stemming from the Group's daily operations are further categorized into two major types – production waste and domestic waste. In accordance with the Waste Control Procedure, which was drafted and implemented by the Management Department, we systematically handle hazardous and non-hazardous waste and aim to prioritize recycling where practical and reduce waste generation as much as possible.

本集團日常營運產生的廢物進一步分為生產廢物及生活廢物兩大類。根據管理部制定並實施的《廢棄物管制程序》，我們系統處理有害廢物及無害廢物，並在實際可行的情況下優先回收再造，盡可能減少廢物的產生。

Type of Hazardous Waste	**有害廢物類別**	**Unit 單位**	**FY2025 二零二五財年**	FY2024 二零二四財年
Waste Activated Carbon	廢活性碳	t 噸	**1.20**	0.61
Waste Chemical Containers	廢化學品容器	t 噸	**0.10**	0.04
Waste Rags and Gloves	廢抹布、手套	t 噸	**0.01**	0.04
Waste Engine Oil	廢機油	t 噸	**–**	0.02
Waste Oil Barrel	廢油桶	t 噸	**–**	0.05
Waste Cutting Fluid	廢切削液	t 噸	**0.07**	–
Metal Shavings Contaminated with Cutting Fluid	沾有切削液的金屬碎屑	t 噸	**0.02**	–
Metal Shavings Coated with Spark Oil	沾有火花油的金屬碎屑	t 噸	**0.02**	–
Waste Stencil	廢網板	t 噸	**0.02**	–
Waste Filter Cotton	廢過濾棉	t 噸	**0.01**	–
Total	總計	t 噸	**1.45**	0.76
Intensity	密度	t/revenue in HK$ million 噸／百萬港元收入	**0.0120**	0.0046

Type of Non-hazardous Waste	**無害廢物類別**	**Unit 單位**	**FY2025 二零二五財年**	FY2024 二零二四財年
Paper	廢紙	t 噸	**6.11**	9.64
Plastic	塑料	t 噸	**18.15**	20.48
Metal	金屬	t 噸	**2.51**	7.31
Total Waste	廢物總量	t 噸	**26.77**	37.43
Intensity	密度	t/revenue in HK$ million 噸／百萬港元收入	**0.22**	0.23

Mitigate Environmental Risk

Under the guidance of the latest international agreement on climate change, such as the Paris Agreement and China's national "dual carbon" strategy, the Group formulated a series of environmental targets, policies, and measures that aim to reduce the operational impact on the environment and mitigate climate impacts. Though the Group is not required to meet any targets by law or regulation, it sets the voluntary targets, and those targets may be revised to reflect operational changes or when emissions management is considered to be a material topic. The targets were not validated by a third party or derived using a sectoral decarbonization approach. Overall, the Group hopes to achieve lower air emissions and GHG emissions (mainly carbon dioxide, methane, and nitrous oxide, covering GHG emissions in Scope 1, Scope 2, and Scope 3) and hazardous and non-hazardous KPIs each year than the previous year, which belong to gross and intensity targets and apply to the Group's offices and the factory.

In order to effectively control the environmental issues from the Group's activities, products, and services, the Group has examined our supply chain and operations to identify activities that may have a potential and material impact on the environment, and has formulated corresponding mitigation measures such as the Waste Control Procedure, aiming to reduce those negative impacts year by year.

In terms of Air and GHG Emissions:

- 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;
- Install the latest adsorption device filters to remove harmful substances;
- CMA testing is conducted to ensure compliance with national standards; and
- Minimize the use of factory vehicles travelling to and from the Ji'an manufacturing base. Personnel should travel to and from the factory by high-speed train, and logistics service providers will be engaged for the transportation of materials and goods.

