



Cabbeen

卡賓·中國設計師品牌
A DESIGNER BRAND OF CHINA

CABBEEN FASHION LIMITED
卡賓服飾有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)
Stock code 股份代號: 2030

**Environmental, Social and
Governance Report 2021**
環境、社會及管治報告2021

GOVERNANCE STRUCTURE

Cabbeen Fashion Limited (together with its subsidiaries, the “**Group**”) is committed to building an environmentally-friendly corporation that pays close attention to conserving natural resources and minimize carbon footprints. The board of directors of the Company (the “**Board**”) has overall responsibility for the Group’s environment, society and governance strategy and reporting and has included sustainable development as an integral part of strategic planning. Through the assistance and input from the Group’s senior management, the Board have identified certain key issues on environment, society and governance for monitoring and management. The Group’s senior managerial staff and department heads have been working together to set the Group’s sustainability vision, objectives and strategies and monitor and evaluate environmental, social and governance (the “**ESG**”) issues that may affect the Group’s business and operations. The Board continuously reviews the policies and risks of environment, society and governance and keeps formulating and updating the related goals and targets. In addition, the Board also considers the impact of the Group’s corporate social responsibility and sustainability on its stakeholders, including employees, shareholders, local communities and the environment, and monitors and tracks the progress against targets and initiatives through meetings with senior management.

REPORTING BOUNDARY

The Company’s ESG report is an annual report and this report is for the period from 1 January 2021 to 31 December 2021.

This report covers the Group’s (i) headquarters in Guangzhou City, Guangdong Province, (ii) an office, show rooms, certain production facilities and a logistics centre in Shishi City, Fujian Province, and (iii) two other warehouses in Xian City, Shaanxi Province and Chengdu City, Sichuan Province, respectively, in the People’s Republic of China (the “**PRC**”). The Group’s headquarters comprise mainly office premises. The production facilities in Shishi city comprise a warehouse, sewing plants and staff dormitories.

管治架構

卡賓服飾有限公司(連同其附屬公司統稱「**本集團**」)承諾密切關注天然資源保護，成為一家著重環保的企業。本公司董事會(「**董事會**」)對本集團的環境、社會及管治策略以及匯報負有全面責任，並已將可持續發展納入策略規劃的組成部分。透過本集團高級管理層的協助及投入，董事會已識別環境、社會及管治的若干關鍵議題，並對此進行監管及管理。本集團的高級管理層員工及部門主管已共同合作制定本集團的可持續發展願景、目標及策略，並監控及評估或會影響本集團業務及營運的環境、社會及管治(「**ESG**」)議題。董事會維持檢討環境、社會及管治的政策與風險，並持續制定並更新相關目標及指標。此外，董事會亦考慮本集團企業社會責任及可持續發展對其持份者(包括僱員、股東、社區及環境)的影響，同時透過與高級管理層的會面監控及追蹤相關目標及行動的進展。

匯報範圍

本公司的ESG報告為年度報告且本報告的涵蓋期間為二零二一年一月一日至二零二一年十二月三十一日。

本報告涵蓋本集團位於中華人民共和國(「**中國**」)(i)廣東省廣州市的總部、(ii)位於福建省石獅市的辦事處、展示廳、若干生產廠房及物流中心以及(iii)兩個分別位於陝西省西安市及四川省成都市的貨倉。本集團總部主要包括辦公室。石獅市的生產廠房包括一座倉庫、縫紉廠及員工宿舍。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

REPORTING PRINCIPLES

This report is prepared in accordance with the requirements of the Environmental, Social and Governance Reporting Guide as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”). The reporting principles are set out below:

Materiality

This report offered an analysis of substantive issues, which were submitted to the Board for consideration, and ensured the full disclosure of information that has a material impact on investors and other stakeholders.

Quantitative

This report presented statistics on ESG quantitative performance and disclosed two-year historical data.

Balance

The Board has acknowledged its responsibility to oversee the Group’s sustainable development and reviewed the completeness, accuracy and fairness of this report.

Consistency

This report has been prepared in the same way in terms of the reporting scope and methodologies as previous years. The environmental and social data were presented in a consistent manner for meaningful comparison across different reporting periods.

ESG MANAGEMENT APPROACH

The Group’s commitment to sustainability has been at the core of its business. The Group’s main ESG management focus are:

- *Improving environmental performance* – to ensure appropriate policies and management system are in place to mitigate impact to the environment
- *Being a responsible employer* – strives to be a partner that foster a culture that supports diversity, attract and retain top talents

匯報原則

本報告乃根據香港聯合交易所有限公司證券上市規則(「**上市規則**」)附錄27所載的環境、社會及管治報告指引規定而編製。匯報原則載列如下：

重要性

本報告已分析提交供董事會審議的實質性議題，並確保全面披露對投資者及其他持份者有重大影響的資料。

量化

本報告呈列對ESG量化表現的統計資料，並披露了兩年歷史數據。

平衡

董事會已知悉其有責任監察本集團的可持續發展以及審閱本報告的完整性、準確性及公正性。

一致性

本報告的報告範疇及方法均採用了過往年度的相同方式編製。其已呈列一致的ESG資料，以便就不同報告期間作出有意義的比較。

環境、社會及管治管理方法

本集團對可持續發展的承諾一直為其業務核心。本集團的主要ESG管理焦點為：

- *改善環境表現* – 確保實施適當政策及管理系統以舒緩對環境的影響
- *作為負責任的僱主* – 致力成為促進支持多元化文化、吸引及挽留優質人才的合作夥伴

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

- *Being a good citizen* – seeks to make contribution to community development
- *Operating ethically* – Upholds business integrity and transparency of business activities
- 作為良好公民 – 致力為社區發展做出貢獻
- 道德營運 – 維護業務誠信及業務活動的透明度

The Board is ultimately responsible for the overall direction, strategies, objectives, performance and report of the Group's sustainable development. Through the assistance and input from the Group's senior management, the Board have identified certain key issues on environment, society and governance for monitoring and management. The Group's senior managerial staff and department heads have been working together to set the Group's sustainability vision, objectives and strategies and monitor and evaluate ESG issues that may affect the Group's business and operations. The Board continuously reviews the policies and risks of environment, society and governance and keeps formulating and updating the related goals and targets.

