



天虹國際集團有限公司 TEXHONG INTERNATIONAL GROUP LIMITED

(formerly known as Texhong Textile Group Limited 前稱天虹紡織集團有限公司)

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號：2678

環境、社會及管治報告 2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ABOUT THE REPORT

Texhong International Group Limited (the “Group”, stock code: 2678) has prepared this “Environmental, Social and Governance Report” (the “ESG Report” or the “Report”) in accordance with the requirements under the “Environmental, Social and Governance Reporting Guide” (the “ESG Reporting Guide”) set out in Appendix 27 to the “Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited” with partial reference to the GRI Sustainability Reporting Standards (GRI Standards), which discloses the practice and performance of the Group on various ESG issues in 2022. This is the seventh annual ESG report published by the Group. Based on the Report, the Group strengthens our communication with all stakeholders and the public, so that people from all walks of life can understand the ESG activities of the Group and their related effects.

REPORTING SCOPE

The Report covers the major business segments of the Group including yarns, grey fabrics and garment fabrics, and includes the key performance indicators (KPIs) in the environmental and social aspects of our nineteen production subsidiaries in the Mainland China, Vietnam and Americas throughout the entire financial year ended 31 December 2022. Compared to the ESG Report set out in the 2021 annual report published on 25 March 2022, two production subsidiaries sold in 2021 have been excluded in the Report.

REPORTING STANDARD

The Group has conducted an assessment over the relevant aspects and KPIs in terms of applicability and materiality in accordance with the “ESG Reporting Guide”. In full compliance with the disclosure requirement of “comply or explain”, the Report provides explanations as to why certain disclosure rules do not apply to the Group, thereby satisfying the reporting principles of the “ESG Reporting Guide”:

- “Materiality”: The Group determines material ESG issues by the engagement of stakeholders and our materiality assessment;
- “Quantitative”: The Report discloses quantitative KPIs applicable to the environmental and social aspects of the Group, with explanation, purpose and impact of the quantitative data, as well as proper comparable data;
- “Consistency”: There is no change in the relevant methodology for disclosure and statistics in the Report, and the disclosure standards are consistent with those of the previous years.

關於本報告

天虹國際集團有限公司（「本集團」，股份代號：2678）根據《香港聯合交易所有限公司證券上市規則》附錄27《環境、社會及管治報告指引》（簡稱「ESG報告指引」）要求編製本《環境、社會及管治報告》（簡稱「ESG報告」或「本報告」），並部分參考GRI可持續發展報告標準（GRI標準），以披露本集團於二零二二年在各ESG議題上的實踐和績效。這是本集團第七次發佈年度ESG報告。本集團以本報告為基礎，與所有利益相關方和社會公眾加強溝通，讓各界人士了解本集團的ESG活動及相關影響。

報告範圍

本報告覆蓋本集團的紗線、坯布和面料等主要業務板塊，並包括截至二零二二年十二月三十一日止整個財政年度本集團位於中國內地、越南和美洲的十九家附屬生產公司的環境及社會範疇關鍵績效指標。相較二零二二年三月二十五日發佈的二零二一年年報所載ESG報告，本報告剔除兩家於二零二一年已經售出的附屬生產公司。

報告準則

本集團根據《ESG報告指引》對相關層面和關鍵績效指標進行了適用性及實質性評估。本報告完全符合「不遵守就解釋」披露要求，報告中對不適用於本集團的披露規則進行了解釋，遵守《ESG報告指引》匯報原則：

- 「重要性」原則：本集團通過利益相關方參與及實質性評估，確定重要ESG議題；
- 「量化」原則：本報告定量匯報了本集團環境及社會範疇的適用關鍵績效指標，附帶量化數據說明，闡述其目的和影響，並提供適當的比較數據；
- 「一致性」原則：本報告相關披露統計方法沒有發生變化，披露標準和此前年度保持一致。

ACCESSIBILITY

The Report is published in electronic version, which can be accessed or downloaded from the official website of the Company (www.texhong.com) and the “HKEXnews” website of the Hong Kong Stock Exchange (<http://www.hkexnews.hk>).