減輕環境風險

在最新國際氣候變化協議（例如《巴黎協定》）及中國國家「雙碳」策略的引導下，本集團制定一系列環境目標、政策及措施，旨在減少營運對環境的影響及緩解氣候影響。儘管法律或法規並無規定本集團達成任何目標，本集團仍主動設定自願性目標，且該等目標可予根據營運轉變，或當排放管理被視為重大議題時修訂。有關目標未經第三方核證，亦非透過行業去碳化方法推導得出。整體而言，本集團希望每年所產生的廢氣排放量、溫室氣體排放量（主要包括二氧化碳、甲烷及一氧化二氮，涵蓋範圍1、範圍2及範圍3的溫室氣體排放），以及有害與無害廢物關鍵績效指標均低於去年，該等目標屬於總量及密度目標，適用於本集團的辦公室及工廠。

為有效管控本集團活動、產品及服務產生的環境問題，本集團已對供應鏈及營運情況進行檢查，以識別可能對環境產生潛在及重大影響的活動，並制定相應緩解措施（如《廢棄物管制程序》），旨在逐年減少該等負面影響。

就廢氣及溫室氣體排放而言：

- 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；
- 安裝最新吸附裝置，去除有害物質；
- 進行CMA測試，確保均符合國家標準；及
- 減少使用工廠車輛往返吉安生產基地，人員往來改乘高鐵，材料貨物往來改聘用物流服務提供商。

For hazardous and non-hazardous waste, the Group strengthens waste recycling and achieves waste reduction at the source by implementing the Waste Control Procedure, i.e., systematically classifying production waste generated by the operation of manufacturing bases into "non-hazardous waste and recyclables" and "hazardous waste". Recycling and reduction of waste generation are prioritized wherever possible.

- Separate and label in a designated storage area, and adopt waste classification and recycling bins in our manufacturing bases;
- Separate recyclable materials from other materials in the designated storage area;
- Place in containers with compatible chemical properties;
- Place in containers with rainproof and leakproof properties;
- Contract licensed service providers to handle and dispose of the waste responsibly and lawfully;
- Transport reusable resources to suppliers for recycling; and
- Conduct monthly environmental and fire safety inspections, as well as provide necessary guidance to ensure the correct classification of waste.

就有害及無害廢物而言，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，即有系統性地把生產基地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。

- 在指定存放區域分開儲存及貼上標籤識別，及在生產基地使用廢物分類回收箱；
- 在指定存放區域分開存放其他物料產生的可回收物料；
- 存放在具有相容化學性質的容器內；
- 存放在防雨防漏的容器內；
- 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；及
- 每月進行環境和消防安全檢查並提供必要的指導，以確保廢物的正確分類

Resource Consumption

Resources used by the Group are mainly purchased gasoline, electricity, water, and materials. The water resources of the Group are supplied by the municipal system, and therefore, we do not have any problem in obtaining suitable water sources. The industrial wastewater and domestic sewage generated therefrom are treated by the sewage treatment plants via a local pipe network.

資源消耗

本集團使用的資源主要為外購汽油、電力、水及材料。本集團的水資源由市政供水系統供應，因此在取得適當水源方面並無任何問題。由此產生的工業廢水及生活污水經由當地管網輸送至污水處理廠處理。

The following table provides a summary of the Group's main resource consumption:

下表列示本集團主要資源消耗概要：

Type of Resource	資源類別	Unit 單位	FY2025 二零二五財年	FY2024 二零二四財年
Electricity	電力	kWh 千瓦時	**901,968.00**	2,049,576.00
Gasoline	汽油	kWh 千瓦時	**22,555.20**	49,310.06
Total Energy	能源總量	kWh 千瓦時	**924,523.20**	2,098,886.06
Intensity	密度	kWh/revenue in HK$'000 千瓦時／千港元收入	**7.64**	12.73
Water	水	m^3 立方米	**6,273.00**	14,276.28
Intensity	密度	m^3/revenue in HK$'000 立方米／千港元收入	**0.0519**	0.0866
Paper	廢紙	t 噸	**6.11**	9.64
Intensity	密度	t/revenue in HK$ million 噸／百萬港元收入	**0.0505**	0.0585
Carton Box	紙盒	t 噸	**–**	38.37
Intensity	密度	t/revenue in HK$ million 噸／百萬港元收入	**–**	0.23

Consumption Guidelines

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.