STAKEHOLDER ENGAGEMENT

The Group values the views of its stakeholders and strives to achieve the balance of interests of its shareholders, employees, business partners, customers and the society. The Group has established on-going communication channels with its stakeholders and incorporated their issues into the Group's operation and decision making process. The Group has been actively responded to their concerns and demand.

The Group communicates with its stakeholders on an ongoing basis through various channels and identified their main issues as follows.

董事會對本集團可持續發展的整體方向、策略、目標、表現及報告負有最終責任。透過本集團高級管理層的協助及投入，董事會已識別環境、社會及管治的若干關鍵議題，並對此進行監管及管理。本集團的高級管理層員工及部門主管已共同合作制定本集團的可持續發展願景、目標及策略，並監控及評估或會影響本集團業務及營運的ESG議題。董事會維持檢討ESG的政策與風險，並持續制定並更新相關目標及指標。

持份者參與

本集團重視持份者的意見，並盡力達致其股東、僱員、業務夥伴、客戶及社會的利益平衡。本集團已建立與持份者的持續溝通渠道，並將其議題納入本集團的營運及決策過程。本集團一直積極回應彼等的關注與需求。

本集團透過多種渠道持續與其持份者溝通，並已識別下列主要議題。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

Stakeholders 持份者	Communication channels 溝通渠道	Issues 議題
Employees 僱員	<ul style="list-style-type: none"> Company Intranet 公司內聯網 Staff meetings 員工會議 Training and seminars 培訓及講座 Employee activities 員工活動 	<ul style="list-style-type: none"> Welfare and benefits 福利及利益 Occupation health and safety 職業健康及安全 Career development 事業發展
Government and regulatory authorities 政府及合規機構	<ul style="list-style-type: none"> Regular reporting 定期報告 Supervision and inspection 監督監察 	<ul style="list-style-type: none"> Compliance and risk management 合規及風險管理 Business ethic and anti-corruption 商業道德及反貪污 ESG 環境、社會及管治
Investment institutions and shareholders 投資機構及股東	<ul style="list-style-type: none"> Company's announcements 公司公告 Shareholders' meetings 股東會議 Company website and e-mails 公司網站及電子郵件 Roadshows and reverse roadshows 路演及反向路演 	<ul style="list-style-type: none"> Compliance and risk management 合規及風險管理 Economic performance 財務表現
Suppliers 供應商	<ul style="list-style-type: none"> Regular communication 定期溝通 Business visits 業務探訪 Review and appraisal meetings 檢討及評估會議 Company website and e-mails 公司網站及電子郵件 	<ul style="list-style-type: none"> Supply chain management 供應鏈管理 Business ethics and anti-corruption 商業道德及反貪污
Customers 客戶	<ul style="list-style-type: none"> Regular communication 定期溝通 Business visits 業務探訪 Sales fairs 銷售展覽 Fashion shows 服裝發佈會 Customer Service hotlines 客戶服務熱線 Media activities 媒體互動 Interactive platforms such as Wechat 互動平台(如微信) Company website and e-mails 公司網站及電子郵件 	<ul style="list-style-type: none"> Product design and safety 產品設計及安全 Customer privacy protection 客戶隱私保障 Customer service satisfaction 客戶服務滿意度 Protection of intellectual property rights 保護知識產權 Business ethics and anti-corruption 商業道德及反貪污
Local community 本地社區	<ul style="list-style-type: none"> Community services 社區服務 	<ul style="list-style-type: none"> Community investments and charities 社區投資及慈善機構

MATERIALITY ASSESSMENT

The Company has conducted an analysis of material issues and identified the Group's stakeholders' material ESG issues by taking into consideration of its own business, industry environment, operation characteristics and the experience of peers. The materiality has been analyzed and ranked based on stakeholder' requirements and issues.

To ensure the effectiveness of the Group's ESG strategies, the Board reviews the results of the identification of the Group's material ESG issues on an annual basis to ensure that its ESG strategies covers material ESG issues. The process of determining materiality is guided by the following principles:

- Consider the input from key stakeholders and their main ESG issues,
- Consider input from the Group's management about ESG issues and related material impact on the Group's business.
- Review material ESG issues including those high concern to stakeholders and have a material impact on the Group's business.
- To evaluate and prioritize the most material ESG topics for ESG report disclosure and future development.

The materiality assessment has helped the Group to analyse its ESG risks and opportunities in an attempt to improve its business strategies. It has also helped the Group meet the sustainability reporting standards and lead to better resource allocation focusing on the important ESG issues.

重要性評估

本公司結合自身業務、行業環境、營運特點與同業經驗後，已分析重要議題並識別本集團持份者的重要 ESG 議題。議題的重要性，乃按持份者的要求進行排序及分析。

為確保本集團的 ESG 策略的有效性，董事會每年就識別本集團重要 ESG 議題的結果進行審閱，以確保其 ESG 策略涵蓋重要議題。釐定重要性的過程乃遵循以下原則：

- 考慮關鍵持份者的意見及其主要 ESG 議題。
- 考慮本集團管理層就 ESG 議題及其本集團業務的相關重大影響的意見。
- 審閱重大 ESG 議題，包括持份者極度關注及對本集團業務有重大影響的議題。
- 就 ESG 報告及未來發展而言評估最重要的 ESG 事項及就此排列優先次序。

重要性評估有助本集團分析其 ESG 風險及機會，並藉此改善其業務策略。其亦有助本集團達致可持續發展報告準則，並針對重要的 ESG 議題達到更好的資源分配。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

(A) ENVIRONMENT

The Group is principally engaged in design and sales of apparels and accessories in the PRC. It outsources production of most of its products to third-party suppliers while the Group produces some of its core products with only sewing process in small batches at its production facilities in Fujian Province, the PRC. In addition, the Group engaged in the production and sale of medical gowns and medical facial masks (“PPE”) from February 2020 to December 2021.