1. STABILITY TO PROSPERITY, GOVERNANCE WITH RESPONSIBILITY

The Group adheres to the path of sustainability with the concept of “Respect for nature and love for mankind”, with sustainable development at the core of our development strategy, the concept of sustainability is put into practice in the value chain. We have formulated ESG strategies and objectives, refined the ESG governance structure, and promoted a sustainable corporate development with a combination of measures.

1.1. Strategies and Objectives

Based on the 3R principles (Reduce, Reuse and Recycle), the Group is committed to becoming a textile manufacturer that represents sustainable development by formulating a practical route towards the direction of development that is in line with vision of the Group.

The main business of the Group includes the yarn business and the industrial chain business, where the production and sales of the yarn business account for more than 70%. During the yarn production process, purchased electricity, which constitutes the main source of energy consumption and carbon emissions of the Group is mainly used. The yarn business mainly involves physical production processes, while the use of eco-friendly raw materials is preferred to integrate with demands from the customers and does not involve the use of chemicals or dyeing agents or the discharge of sewage from printing and dyeing. Therefore, its environmental impact is limited. The production of the industrial chain business involves water consumption, sewage discharge and chemical use. We have also formulated comprehensive sustainability goals and plans accordingly to reduce its environmental impact. The Group formulated the following environmental and social objectives to provide a clear direction for future sustainability.

獲取方式

本報告以電子版形式發佈，可在本公司官網 (www.texhong.com)及香港聯交所「披露易」網站 (<http://www.hkexnews.hk>)查詢或下載。

1. 本固枝榮 責任治理

本集團堅持可持續發展道路，「敬天愛人，自利利他」，將可持續發展作為發展戰略核心，在價值鏈中踐行可持續發展理念。我們制定ESG戰略及目標，完善ESG管治架構，多措並舉推進企業的可持續發展。

1.1. 戰略與目標

本集團根據3R原則「減量化(reduce)、再利用(reuse)和再循環(recycle)」，制定切實可行的路線，朝著符合本集團願景的發展方向，致力於成為能代表可持續發展的紡織製造商。

本集團業務主要包含紗線業務及產業鏈業務，其中紗線業務的生產銷售佔比超過70%，其生產過程主要使用外購電力，構成本集團能源消耗和碳排放的主要來源。紗線業務主要涉及物理工藝，結合客戶需求偏向使用環保原材料，且不涉及化學品、染劑的使用以及印染污水的排放，環境影響有限；而產業鏈業務的生產涉及耗水、排污和化學品使用，我們亦就此制定了全面的可持續發展目標及計劃，以減少其環境影響。本集團制定了如下環境及社會目標，為未來可持續發展工作指明方向。

1. STABILITY TO PROSPERITY, GOVERNANCE WITH RESPONSIBILITY *(Continued)*

1.1. Strategies and Objectives *(Continued)*

1. 本固枝榮 責任治理 *(續)*

1.1. 戰略與目標 *(續)*

Environmental Commitments

環境承諾

- Introduce more sustainable raw materials such as organic, recycled, degradable and reusable materials in the production process
- Continue to reduce energy and water consumption by using more energy-saving and water conservation technologies and equipment
- Comprehensive control of wastewater, waste gas and solid waste generated during the production process to continuously reduce the environmental impact caused by pollution and emissions
- 在生產過程中引入更多可持續原料，例如有機、再生、可降解、回用物質
- 通過使用更多節能節水技術及設備，持續降低能源及水資源消耗
- 對生產過程中產生的廢水、廢氣和固體廢棄物進行全面控制，持續減少污染排放所造成的環境影響

Environmental Objectives

環境目標

- Reduce the greenhouse gas (GHG) emission intensity of yarn business by 5% in 2025 compared to 2020
- Reduce the emission intensity of hazardous waste in the industrial chain business by 5% in 2025 compared to 2020
- Reduce wastewater discharge intensity of the industrial chain business by 10% in 2025 compared to 2020
- Reduce water consumption intensity of the industrial chain business by 10% in 2025 compared to 2020
- 二零二五年紗線業務溫室氣體排放強度較二零二零年減少5%
- 二零二五年產業鏈業務有害廢棄物排放強度較二零二零年減少5%
- 二零二五年產業鏈業務廢水排放強度較二零二零年減少10%
- 二零二五年產業鏈業務用水強度較二零二零年減少10%