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

- 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; and
- A file and maintenance system for electrical equipment should be established and managed to minimize the waste of electrical energy due to equipment reasons.

消耗指引

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。

本集團為員工制定指引，以促進營運中負責任和合乎效益的能源消耗：

- 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；及
- 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。

The Group has established guidelines for employees to promote responsible water consumption within its operations:

- 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; and
- If a case of excessive consumption is found, measures should be taken immediately to minimize water wastage.

本集團為員工制定指引，以促進營運中負責任的水消耗：

- 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；及
- 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。

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

- 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; and
- Offices should make an analysis of paper consumption in order to control the total amount of paper used.

本集團為員工制定指引，以促進營運中負責任的物料消耗和減少廢物：

- 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；及
- 辦公室應對紙張消耗進行分析，以控制紙張的使用總量。

The Environment and Natural Resources

The Group continues to monitor any possible adverse impacts and is committed to controlling the consumption of resources as well as documenting its emissions. During the Reporting Period, the Group was not aware of any significant impact on the environment and natural resources or any violations of laws and regulations.

環境及天然資源

本集團持續監察任何可能的不利影響，並致力於控制資源消耗並記錄其排放。於報告期間，本集團未發現任何對環境及自然資源造成重大影響或違反法律法規的行為。

PEOPLE AND COMMUNITY

"Focus on people, produce with safety, safeguard health, care for life". The Group has implemented this commitment in four aspects, namely human resources, safe workplace, professional training, and giving back to the community.

Human Resources

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

The Group implements the Non-Discriminatory Management Measures, which have been in force since August 2016. 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.

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. 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. 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 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.

人文與社區

「以人為本，安全生產，保障健康，關愛生命」。本集團在人力資源、安全職場、專業培訓和回饋社區4方面，落實這個承諾。

人力資源

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。

本集團貫徹執行自二零一六年八月起實施的《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。本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，員工可享有工作餐、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。本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。本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，接收員工對本集團營運提出反饋及建議。

(Employee Birthday Celebrations)
（慶祝員工生日）

(Academic Achievement Celebrations for Employees' Children)
（為員工子女舉辦學業成就慶祝活動）

As at the end of the Reporting Period, the Group employed a total of approximately 194 (2024: 407) full-time employees in Hong Kong and the PRC. The distribution of which is as follows:

於本報告期末，本集團在香港及中國僱用的全職員工合共約194人（二零二四年：407人），其分布情況如下表：

Employee Structure	**僱員架構**		**FY2025 二零二五財年**	FY2024 二零二四財年
Total Number of Employees	僱員總人數		**194**	407
By Gender	按性別劃分	Male 男	**104**	186
		Female 女	**90**	290
By Age	按年齡劃分	18-30	**25**	57
		31-40	**54**	188
		41-50	**71**	170
		>50	**44**	61
By Geographical Region	按地區劃分	Hong Kong 香港	**2**	9
		Tai Wan 台灣	**1**	22
		The PRC 中國	**191**	445

The employee turnover rates by gender, age group, and geographical region during the Reporting Period are as follows:

於報告期間，按性別、年齡組別及地區劃分的僱員流失率如下：

Employee Turnover Rate*	**僱員流失率**		**FY2025 二零二五財年**
By Gender	按性別劃分	Male 男	**24.04%**
		Female 女	**26.67%**
By Age	按年齡劃分	18-30	**96.00%**
		31-40	**18.52%**
		41-50	**8.45%**
		>50	**20.45%**
By Geographical Region	按地區劃分	Hong Kong 香港	**50.00%**
		Tai Wan 台灣	**–**
		The PRC 中國	**25.13%**