The Group’s operating activities do not generate any emissions or wastes that would severely pollute the environment. The Group is aware that it does not directly control most of the environmental impacts arising from its operations but it seeks to manage its indirect environmental impact by improving environmental awareness of its employees, suppliers, customers and other business partners in the supply chain.

A1: Emissions

The Group outsources productions of most of its products and does not own its vehicle fleets. The Group does not produce any hazardous wastes from its operating activities and greenhouse gas emissions from its operating activities are limited which are mainly from energy consumption and employee travels. The Group implements a low-carbon policy and encourages its employees to conserve energy where practicable, including shutting or minimizing the use of air conditioning and lighting during non-office hours.

For the year ended 31 December 2021, the Group has complied with all applicable environmental laws and regulations, and was not subject to any fine, penalty, investigation or prosecution for non-compliance with the relevant laws and regulations relating to emissions.

(A) 環境

本集團主要於中國從事服裝及配飾的設計及銷售。本集團大部分產品的生產均外包予第三方供應商，而本集團於其位於中國福建省的生產設施僅以小批量生產其部分核心產品（僅包含縫製工序）。此外，本集團自二零二零年二月至二零二一年十二月期間生產及銷售醫用外袍和醫用口罩（「個人防護裝備」）。

本集團的營運活動不會產生嚴重污染環境的排放物或廢棄物。儘管本集團並不直接控制營運活動對環境造成的大部分影響，但仍就通過提升其員工、供應商以及供應鏈內的其他業務夥伴的環保意識，努力解決其間接環境影響。

A1：排放物

本集團外包其大部份產品的生產且並無自有車隊。本集團營運活動並無產生任何有害廢棄物，且其營運活動的溫室氣體排放主要源於能源消耗及員工出差，排放量有限。本集團實施低碳政策並鼓勵員工切實節約能源，包括在非辦公時段關閉及減少使用空調及照明設備。

截至二零二一年十二月三十一日止年度，本集團已遵守所有適用環境法律及法規，並無因違反與排放物有關的法律及法規而遭受任何罰款、處罰、調查或起訴。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

According to the key performance indicators (the “KPIs”) set out in Appendix 27 of the Listing Rules, the Group’s performance on sustainable development in terms of emissions are summarised below:

根據上市規則附錄27所載關鍵績效指標(「關鍵績效指標」)，本集團就排放物而言在可持續發展方面的表現概述如下：

KPIs 關鍵績效 指標	For the year ended 31 December 截至十二月三十一日止年度	
	2021 二零二一年	2020 二零二零年
A1.1	Type of emission 排放物類型	There was no material emission from the Group’s operating activities. 本集團營運活動並無重大排放物。
A1.2	Greenhouse gas emissions and intensity 溫室氣體排放量及密度	Greenhouse gas emissions from the Group’s operating activities are limited which are mainly from energy consumption and employee travels. 本集團營運活動的溫室氣體排放主要源自能源消耗及員工出差，排放量有限。
A1.3	Total hazardous waste produced and intensity 產生的有害廢棄物總量及密度	No hazardous waste was produced from the Group’s operating activities. 本集團營運活動並無產生有害廢棄物。
A1.4	Total non-hazardous waste produced and intensity 產生的無害廢棄物總量及密度	Apart from approximately 85 tonnes (18 tonnes for the year ended 31 December 2020) scrap fabrics, there were no other material wastes from the Group’s production facilities during the year ended 31 December 2021. 截至二零二一年十二月三十一日止年度，除約85噸(截至二零二零年十二月三十一日止年度之18噸)邊角料外，本集團生產廠房並無製造其他廢料。 Intensity of non-hazardous waste was 0.84KG/RMB’000, being weight of scrap fabrics to production cost of the Company’s own production facilities, for the year ended 31 December 2021. 截至二零二一年十二月三十一日止年度，無害廢棄物密度為0.84千克／人民幣千元，即邊角料重量佔本公司自設廠房生產成本的百分比。
A1.5	Measure to mitigate emission and results achieved 減少排放物的措施及所得成果	There was no material emission from the Group’s operating activities. 本集團的營運活動並無重大排放物。
A1.6	Measure to handle hazardous and non-hazardous waste, reduction initiatives and results achieved 處理有害及無害廢棄物的措施、減排措施及所得成果	The Group’s operating activities do not produce hazardous waste. 本集團的營運活動並無產生有害廢棄物。 The Group seeks to ensure the business operations are environmentally friendly, making every effort to reduce waste from every aspect of the business activities. Leftover fabrics and samples are collected by recyclers. 本集團致力確保業務營運結合環保理念，盡一切努力減少業務活動各層面產生的廢棄物。剩餘面料及樣品由回收商集中回收。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

A2: Use of Resources

The Group strives to minimize its environmental impact by optimizing its consumption for electricity and water, and encouraging recycling of office supplies and other materials. These measures help save both money for the Group and natural resources. For wastes that cannot be avoided, the Group strives to reuse and recycle the relevant supplies and materials as much as possible. The Group also aims at delivering products to retail stores and distributors' warehouses efficiently while minimizing the carbon footprint of transportation. Accordingly, the Group has been operating a centralized logistics centre in Fujian Province to enhance efficiency and reduce transportation costs by better planning product distribution and consolidating outbound product delivery.

The Group has also implemented the following measures to foster a culture of resources conservation awareness among its employees and business partners:

- The Group encourages paperless working procedures through intranet and use video-conference system to replace avoidable business trips and increase communication efficiency.
- All printers in the Group's premises are preset for double-sided printing by default.
- The Group encourages its distributors to switch using LED lighting for retail outlets operated by them.
- The Group is dedicated to minimizing use of materials and recycling any unused materials, such as used papers, leftover fabrics, hangers and shopping bags and carton boxes at warehouses and shop furniture, whenever possible.