Social Commitments

社會承諾

- No major safety incidents
- Provide an equal, healthy and safe working environment
- Continue to provide training and development opportunities for employees
- 無重大安全責任事故發生
- 提供平等、健康及安全的工作環境
- 持續為僱員提供培訓與發展的機會

1. STABILITY TO PROSPERITY, GOVERNANCE WITH RESPONSIBILITY (Continued)

1.1. Strategies and Objectives (Continued)

In 2022, by virtue of the long-standing commitment to enhance ESG performance and the support of the sustainability loan programme, the Group was awarded “Outstanding Award for Green and Sustainable Loan Issuer” and “Pioneering Organisation in ESG Disclosure Enhancement” in the selection of “Hong Kong Green and Sustainable Finance Awards” organized by Hong Kong Quality Assurance Agency.



Pioneering Organisation in
ESG Disclosure Enhancement
ESG披露優化先鋒機構

1. 本固枝榮 責任治理(續)

1.1. 戰略與目標(續)

二零二二年，本集團憑藉長期以來致力於提升ESG表現的努力以及對可持續發展貸款項目的支持，在香港品質保證局舉辦的「香港綠色和可持續金融大獎」評選中獲得了「傑出綠色可持續貸款發行機構」和「ESG披露優化先鋒機構」的殊榮。



Outstanding Award for Green
and Sustainable Loan Issuer
傑出綠色和可持續貸款發行機構

1.2. Governance Structure

The Board plays a key role in the environmental, social and governance matters of the Group. We have established an ESG management organizational structure composed of the Board, the ESG Committee, the Management and the ESG working group, which incorporates ESG-related risks and opportunities into the business strategy of the Group to guide our daily business operations:

- The Board is the highest governing body of the Group as to ESG matters, assumes full responsibility for the ESG strategy and reporting of the Group, provides support to the Group for our commitment of fulfilling ESG responsibilities, and is responsible for leading and supervising the Group on ESG strategic decisions and performance;
- The majority of members of ESG Committee are independent non-executive directors and meets at least once a year. The committee is responsible for reviewing the ESG performance of the Group, identifying, evaluating and managing important ESG-related matters, reviewing ESG goals, monitoring the progress of ESG goals and approving the annual ESG Report;

1.2. 管治架構

董事會在本集團的環境、社會及管治事宜方面擔當重要角色。我們建立起由董事會、ESG委員會、管理層與ESG工作組構成的ESG管理組織架構，將影響ESG的風險與機遇因素納入本集團經營戰略中，指導日常業務運營：

- 董事會是本集團ESG事宜最高管治機構，對本集團的ESG策略及匯報承擔全部責任，支持本集團對於履行ESG責任所作的承諾，並負責領導及監督本集團的ESG戰略決策和表現；
- ESG委員會大部分成員為獨立非執行董事，每年至少開會一次。該委員會負責審閱集團的ESG表現，識別、評估並管理重要的ESG相關事宜，檢討ESG目標，監督ESG目標達成進度，並審批年度ESG報告；

1. STABILITY TO PROSPERITY, GOVERNANCE WITH RESPONSIBILITY (Continued)

1.2. Governance Structure (Continued)

- The Management is responsible for evaluating and determining the ESG-related risks of the Group, ensuring that the Group has established appropriate and effective ESG risk management and internal control systems, reporting to the ESG Committee on ESG-related risks and opportunities and the progress of achieving ESG goals and providing confirmation on the effectiveness of the ESG system;
- The ESG working group is composed of major departments of the Group. The heads of each department are directly involved, where there are persons in charge of the ESG management and reporting, reporting to the Management of the Group on the progress of ESG management and reporting.

1. 本固枝榮 責任治理(續)

1.2. 管治架構(續)

- 管理層負責評估及釐定本集團有關ESG的風險，確保本集團設立合適及有效的ESG風險管理及內部控制系統，向ESG委員會匯報ESG相關的風險與機遇及ESG目標達成進展，並提供有關ESG系統是否有效的確認；
- ESG工作組由集團主要部門組成。各部門負責人直接參與，並指定專人負責開展ESG管理和報告的工作，向本集團管理層匯報ESG管理和報告的工作進度。



In order to promote the development of top-down ESG work, the Group has clarified the requirements on directors in terms of ensuring ESG compliance, improving the quality of ESG reports and optimizing ESG work in the performance appraisal of directors. The compliance level of various ESG indicators will be used as a factor for determining the year-end bonus of directors. The Group has also established relevant penalty mechanisms. In the event of any negative ESG incidents, corresponding level of penalties will be imposed according to the severity of the incidents.