* *Turnover rate = Number of employees who left employment during the Reporting Period/Number of employees as at the year-end of the Reporting Period x 100*

* *流失率=報告期內離職僱員人數／報告期年末僱員人數×100*

Safe Workplace

All production and workspaces are designed by professionals, and they are both functional and comfortable. 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; and
- 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, the Group implemented the following policies:

安全職場

各生產和工作間由專業人員設計，功能舒適兼備。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；及
- 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，本集團實施以下政策：

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。

The Group also implemented SER Emergency and Emergency Preparedness Procedure in August 2016 to strengthen response to crisis incidents. As stipulated, regular safety training and exercises are provided to our employees to strengthen their awareness and knowledge of different occupational hazards.

本集團亦自二零一六年八月實施《SER緊急狀況準備與應急程序》以加強應對危機事故。根據規定，我們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。

During the Reporting Period, the Group's performance in health and safety is as follows:

於報告期間，本集團健康與安全的表現如下：

Occupational Health and Safety Data	**職業健康與安全數據**	**FY2025 二零二五財年**	FY2024 二零二四財年	FY2023 二零二三財年
Number of Work Injury Cases	工傷人數	**0**	0	1
Number of Work-Related Fatalities	工傷死亡	**0**	0	0
Lost Days due to Work Injury	工傷損失工作日數	**0**	0	7

Provide Professional Training

提供專業培訓

The Group has established a training management system based on the human resource needs of each department. 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. 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:

本集團訂立培訓管理制度，結合各部門的人力資源需求。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。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：

Pre-job training
崗前培訓

- In Dongguan Factory and Ji'an 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.
- 為東莞工廠及吉安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。

(Professional Trainings during the Reporting Period)
（報告期內專業培訓）

During the Reporting Period, the data on training we provided to our employees is as follows:

於報告期間，我們為員工提供培訓的數據如下：

		Unit 單位	FY2025 二零二五財年	FY2024 二零二四財年
Average Training Hours per Employee	**每名僱員平均受訓時數**			
By Gender	***按性別劃分***			
Male	男	Hours 小時	**6**	5
Female	女	Hours 小時	**4**	6
By Employee Category	***按僱員類別劃分***			
Directors and Senior Management	董事及高級管理層	Hours 小時	**2**	2
Middle Management	中級管理層	Hours 小時	**10**	22
General Employee	一般僱員	Hours 小時	**5**	4
Percentage of Employees Trained	**受訓僱員百分比**			
By Gender	***按性別劃分***			
Male	男	%	**54**	52
Female	女	%	**46**	48
By Employee Category	***按僱員類別劃分***			
Directors and Senior Management	董事及高級管理層	%	**2**	4
Middle Management	中級管理層	%	**12**	10
General Employee	一般僱員	%	**86**	86

Labour Standards

As a responsible corporate citizen, the Group attaches great importance to labour standards. Apart from complying with relevant laws and regulations in the PRC, we are diligent in demonstrating our commitment to safeguarding labour rights by adopting corresponding standard procedures on child and forced labour prevention.

勞工準則

作為負責任的企業公民，本集團非常重視勞工準則。除遵守中國的相關法律法規外，我們還通過採取相應的預防童工和強迫勞動的標準程序，努力展示我們維護勞工權利的承諾。

To ensure its compliance with the Law of the People's Republic of China on the Protection of Minors (2020 Revision), the Group forbids the hiring of minors under the age of 16. In the unlikely event that such incident is identified, we shall terminate the employment of the individual immediately. In the case of hiring student interns, we strictly follow the Measures for the Employment and Protection of Minors, which was drafted and implemented by the Management Department. We also have meticulous requirements for recruiting interns. To enter our internship program, they must major in corresponding disciplines and have completed the courses prescribed by universities. During the internship, we provide insurance, pre-job training, and internship allowances for all interns. In order to ensure the physical and mental health of our interns, we do not assign them to roles and responsibilities that are prone to any safety hazards.