A2 : 資源使用

本集團致力於通過優化電力及水資源使用，以及鼓勵回收利用辦公用品及其他材料，盡可能減少對環境的影響。這些措施有助於本集團節約成本及天然資源。對於無法避免的廢棄物，本集團盡可能重複利用及回收有關用品及材料。本集團亦致力於以高效的方式向零售店舖及經銷商的倉庫送貨，同時最大限度地減少貨運碳足跡。因此，本集團在福建省開設營運一間中央物流中心，通過更好的產品分銷規劃及統一對外產品運送，提高效率並降低運輸成本。

本集團亦已實施以下措施，培養僱員及業務合作夥伴節約資源意識的文化：

- 本集團透過使用內聯網提倡無紙化工作流程，並使用視頻會議系統，盡量避免商務差旅，並提高溝通效率。
- 本集團辦公室的打印機均默認預設為雙面打印模式。
- 本集團鼓勵經銷商於其經營的零售店舖改用LED照明。
- 本集團致力於減少材料的使用並盡可能回收任何尚可利用的材料，如使用過的紙張、剩餘面料、衣架及購物袋、倉庫的紙箱以及店舖擺設。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED) ■

環境、社會及管治報告(續)

- The Group avoids using excessive packaging and aim at having packaging offering protection for its products and at the same time appealing to customers.
- The Group maintains its air-conditioners regularly for better performance and an average indoor temperature of 25°C in order to minimize electricity usage.
- The Group uses papers from responsible sources to print its annual and interim reports.

The Group also adopts the following measures to minimize the use of fabrics, costs and waste:

- The Group uses automated fabric-cutting machines with computerized program to fully utilize fabrics.
- The Group provides training to workers to enhance sewing quality and avoid wastage.

According to the KPIs set out in Appendix 27 of the Listing Rules, the Group's performance on sustainable development in terms of resources utilization is summarized below:

- 本集團避免過度包裝產品，產品包裝僅旨在為產品提供保護，並吸引客戶。
- 本集團定期維護空調系統以保持高效率運轉，並維持室內平均溫度於攝氏25度左右以盡量減少耗電量。
- 本集團使用合乎環保的來源紙張列印其年度報告及中期報告。

本集團同時採取以下措施，以減少對面料的耗用、成本及浪費：

- 本集團使用附帶電腦程式的自動切布機以充分善用面料。
- 本集團為員工提供培訓，以提高縫紉質素並避免浪費。

根據上市規則附錄27所載關鍵績效指標，本集團就資源利用而言在可持續發展方面的表現概述如下：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

(a) Apparel business

(a) 服裝業務

KPIs 關鍵績效 指標	For the year ended 31 December 截至十二月三十一日止年度			
			2021 二零二一年	2020 二零二零年
A2.1	Electricity consumption 耗電量	Consumption quantity 消耗量	2,700,983 kilowatt hours 千瓦時	1,050,910 kilowatt hours 千瓦時
		Intensity (based on total annual sales of the Group) 密度(根據本集團全年銷售總額計算)	1.9677 kilowatt hours /RMB'000 千瓦時/人民幣千元	0.8157 kilowatt hours /RMB'000 千瓦時/人民幣千元
A2.2	Water consumption 耗水量	Consumption quantity 消耗量	32,190m ³ 立方米	22,503m ³ 立方米
		Intensity (based on total annual sales of the Group) 密度(根據本集團全年銷售總額計算)	0.0235m ³ /RMB'000 立方米/人民幣千元	0.0175m ³ /RMB'000 立方米/人民幣千元
A2.3	Energy use efficiency initiatives and results achieved 能源使用效益計劃及所得成果	<p>Electricity consumption varies depending on weather and product dispatch schedules. The Group is committed to minimizing the use of electricity by taking the measures mentioned in section A2 above.</p> <p>電力消耗量取決於天氣及產品調度計劃。本集團致力通過採取上文第A2節所述措施盡可能減少電力使用。</p> <p>The increase in the Group's total electricity consumption in 2021 was attributable to the expansion of the capacities of the Group's logistic centers and production facilities for its apparel business.</p> <p>本集團總耗電量於二零二一年有所增加乃由於擴大本集團物流中心及服裝業務生產設施的產能所致。</p>		

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

KPIs 關鍵績效 指標

For the year ended 31 December
截至十二月三十一日止年度

2021
二零二一年

2020
二零二零年

A2.4	<p>Water efficiency enhancement initiatives and results achieved 用水效益提升計劃及所得成果</p>	<p>Water consumption of the Group varies depending on mainly number of employees. The Group is committed to conserving water resources by promoting environmental awareness among its employees. 本集團之耗水量主要取決於僱員人數。本集團致力於通過提高僱員環保意識，節約水資源。</p> <p>The increase in the Group's total water consumption in 2021 was attributable to the expansion of the capacities of the Group's logistic centers and production facilities for its apparel business. 本集團總耗水量於二零二一年有所增加乃由於擴大本集團物流中心及服裝業務生產設施的產能所致。</p>
A2.5	<p>Total packaging materials used for finished goods and intensity 製成品所用包裝材料的總量及密度</p>	<p>The Group reuses all cartoon boxes used for products purchased from suppliers for different purposes in its operations including packaging of finished goods. Accordingly, only an insignificant portion of the cartoon boxes the Group used for finished goods were purchased by the Group itself. In addition, the Group considers that it is not practical to measure the weights of other packaging materials used, like duct tape and plastic bags. 本集團於其營運中重複利用所有向供應商採購的產品的紙箱作不同用途，包括包裝製成品。因此，本集團自身採購用於製成品的紙箱比例並不重大。此外，本集團認為量度其他已用包裝材料(如寬膠帶及塑料袋)的重量不切實可行。</p> <p>Total package materials, including cartoon boxes, plastic bags and tapes, purchased during the year ended 31 December 2020 and 31 December 2021 amounted to RMB3.7 million and RMB3.8 million, respectively. 於截至二零二零年十二月三十一日及二零二一年十二月三十一日止年度內，採購的包裝材料總額(包括紙箱、塑料袋及膠帶)分別為人民幣3.7百萬元及人民幣3.8百萬元。</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