為自上而下推動ESG工作的開展，本集團在董事績效考核中明確董事在確保ESG合規、提升ESG報告質量、優化ESG工作方面的要求，各項ESG指標的達標情況將作為董事的年終獎金額加減項。本集團亦建立相關處罰機制，倘若出現ESG負面事故，按照事故的嚴重程度採取相應級別的處罰措施。

1. STABILITY TO PROSPERITY, GOVERNANCE WITH RESPONSIBILITY (Continued)

1.2. Governance Structure (Continued)

We have established the ESG governance of the Group in accordance with the “ESG Reporting Guide”, and reviewed the levels of establishment and achievement of ESG objectives and the effectiveness of our ESG risk management and internal control systems. For details of the governance structure, please refer to this section. In addition, the Board has participated in the assessment, prioritisation and management of ESG issues. For details, please refer to the sections headed “Stakeholders Communication” and “Materiality Assessment”.

The Report discloses in detail the progress and effectiveness of the ESG work of the Group in 2022, was reviewed and approved at the meeting of the Board on 28 March 2023.

1.3. Stakeholders Communication

The Group interacts with key stakeholders on an ongoing basis, providing various communication channels to the government, shareholders/investors, customers, employees, partners and the society so as to understand the requests from stakeholders as well as actively and effectively respond to their concerns. We also accept the supervision of stakeholders.

1. 本固枝榮 責任治理(續)

1.2. 管治架構(續)

我們已遵循「ESG報告指引」建立了本集團ESG管治，審閱了ESG目標的設立及落實情況與ESG風險管理及內部監控系統的有效性，關於管治架構的具體內容可以參考本章節。此外，董事會已參與對ESG事宜的評估、優次排序及管理，詳情見「利益相關方溝通」及「實質性評估」章節。

本報告詳盡披露本集團二零二二年ESG工作的進展與成效，於二零二三年三月二十八日經董事會會議審議通過。

1.3. 利益相關方溝通

本集團與主要利益相關方進行持續互動，為政府、股東／投資者、客戶、員工、合作夥伴和社會等提供了多種溝通渠道，了解利益相關方的訴求並積極有效地回應利益相關方的關注，接受利益相關方的監督。

Stakeholders 利益相關方	Communication Mechanisms 溝通機制	Communication Frequency 溝通頻率	Expectations of Stakeholders 利益相關方期望
Government	<ul style="list-style-type: none"> Daily supervision Official correspondence Meetings and communications 	Many times a year	<ul style="list-style-type: none"> Compliance of laws and regulations Tax payment in accordance with laws Rights of labour Environment protection
政府	<ul style="list-style-type: none"> 日常監管 公文往來 會議交流 	一年多次	<ul style="list-style-type: none"> 遵紀守法 依法納稅 勞工權益 環境保護

1. STABILITY TO PROSPERITY, GOVERNANCE WITH RESPONSIBILITY (Continued)

1. 本固枝榮 責任治理(續)

1.3. Stakeholders Communication (Continued)

1.3. 利益相關方溝通(續)

Stakeholders 利益相關方	Communication Mechanisms 溝通機制	Communication Frequency 溝通頻率	Expectations of Stakeholders 利益相關方期望
Shareholders/ Investors 股東/投資者	<ul style="list-style-type: none"> General Meeting Company website Mail, telephone and fax Investor relation activities Website of the Stock Exchange 	Many times a year 一年多次	<ul style="list-style-type: none"> Information disclosure Return on investment Corporate governance Risk control Sustainability
Employees 員工	<ul style="list-style-type: none"> Complaint email and telephone Annual meetings, regular meetings, etc. Internal publications (Texhong News) Activities for employees 	Daily 每天	<ul style="list-style-type: none"> Salaries and benefits Occupational health and safety Training and development opportunities Democratic communication and human right protection 工資及福利 職業健康與安全 培訓與發展機會 民主溝通與人權保障
Customers 客戶	<ul style="list-style-type: none"> Survey on satisfaction of customers Customer visits Customer complaint handling 	Many times a month 每月多次	<ul style="list-style-type: none"> Product quality and safety Quality Service Product innovation Sustainability
	<ul style="list-style-type: none"> 客戶滿意度調查 客戶走訪 客戶投訴處理 		<ul style="list-style-type: none"> 產品質量與安全 優質服務 產品創新 可持續發展