為確保遵守《中華人民共和國未成年人保護法》(二零二零年修訂)，本集團禁止聘用未滿16周歲的未成年人。一旦發現此類事件，我們將立即終止對其的僱用。在聘用實習生的情況下，我們嚴格遵守管理部起草並實施的《未成年僱用與保護作業辦法》。我們對招聘實習生也有細緻的規定。進入我們的實習計劃，彼等必須主修相應科目並完成大學規定的課程。實習期間，我們為所有實習生提供保險、崗前培訓和實習津貼。為了確保實習生的身心健康，我們不會將他們分配到容易造成人身傷害或危險的工作崗位。

Regarding forced labour, the Group strictly prohibits any forced or deceptive means to recruit employees. The Management Department drafted and implemented the Prevent Forced Labour and Prohibit Prisoner Management Procedure. According to this procedure, we follow the principle of voluntary overtime and do not use compulsory means to extend the working hours. Where overtime work is absolutely necessary, we would negotiate with employees in advance to determine the period of overtime, which should not exceed the legal working hours. Meanwhile, we committed to avoid purchasing from any facilities where products are made by prisoners. We also extend this labour standard to our suppliers. For more information regarding the social expectations of our suppliers, please refer to the subsection "Supply Chain Management" under this section.

就強迫勞工而言，本集團嚴禁以任何強迫或欺騙手段招聘僱員。管理部起草並實施了《防止強迫勞工、禁用囚工管理程序》。按照這個程序，我們遵循自願加班的原則，不採用強制手段延長工作時間。對於需要加班的情況，我們會提前與員工協商，確定加班時長不超過法定工作時間。同時，我們承諾不向由囚犯製造產品的工廠進行任何採購。我們還將這一勞工準則擴展到我們的供應商。有關我們供應商的社會期望的更多資料，請參閱本節下的「供應鏈管理」分節。

During the Reporting Period, the Group was not aware of any cases of child or forced labour within its business operations.

於報告期間，本集團在其營運業務中概無發現童工或強迫勞工的任何案例。

PRODUCT AND BUSINESS

"Pursue reality, engage with employees, implement goals, and satisfy customers". This commitment is built on intensive quality control measures, i.e., 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. The Group is committed to strict business principles and ethics, which are important elements to ensure the quality of products and business.

產品與業務

「用心求實，全員參與，貫徹目標，滿足客戶」。這份承諾，是建基於細緻的質量監控措施，即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。本集團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。

Supply Chain Management

The Group is principally engaged in the design, manufacture, and sale of electronic connectivity products. Most of the raw materials required for the production lines of the Group's manufacturing bases 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.

供應鏈管理

本集團主要從事設計、製造及銷售電子接駁產品。集團製造基地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。

In addition, the Group commits to prioritizing procurement from locally-based suppliers in an effort to minimize GHG emissions, energy consumption, and other environmental impacts relating to transportation of materials and products.

另外，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。

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.

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。

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

本集團實施《供應商稽核管理規範》，為東莞工廠和吉安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：

Quality System 質量體系

- Quality management procedure
- 質量管理程序
- Production process capability
- 生產流程能力

Environmental System 環境系統

- Environmental management system
- 環境管理體系
- Design and trial production process
- 設計和試生產流程
- Mass production process
- 大規模生產流程
- Emergency issues handling
- 緊急事件處理

Social Responsibility 社會責任

- Labour standards
- 勞工準則
- Health and safety
- 健康與安全
- Community
- 社區
- Business ethics
- 商業道德

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.