(b) PPE business

The Group has commenced the production and sale of PPE in February 2020. Operation scale of PPE had been downsized in 2021 due to the significant drop in market demand and market price of PPE, and subsequently discontinued the PPE business in December 2021. Electricity, water and packing material consumptions for PPE business are summarized below:

(b) 個人防護裝備業務

本集團於二零二零年二月開展製造及銷售個人防護裝備。於二零二一年，個人防護裝備的營運規模因市場需求及市場價格大幅下跌而有所縮減，並其後於二零二一年十二月全面終止個人防護裝備業務。個人防護裝備業務所消耗的電力、水及包裝材料概述如下：

KPIs 關鍵績效 指標	For the year ended 31 December 截至十二月三十一日止年度			
			2021 二零二一年	2020 二零二零年
A2.1	Electricity consumption 耗電量	Consumption quantity 消耗量	950,814 kilowatt hours 千瓦時	3,774,216 kilowatt hours 千瓦時
		Intensity (based on total sales of PPE) 密度(根據個人防護裝備銷售總額計算)	28.076 kilowatt hours/ RMB'000 千瓦時/ 人民幣千元	7.714 kilowatt hours/ RMB'000 千瓦時/ 人民幣千元
A2.2	Water consumption 耗水量	Consumption quantity 消耗量	5,322 m ³ 立方米	14,361 m ³ 立方米
		Intensity (based on total sales of PPE) 密度(根據個人防護裝備銷售總額計算)	0.157m ³ / RMB'000 立方米/ 人民幣千元	0.027m ³ / RMB'000 立方米/ 人民幣千元
A2.3	Energy use efficiency initiatives and results achieved 能源使用效益計劃及所得成果	The Group is committed to minimizing the use of electricity by taking the measures mentioned in section A2 above. 本集團致力於透過採取上文A2節提及之措施以盡可能減少用電。 The increase in electricity consumption intensity based on revenue of PPE for the year ended 31 December 2021 was attributable to decrease in market price of PPE products. 根據個人防護裝備於截至二零二一年十二月三十一日止年度的收入，耗電密度有所增加乃由於個人防護裝備產品的市場價格下跌所致。		

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

KPIs 關鍵績效 指標

For the year ended 31 December
截至十二月三十一日止年度

2021
二零二一年

2020
二零二零年

A2.4 Water efficiency enhancement initiatives and results achieved
用水效益提升計劃及所得成果

The Group is committed to conserving water resources by promoting environmental awareness among its employees.
本集團致力於透過提高其員工的環保意識以節約水資源。

The increase in water consumption intensity based on revenue of PPE for the year ended 31 December 2021 was attributable to decrease in market price of PPE products.
根據個人防護裝備於截至二零二一年十二月三十一日止年度的收入，耗水密度有所增加乃由於個人防護裝備產品的市場價格下跌所致。

A2.5 Total packaging materials used for finished goods and intensity
製成品所用包裝材料的總量及密度

The Group reuses all cartoon boxes used for products purchased from suppliers for different purposes in its operations including packaging of finished goods. Accordingly, only an insignificant portion of the cartoon boxes the Group used for finished goods were purchased by the Group itself. In addition, the Group considers that it is not practical to measure the weights of other packaging materials used, like duct tape and plastic bags.

本集團於其營運中重複利用所有向供應商採購的產品的紙箱作不同用途，包括包裝製成品。因此，本集團自身採購用於製成品的紙箱比例並不重大。此外，本集團認為量度其他已用包裝材料(如寬膠帶及塑料袋)的重量不切實可行。

Total package materials, including cartoon boxes, plastic bags and tapes, purchased during the year ended 31 December 2020 and 31 December 2021 amounted to RMB3.1 million and RMB1.6 million, respectively.

於截至二零二零年十二月三十一日及二零二一年十二月三十一日止年度內，採購的包裝材料總額(包括紙箱、塑料袋及膠帶)分別為人民幣3.1百萬元及人民幣1.6百萬元。

A3: The Environment and Natural Resources

Save as disclosed in sections A2 above, the Group's operating activities have no significant impact on the environment and natural resources.

A3 : 環境及天然資源

除上文第A2節所披露者外，本集團的營運活動對環境及天然資源並無重大的影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

A4: Climate change

Climate change has been a worldwide growing issue in recent years. Extreme weather conditions such as heatwave, shortened winter seasons, rainstorm, and flooding may affect the Group's business operations. In case of extreme weather conditions, special working arrangements in accordance with government regulations were followed to protect the Group's employees. In addition, the Group has adopted multiple ordering strategy and has been working with suppliers for quicker production cycle to deal with quick replenished orders based on market and changing climate conditions.

On the other hand, the Group is not involved in large-scale production activities and does not consume a lot of energy or generate a large amount of emissions. Although the Group's business and products do not severely pollute the environment, the Group is still committed to minimise energy and material consumption and adopted various other measures to save resources.

The Group continues to monitor the climate related risks regularly and implement relevant measures to minimise the potential impact of climate change. Currently, it is expected that potential extreme weather conditions and change in environmental-related regulations do not directly impose material threat to the Group's operations.

A4 : 氣候變化

近年，全球日漸關注氣候變化。極端天氣狀況如熱浪、冬季縮短、暴雨及洪水等可能影響本集團的業務營運。為應對極端天氣狀況，本集團已按照政府規定制定特別工作安排以保障其僱員。此外，本集團已採取多輪訂購策略，並與供應商合作加快生產週期，從而因應市場及不斷變化的氣候條件快速補充訂單。

另一方面，本集團並無涉及大規模的生產活動，則無消耗大量能源或產生大量排放物。雖然本集團的業務及產品並無嚴重污染環境，惟本集團仍致力減少消耗能源及物資，並為節省資源採取多項措施。

本集團定期監控氣候相關議題，並實施相關措施減少潛在氣候變化的影響。現時預計潛在極端天氣環境及環境相關規定的轉變並無直接對本集團的營運構成威脅。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

(B) SOCIAL

According to the KPIs set out in Appendix 27 of the Listing Rules, the Group's performance on sustainable development in terms of social responsibility is summarized below:

B1: Employment

KPIs 關鍵績效 指標	For the year ended 31 December 截至十二月三十一日止年度		
		2021 二零二一年	2020 二零二零年
B1.1	Total workforce 員工總數		
	Gender 性別		
	- Male 男性	264	242
	- Female 女性	281	227
	Employment type 僱傭類型		
	- Full time 全職	542	461
	- Part time 兼職	3	8
	Age Group 年齡組別		
	- Aged below 30 30歲以下	226	195
	- Aged 30 - 50 30至50歲	306	264
	- Aged over 50 50歲以上	13	10
	Geographical region 地理區域		
	- Mainland China 中國內地	517	451
	- Hong Kong 香港	28	18

(B) 社會

根據上市規則附錄27所載關鍵績效指標，本集團就社會責任而言在可持續發展方面的表現概述如下：

B1：僱傭

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

KPIs 關鍵績效 指標		For the year ended 31 December 截至十二月三十一日止年度		
		2021 二零二一年	2020 二零二零年	
B1.2	Employee turnover rate 員工流失率	By gender 性別		
		- Male 男性	34.9%	28.7%
		- Female 女性	36.7%	30.0%
		By age Group 年齡組別		
		- Aged below 30 30歲以下	42.0%	34.6%
		- Aged 30 - 50 30至50歲	29.9%	25.4%
		- Aged over 50 50歲以上	8.3%	16.7%
		Geographical region 地理區域		
		- Mainland China 中國內地	36.9%	29.6%
		- Hong Kong 香港	8.8%	21.7%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

As of 31 December 2021, the Group had 545 employees (2020: 469). Human resources are one of the greatest assets of the Group and the Group regards the personal development of its employees as highly important.

The Group endeavors to continue to be an attractive employer for committed employees. The Group conducts employee satisfaction survey periodically. It seriously considers all those valuable feedback from employees for enhancing workplace productivity and harmony.

The Group offers competitive remuneration packages to its employees and has also adopted share option schemes to recognize and reward the contribution of the employees to the growth and development of the Group. The Group's compensation system is strictly in compliance with the Labour Contract Law, the Labour Law and other relevant laws and regulations, with all statutory social security contributions being paid in full and on time. The Group also adjusts employee salaries from time to time according to their performance and skills and in the light of the general compensation level in the industry to ensure that its compensation system is both competitive and fair. The Group ensures that all employees are entitled to paid annual leave, marriage leave, maternity leave and other statutory leaves and holidays in accordance with the law and safeguards employees' basic rights.

To support our working mothers' needs, the Group offers new mothers options of flexi-time work arrangement. The Group also offers free breakfast and subsidized lunch to employees at its headquarters.

In addition, the Group provides long service awards to employees that have served the Group for 5 years, 10 years, 15 years, respectively. To enhance the sense of belongings of employees to the Group, it also organizes various interest group activities and gathering regularly for its employees.

截至二零二一年十二月三十一日，本集團有545名員工(二零二零年：469名)。人力資源是本集團最大的資產之一，本集團高度重視員工的個人發展。

本集團致力繼續成為一名具吸引力的僱主，可吸引忠誠敬業的員工。本集團定期進行員工問卷調查，以瞭解員工對工作環境滿意度，並認真考慮員工就提高工作效率及打造和諧工作環境所提供的一切寶貴意見。

本集團向員工提供具競爭力的薪酬待遇，並採納購股權計劃以表彰及獎勵對本集團成長及發展作出貢獻的員工。本集團的薪酬系統嚴格遵守勞動合同法、勞動法以及其他有關法律及法規，並按時繳足所有法定社會保障供款。本集團亦根據員工表現及技能以及因應業內普遍薪酬水準，不時調整員工薪金，以確保其薪酬系統具競爭力及公平性。本集團確保全體員工均有權享有法律規定的帶薪年假、婚假、產假及其他法定休假及假期並保障員工的基本權利。

本集團關懷在職母親的需要，為身為新生兒母親的員工提供彈性工作制的安排選擇。本集團亦在總部為員工提供免費早餐及優惠午餐。

此外，凡於本集團服務滿五年、十年及十五年的員工，均會獲頒長期服務獎。本集團亦定期為其員工組織多樣的興趣小組活動、聯誼聚會，以提升員工對本集團的歸屬感。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

B2: Health and Safety

The Group is committed to providing safe and healthy work environments for its employees. It also promotes health and well-being of all employees by encouraging employees to do more exercises after work and organizes seminars, jogging and yoga class to employees at its headquarters in Guangzhou City, Guangdong Province. In addition, the Company prohibits smoking in offices and the premises of the Group to eliminate all safety hazards. Fire drills at the Group's office buildings are arranged at least once a year. The Group also provide free body checks at recognized clinics to all of its employees located in the PRC every year. During the year ended 31 December 2021, the Group provided free surgical masks to employees and organized all its employees in Guangzhou and Fujian to get Covid vaccine.

For the years ended 31 December 2019, 2020 and 2021, the Company experienced no employee on duty casualty or any other serious accident and has been in compliance with the applicable laws and regulations relating to its employees' health and safety.

B2 : 健康與安全

本集團致力為員工提供安全及健康的工作環境。其亦鼓勵員工在工作之餘加強身體鍛煉，並於廣東省廣州市總部為員工組織研討會、慢跑及瑜伽課，促進全體員工的健康及福利。此外，本公司嚴禁於本集團辦公室及其他場所內吸煙，以杜絕一切安全隱患。本集團於其辦公建築物內至少每年進行一次火警演習。本集團每年亦向其位於中國的僱員提供受認可診所的免費身體檢查。截至二零二一年十二月三十一日止年度，本集團向僱員提供免費醫療口罩，並組織廣州及福建的全體僱員接種新冠疫苗。

於截至二零一九年、二零二零年及二零二一年十二月三十一日止年度內，本公司並無出現任何員工意外傷亡或任何其他嚴重事故且一直遵守有關其僱員健康與安全的適用法律及法規。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