1. STABILITY TO PROSPERITY, GOVERNANCE WITH RESPONSIBILITY (Continued)

1.3. Stakeholders Communication (Continued)

1. 本固枝榮 責任治理(續)

1.3. 利益相關方溝通(續)

Stakeholders 利益相關方	Communication Mechanisms 溝通機制	Communication Frequency 溝通頻率	Expectations of Stakeholders 利益相關方期望
Partners 合作夥伴	<ul style="list-style-type: none"> Negotiation for project cooperation Supplier visits Quality communication 項目合作談判 供應商走訪 質量溝通 	Many times a year 一年多次	<ul style="list-style-type: none"> Supply chain management Responsible procurement Quality and price Integrity and compliance 供應鏈管理 責任採購 質量與價格 誠信合規
Society 社會公眾	<ul style="list-style-type: none"> Charitable donations Volunteer service 慈善捐贈 志願者服務 	Many times a year 一年多次	<ul style="list-style-type: none"> Promoting local employment Promoting social harmony Supporting epidemic prevention and control 促進當地就業 促進社會和諧 助力疫情防控
Environment 環境	<ul style="list-style-type: none"> Supervision and inspection results by regulatory authorities Testing results of third-party testing institutions ESG report ESG rating 監管機構監督檢查結果 第三方檢測機構檢測結果 ESG報告 ESG評級 	Many times a year 一年多次	<ul style="list-style-type: none"> Reducing waste emissions Clean energy Forest conservation Response to climate change 減少廢棄物排放 清潔能源 保護森林 應對氣候變化

1. STABILITY TO PROSPERITY, GOVERNANCE WITH RESPONSIBILITY *(Continued)*

1.4. Materiality Assessment

The objective of materiality assessment is to identify relevant ESG issues that are significant to the operation of the Group. The assessment involves communication with internal and external stakeholders to identify the environmental and social impacts that are most important to its business. We conduct regular ESG materiality assessments to identify environmental and social issues that have significant impact on the Group and stakeholders. We also guide the development of ESG work and the preparation of reports in order to improve the quality of disclosure.

- **Identification of issues:** ESG issues related to the Group and its stakeholders were identified by taking into account factors such as the current situation, industry overview, risks and opportunities of the Group;
- **Questionnaires:** Online and offline questionnaires were designed and distributed to internal and external stakeholders such as the management, employees, customers and suppliers respectively on the identified topics. The questionnaires were summarised and materiality analysis was conducted to obtain preliminary materiality assessment results;
- **Confirmation of results:** The preliminary results were discussed and verified by the ESG Committee, senior management and the ESG working group, and finally confirmed by the Board, such that the results of the materiality assessment could be obtained.

1. 本固枝榮 責任治理(續)