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。

Set out below is a summary of our expectations on the environmental and social behavior of our suppliers. The Group reviews their performance on a regular basis and helps them address potential risks:

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。本集團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 labour or forced labour • 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 labour rights such as participation in labour 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

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：

	New Suppliers 新供應商	Existing Suppliers 現有供應商
Unqualified 不合格	Terminate business collaborations and exclude them from the new product development list 終止業務合作並從新產品開發名單中剔除	Suspend further engagement and reconsider only after suppliers pass assessments in the future 暫停進一步參與並於供應商只在日後通過評估後重新考慮
Pass 通過	Reduce the percentage of purchased products and require suppliers to improve their operations within a certain time frame 降低採購產品的比例，並要求供應商於本集團設定的特定時限內改善其營運	Only engage under the agreement that suppliers would improve their operations within a certain time frame 僅根據供應商將於特定時限內改善其營運的協議參與
Qualified 合格	Prioritize business collaborations 優先考慮業務合作	Engage with suppliers and include them in the new product development list 與供應商合作並將其納入新產品開發名單

During the Reporting Period, the Group evaluated a total of 51 suppliers, all in the PRC. All suppliers were rated as qualified suppliers.

於報告期間，本集團對合計51家中國供應商進行了評估，均獲評定為合資格供應商。

Ensure Product Quality

確保產品質量

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.

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。

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.

二零二零年八月，本集團生產部起草了《生產管制程序》，並於二零二一年二月作出修訂，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》。

(a)	**Employee Training and Qualification Assessments**
(a)	**員工培訓及資格評估**
	• 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**
	• 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**
	• 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**
	• 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**
	• 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**
	• 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

By adhering to the above QA and QC policies, during the Reporting Period, there were no product recalls and returns, including product recalls and returns due to safety and health reasons.

我們通過遵守上述QA和QC政策，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。

Post-Sales Service

銷售後客服

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. The Group thus implemented the following policies:

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。本集團為此落實以下政策：

Communication Control Procedures **《溝通控制程序》**
• 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。
Corrective and Preventive Control Procedures **《矯正預防控制程序》**
• 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.

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。

During the Reporting Period, the Group has received a total of 30 product and service complaints. The Group recorded those complaints in detail, analyses the causes, and improved the corresponding procedures.

本報告期間，本集團共接獲30宗產品和服務投訴。本集團已詳細記錄該等投訴、分析原因，並改進了相應的程序。

Intellectual Property Rights

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 as follows:

- 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; and
- For patentable projects, relevant applications would be processed in a timely manner.

During the Reporting Period, the Group was not aware of any cases of intellectual property rights infringement.

知識產權

本集團自二零一六年十二月起實施《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如下指引：

- 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；及
- 就可申請專利的項目，及時處理相關申請。

於報告期間，本集團並無發現任何侵犯知識產權的個案。

Advertising and Marketing

The Group is in full compliance with applicable laws and regulations regarding advertising and marketing, including but not limited to the Trademark Law of the PRC, the Advertising Law of the PRC, and the Trade Description Ordinance (Cap. 362 of the Law of Hong Kong).

During the Reporting Period, we were not aware of any violations of advertising and marketing laws and regulations related to the products and services we provided.

廣告及市場推廣

本集團完全遵守有關廣告及市場推廣的適用法律及法規，包括但不限於中國商標法、中國廣告法及商品説明條例（香港法例第362章）。

於報告期間，我們未發現任何與我們所提供產品及服務相關的違反廣告及市場推廣法律法規的情況。

Data Privacy

The Group attaches great importance to the confidentiality of documents and data shown as follows:

- 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; and

數據私隱

如下所示，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；及

- Employees shall not obtain, disclose, and use trade secrets of competitors by any improper means.

During the Reporting Period, the Group was not aware of any cases of confidential data or information breaches within its business operations.

ANTI-CORRUPTION

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; and
- 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.

The Group requires every employee to strictly abide 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; and
- 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.

The Group also strives to help employees to better understand our ethical requirements and further promote an upright business culture. To this end, during the Reporting Period, a 1-hour training, covering issues including anti-corruption, self-discipline, and business integrity, was provided to the management and employees from various departments.