B3: Development and Training

B3 : 發展及培訓

KPIs 關鍵績效 指標			For the year ended 31 December 截至十二月三十一日止年度	
			2021 二零二一年	2020 二零二零年
B3.1	Percentage of employees trained 受訓員工百分比	Gender 性別		
		- Male 男性	100%	100%
		- Female 女性	100%	100%
		Categories 類別		
		- Senior management 高級管理層	175	133
		- Middle management 中級管理層	164	98
		- Others 其他	206	238
B3.2	Average training hours completed 平均培訓時數	Gender 性別		
		- Male 男性	20	19
		- Female 女性	20	19
		Categories 類別		
		- Senior management 高級管理層	24	24
		- Middle management 中級管理層	20	20
		- Others 其他	16	16

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

The Group strives to motivate its employees by providing a clear career path and opportunities for advancement and improvement of their skills. The Group provides pre-employment and on-the-job training and development opportunities to staff members. The training programs cover areas such as accounting and tax updates, managerial and leadership skills, sales and production, customer services, quality control, workplace ethics and training of other areas relevant to the industry and employees' profession. The Group aims to foster teamwork cohesion and help equip its employees with new skills for the changing business environment in which the Group competes and new challenges.

B4: Labour Standards

The Group strictly prohibits child labour or forced labour for any position. The Group had not and does not employ people aged under 16 for any positions. There was no case of violation of laws and regulations relating to child or forced labour for the year ended 31 December 2021.

B5: Supply Chain Management

The Group currently outsources the production of most of its products to domestic OEMs. As of 31 December 2021, the Group had over 200 suppliers and all of them were in the PRC.

The Group carefully selects its OEMs and requires them to satisfy certain evaluation and assessment criteria, including environmental protection and sewage disposal standards. The Company manages a list of qualified suppliers. Only suppliers that have been assessed to be qualified in terms of safety, quality, business reputation and other indicators are included in the list and qualified to be engaged by the Group.

The Group reviews its suppliers' environmental, and health and safety performance, among other metrics, regularly, and inspects premises of the suppliers to ensure they are complied with the environmental and occupational health and safety management requirements.

本集團致力於為僱員提供清晰的職業發展路徑以及提升其技能的機會，激勵其不斷進步。本集團為員工提供崗前及在職培訓以及發展機會。培訓項目涵蓋最新的會計及稅務知識、管理及領導技能、銷售與生產、客戶服務、質量控制、職業道德以及與行業及員工職業相關的其他領域培訓等。本集團凝聚團隊精神並幫助員工掌握新技能，以致其可適應本集團面對的變化萬千、競爭激烈的營商環境。

B4 : 勞工準則

本集團嚴禁任何職務僱用童工或強制勞工。本集團未曾亦並無僱用16歲以下人士擔任任何職位。截至二零二一年十二月三十一日止年度，本集團並無違反有關童工或強制勞工的法律法規。

B5 : 供應鏈管理

本集團目前將大多數產品的生產外包予國內的供應商。於二零二一年十二月三十一日，本集團擁有200多名供應商(均位於中國)。

本集團審慎地挑選其供應商，並要求彼等滿足若干評估及評核標準，包括環保及污水處理的標準。本公司管理一列表合資格供應商。僅經評定符合安全、質素、業務聲譽及其他指標規定的供應商方可納入列表及符合資格獲本集團委聘。

本集團定期審查(其中包括)其供應商於環境、健康與安全方面的表現，並對供應商的廠房進行檢查，以確保其符合環境及職業健康與安全管理的規定。

B6: Product Responsibility

It is essential that the Group provides products to its consumers that are innovative, inspiring, and safe. This helps fulfill its responsibilities to the public, enhances its competitive position in the marketplace, and retains the confidence of its customers. Products must be designed, produced, and serviced to the Group's standards and should comply with applicable regulations and contractual obligations.

Product safety and quality assurance process

The Group has established a supplier quality assurance system covering supplier approval and evaluation, quality inspection and supporting the Group's strategic supplier development policy. All suppliers are required to have relevant production licenses and pollutant discharge permit (if applicable) and complies with relevant environmental protection law and regulations.

OEMs are generally required to procure raw materials, manufacture and package the Group's products in accordance with national standards and the Group's guidelines. OEMs are not allowed to sub-contract their work to other third parties without the Group's prior written approval. OEMs are required to provide quality inspection reports issued by Fujian Institute of Fiber Inspection (福建纖維檢驗所) or Guangzhou Fiber Product Testing Institute (廣州市纖維產品檢測院) on raw materials they procured and quality inspection reports by a third-party quality inspection institution designated by the Group on finished products. The Group also periodically despatches order handling and quality control staff to its OEMs' production sites to inspect the production process and labour safety standards. OEMs are required to obtain the Group's approvals upon its inspection of the product samples before a volume production can be taken place and all products must pass the quality control inspection of the Group before delivery.

B6 : 產品責任

向消費者提供創新、啟發靈感及安全的產品對本集團而言至關重要。這有助於履行其對公眾的責任，提高其於市場上的競爭地位，並讓客戶保持信心。產品必須按照本集團的標準設計及生產，並應符合適用的法規及合約責任。

產品安全及質量保證流程

本集團已建立供應商認證制度，包括對委託供應商的審核和評估、品質監督及支持本集團供應商戰略合作關係。所有供應商須擁有相關生產許可證及排污許可證(倘適用)，並遵守相關環保法律法規。

委託供應商通常須根據國家標準及本集團的指引採購原材料、生產本集團產品及進行包裝。未經本集團事先書面同意，委託供應商不得將其工作分包予其他廠商。委託供應商必須就採購的原材料提供福建纖維檢驗所或廣州市纖維產品檢測院出具的質量檢驗報告，並就產成品提供本集團指定的第三方質量檢驗機構出具的質量檢驗報告。本集團亦會定期派遣跟單及質量控制人員前往委託供應商生產現場視察其生產流程及勞工安全準則。在開始批量生產之前，委託供應商的產品樣品必須經過本集團的檢驗並獲得批准，且所有產品於交付前必須通過本集團的質量控制檢驗。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

During the year ended 31 December 2021, the Group had not recalled, or been required to recall, any products for safety and health reasons, or received any complaints in this regard.

Intellectual property rights

The Group may find counterfeit products carrying fake “Cabbeen” trademark or other marks owned by the Group in the market. The Group will report to the relevant authorities and may initiate legal proceedings to defend the ownership of its trademarks or brands against any infringement.

Data confidentiality

The information of VIP members are managed by the Group centrally and is only used for sales and promotion of the Group’s products. Only relevant personnel of customer service department and retail stores can access information of VIP members. The Group also uses NAT web security services to protect its customers’ information and keep retention logs of transactions for analysis and investigation of security violations and breaches, if any. During the year ended 31 December 2021, the Group did not have any material data security breaches.

Employees have access to confidential information are obliged to uphold confidentiality and this is stipulated in employment contracts. Confidential information shared with the Group’s suppliers, distributors, other customers and business partners are protected by confidentiality agreements. The Group reserves the right to terminate relevant agreement and take necessary legal action against any violation.

截至二零二一年十二月三十一日止年度，本集團並無因安全及健康原因召回或須召回任何產品，亦無就此接獲任何投訴。

知識產權

本集團可能會於市面上發現帶有偽冒「卡賓」商標或本集團擁有的其他標誌的冒牌產品。本集團將向相關部門報告並可能提出法律訴訟以捍衛其商標或品牌的所有權不受任何侵害。

資料保密

本集團VIP會員的資料由本集團集中管理並僅用於銷售及推廣本集團產品。只有客戶服務部門及零售店相關人員可查閱VIP會員的資料。本集團亦使用NAT網絡安全服務保護其客戶的資料，並保留交易日誌以分析及調查安全違規及漏洞(如有)。於截至二零二一年十二月三十一日止年度，本集團並無任何重大數據安全漏洞。

僱傭合約規定僱員查閱機密資料後有義務就其保密。與本集團供應商、分銷商、其他客戶及業務夥伴分享的機密資料受保密協議所保護。本集團保留終止相關協議及就任何違約行為採取必要法律行動的權利。

B7: Anti-corruption

The Group highly values honesty and integrity. The Group provides each employee with clear guidelines in staff handbook and organizes annual training on prevention of corruption. Employees of the Group may never offer, give, or accept gifts of cash (or cash equivalents) in any business relationship because these could be considered an illegal bribe or kickback. Gifts and hospitality from business partners to members of employees' family, to those with whom the employee has a close personal relationship, would be treated as if they were given to that employee as well and thus be prohibited.

The Group requires all of its distributors and suppliers to sign anti-bribery sub-agreements when they enter into agreements with the Group. These anti-bribery sub-agreements impose obligations on the distributors or suppliers and the Group to comply with applicable laws and regulations in relation to unfair competition and anti-bribery. The Group is entitled to terminate the agreements with distributors or suppliers for their non-compliance with the terms of the anti-bribery sub-agreements.

The Group encourages whistle-blowing of suspected corruption, fraud or money laundering cases and offers rewards to whistle-blower if the case is proved to be valid. Whistle-blower can report suspected cases to any one of the directors or vice-presidents of the Group who will then work with the Board and/or our senior management team to carry out necessary approaches to investigate and solve these cases.

For the year ended 31 December 2021, the Company did not find any significant risks relating to corruption and was not subject to any confirmed corruption cases involving the Company or any corruption investigation or prosecution against the Company or any of its employees.

B7 : 反貪污

本集團非常重視誠實守信。本集團的員工手冊及年度培訓就防止貪污為每位員工提供明確的指引。本集團員工於任何業務關係中不得提供、給予或接受現金(或現金等價物)餽贈，這些可能會被視為非法賄賂或回佣。商業夥伴向員工家屬或與員工存在緊密關係的人士贈送禮品及進行招待會被視為猶如向該員工贈送禮品及進行招待故被禁止。

本集團要求其所有的經銷商及供應商於與本集團簽訂協議時同步簽署防止賄賂附帶協議。上述防止賄賂的附帶協議規定，經銷商或供應商及本集團有責任遵守有關不正當競爭及防止賄賂的適用法律法規。本集團有權因經銷商或供應商不遵守防止賄賂協議的條款而終止與彼等的合作。

本集團鼓勵舉報涉嫌貪污、欺詐或洗錢個案，並會向舉報人提供獎勵(倘舉報屬實)。舉報人可向本集團任何董事或副總裁報告懷疑個案，該董事或副總裁隨後將與董事會及／或高級管理層團隊合作，執行必要措施調查並解決有關個案。

截至二零二一年十二月三十一日止年度，本公司並無發現任何與貪污有關的重大風險且本公司並無涉及任何已確認貪污案件或向本公司或其任何僱員進行任何貪污調查或起訴。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

環境、社會及管治報告(續)

B8: Community investment

The Group cares about the community and encourages its employees to participate in charity events to help people in need. The Group makes donations to education associations and charitable organizations and encourages staff participation in volunteer work. Mr. Ziming Yang, the chairman of the Board, also actively participates in charity events and has been an anti-drug ambassador for Shishi City, Fujian Province since 2020.

For the year ended 31 December 2021, the Group donated RMB1.3 million cash to charitable organizations approved by the local governments, as well as medical masks, pandemic prevention supplies and clothes to people in need.

B8 : 社區投資

本集團關懷社區，並鼓勵其員工參與慈善活動，幫助有需要的人。本集團亦向教育機構及慈善組織捐款，並鼓勵僱員參與義工活動。董事會主席楊紫明先生亦積極參加慈善活動，並自二零二零年起擔任福建省石獅市禁毒宣傳形象大使。

截至二零二一年十二月三十一日止年度，本集團向經地方政府批准成立的慈善機構捐款現金人民幣1.3百萬元，並向有需要人士捐贈醫用口罩、防疫物資及衣物。



Cabbeen

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A DESIGNER BRAND OF CHINA

CABBEEN FASHION LIMITED

卡賓服飾有限公司

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