During the Reporting Period, the Group was not aware of any cases of corruption within its business operations.

- 員工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。

於報告期間，本集團並無發現其業務營運中有任何機密數據或信息相關的違反情況。

反貪污

本集團自二零二零年起實施《商業道德管理程序》：

- 本集團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；及
- 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。

本集團要求每名員工嚴格遵守《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；及
- 鼓勵員工、供應商和其他持份者在發現可疑案件時，通過電子郵件、郵寄、電話熱線等方式，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。

本集團亦致力協助員工進一步了解我們的道德要求，並進一步推動正直向上的企業文化。為此，本集團於報告期間內為管理層及各部門員工提供一小時的主題培訓，涵蓋反貪污、自律及商業誠信等議題。

報告期間內，本集團未發現其業務營運中有任何貪污個案。

DEVOTE TO PHILANTHROPIES

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 society. We mainly focus on the areas including charity, maintaining staffing, and promoting environmental protection. We hope to help maintain social stability and build a harmonious community by establishing a sound development order.

投身慈善事業

本集團一直以回饋社會為目標，支持工廠周圍的社區組織，回饋社會不同階層。我們主要關注的領域包括慈善、維護員工、推動環保等。我們希望通過建立良好的發展秩序，幫助維護社會穩定，共建和諧社區。

LAWS AND REGULATIONS SUMMARY

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, the Group has rigorously adhered to the following laws and regulations and was not aware of any material noncompliance cases.

法律及法規概要

本集團及時識別對日常經營具有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，本集團嚴格遵守以下法律法規，未發現任何重大違規事件。

ENVIRONMENT AND RESOURCE

- 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)

環境與資源

- 《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)

- 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

- 《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

PEOPLE AND COMMUNITY

- 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)

人文與社區

- 《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)

PRODUCT AND BUSINESS

- Fire Protection Law of the People's Republic of China (2021 Amendment)
- Code of Design on Building Fire Protection and Prevention (GB 50016-2014)
- Code of Design on Building Fire Protection and Prevention (GB 50016-2014)
- 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
- Labour Law of the People's Republic of China (2018 Amendment)
- Labour 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)

產品與業務

- 《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)
- 《建築設計防火規範》(GB 50016-2014)
- 《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)

KEY PERFORMANCE INDEXES REFERENCE TABLE 關鍵績效指標參考表

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
A. Environmental **A.環境**		
Aspect A1: Emissions ***層面A1：排放物***		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emission Policy
一般披露	有關廢氣排放、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。	排放政策
KPI A1.1	The types of emissions and respective emissions data.	Control Air Emissions
關鍵績效指標A1.1	排放物種類及相關排放數據。	控制廢氣排放
KPI A1.2	Repealed 1 January 2025	n/a
關鍵績效指標A1.2	於二零二五年一月一日廢除	不適用
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Reduce Waste
關鍵績效指標A1.3	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）。	減少廢物

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Reduce Waste
關鍵績效指標A1.4	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）。	減少廢物
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Mitigate Environmental Risk
關鍵績效指標A1.5	描述所訂立的排放目標及為達到這些目標所採取的步驟。	減輕環境風險
KPI 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.	Mitigate Environmental Risk
關鍵績效指標A1.6	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。	減輕環境風險
Aspect A2: Use of Resources ***層面A2：資源使用***		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Resource Consumption
一般披露	有效使用資源（包括能源、水及其他原材料）的政策。	資源消耗
KPI 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).	Resource Consumption
關鍵績效指標A2.1	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）。	資源消耗

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Resource Consumption
關鍵績效指標A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。	資源消耗
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Consumption Guidelines
關鍵績效指標A2.3	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。	消耗指引
KPI 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.	Consumption Guidelines
關鍵績效指標A2.4	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。	消耗指引
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Resource Consumption
關鍵績效指標A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	資源消耗
Aspect A3: The Environment and Natural Resources ***層面A3：環境及天然資源***		
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	The Environment and Natural Resources
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	環境及天然資源
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources
關鍵績效指標A3.1	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。	環境及天然資源

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
Aspect A4: Climate Change ***層面A4：氣候變化***		
General Disclosure	Repealed 1 January 2025	n/a
一般披露	於二零二五年一月一日廢除	不適用
KPI A4.1	Repealed 1 January 2025	n/a
關鍵績效指標A4.1	於二零二五年一月一日廢除	不適用
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	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.	Human Resources
一般披露	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。	人力資源
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Human Resources
關鍵績效指標B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	人力資源

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Human Resources
關鍵績效指標B1.2	年齡組別及地區劃分的僱員流失比率。	人力資源
Aspect B2: Health and Safety ***層面B2：健康與安全***		
General Disclosure	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.	Safe Workplace
一般披露	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。	安全職場
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Safe Workplace
關鍵績效指標B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。	安全職場
KPI B2.2	Lost days due to work injury.	Safe Workplace
關鍵績效指標B2.2	因工傷損失工作日數。	安全職場
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Safe Workplace
關鍵績效指標B2.3	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。	安全職場

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
Aspect B3: Development and Training ***層面B3：發展及培訓***		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Provide Professional Training
一般披露	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。	提供專業培訓
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Provide Professional Training
關鍵績效指標B3.1	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。	提供專業培訓
KPI B3.2	The average training hours completed per employee by gender and employee category.	Provide Professional Training
關鍵績效指標B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	提供專業培訓

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
Aspect B4: Labour Standards ***層面B4：勞工準則***		
General Disclosure	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 labour.	Labour Standards
一般披露	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。	勞工準則
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	勞工準則
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards Note: no such incidents were reported during the Reporting Period
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	勞工準則 附註：於報告期間並無報告該等事件

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
Operating Practices **營運慣例**		
Aspect B5: Supply Chain Management ***層面B5：供應鏈管理***		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
一般披露	管理供應鏈的環境及社會風險政策。	供應鏈管理
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
關鍵績效指標B5.1	按地區劃分的供應商數目。	供應鏈管理
KPI 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.	Supply Chain Management
關鍵績效指標B5.2	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。	供應鏈管理
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.3	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。	供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.4	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。	供應鏈管理

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
Aspect B6: Product Responsibility ***層面B6：產品責任***		
General Disclosure	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.	Ensure Product Quality Post-Sales Service Intellectual Property Rights Advertising and Marketing Data Privacy
一般披露	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。	確保產品質量 銷售後客服 知識產權 廣告及市場推廣 數據私隱
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Ensure Product Quality
關鍵績效指標B6.1	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。	確保產品質量
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Post-Sales Service
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	銷售後客服
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Rights
關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	知識產權

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
KPI B6.4	Description of quality assurance process and recall procedures.	Ensure Product Quality
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	確保產品質量
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Data Privacy
關鍵績效指標B6.5	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。	數據私隱
Aspect B7: Anti-corruption ***層面B7：反貪污***		
General Disclosure	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.	ANTI-CORRUPTION
一般披露	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。	反貪污
KPI 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.	ANTI-CORRUPTION
關鍵績效指標B7.1	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。	反貪污

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	ANTI-CORRUPTION
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	反貪污
KPI B7.3	Description of anti-corruption training provided to directors and staff.	ANTI-CORRUPTION
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	反貪污
Community **社區** ***Aspect B8: Community Investment*** ***層面B8：社區投資***		
General Disclosure	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.	DEVOTE TO PHILANTHROPIES
一般披露	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。	致力於慈善工作
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	DEVOTE TO PHILANTHROPIES
關鍵績效指標B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	致力於慈善工作
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	DEVOTE TO PHILANTHROPIES
關鍵績效指標B8.2	在專注範疇所動用資源（如金錢或時間）。	致力於慈善工作

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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