1.4. 實質性評估

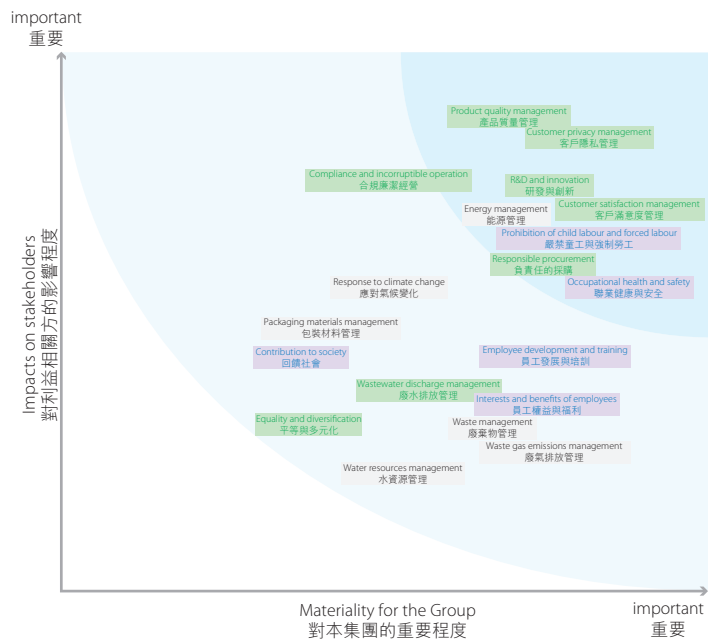
實質性評估的目標旨在識別與本集團營運重大相關的ESG議題。該評估涉及對內部及外部利益相關方的溝通，以識別對業務最為重要的環境及社會影響。我們定期開展ESG實質性評估，以確定對本集團和利益相關方具有重要影響的環境與社會議題，指導ESG工作的開展和報告的編製，提高披露內容的質量。

- **議題識別：**綜合考慮集團現狀、行業概況、面臨風險和機遇等因素，識別出與集團及其利益相關方相關的ESG議題；
- **問卷調研：**針對識別出的議題分別對管理層、員工、客戶和供應商等內、外部利益相關方設計和發放線上和線下調研問卷，並對問卷進行匯總和實質性分析，得出初步實質性評估結果；
- **結果確認：**初步結果由ESG委員會、高級管理層與ESG工作小組進行討論、驗證，最終由董事會確認，得到實質性評估結果。

1. STABILITY TO PROSPERITY, GOVERNANCE WITH RESPONSIBILITY (Continued)

1.4. Materiality Assessment (Continued)

In 2022, we have reviewed the results of the materiality assessment of the preceding year and consider that the results are still applicable to the Group, therefore it is continued to be applied.



1. 本固枝榮 責任治理(續)

1.4. 實質性評估(續)

二零二二年，我們回顧了上一年度實質性評估結果，認為其結果仍適用於本集團，因此繼續沿用。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT

Actively following the advocacy of energy conservation and emission reduction by the government, the Group strictly complies with the relevant local laws, regulations and policies, including but not limited to the “Environmental Protection Law of the People’s Republic of China” and the “Energy Conservation Law of the People’s Republic of China”, while continuously optimizes our environment management measures and strives to build a society with harmonious coexistence of human and nature under a green economy. In 2022, we published the “Environment Policy” and are committed to make continuous improvement on our environment performance and steadily made progress for related work on environmental protection to accomplish the environmental targets for 2025.

2. 低碳運營 綠色發展

本集團積極響應國家節能減排的號召，嚴格執行當地有關法律、法規和政策，包括但不限於《中華人民共和國環境保護法》《中華人民共和國節約能源法》等，持續完善環境管理措施，努力打造人與自然和諧共生的綠色經濟型社會。二零二二年，我們發佈了《環境政策》，承諾持續改善環境績效，穩步推進相關環保工作，致力於實現二零二五年環境目標。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT *(Continued)*

2.1. Response to Climate Change

Climate change has become one of the hot topics discussed in the international society. The Paris Agreement suggests to keep the rise in mean global temperature to well below 2°C above pre-industrial levels, and preferably limit the temperature increase to 1.5°C. In full support of the Paris Agreement, China sets the “30·60” dual carbon targets. As an enterprise placing emphasis on sustainable development, Texhong International Group fully supports the global business on tackling climate change. We make thorough analysis on the impact of our business on the climate and environment. Throughout our operation, we have adopted measures to effectively reduce carbon emission and the consumption of non-clean energy, and also carried out corresponding counter-measures against transformation risks and entity risks which may be arising from climate change.

- **Climate-related Financial Information Disclosure**

Governance

The ESG Committee of the Group is the responsible organization for climate change management. The Board is the final decision maker for climate change management. The ESG Committee reports to the Board on climate change risks and corresponding measures as well as the results of implementation every year.

Strategies and Risk Management

The Group integrates the concept of sustainable development into all sessions of procurement, transportation, production and sales, while putting the principle of 3R (reduce, reuse and recycle) into practice to become a yarn manufacturer which can represent sustainable development.

2. 低碳運營 綠色發展(續)

2.1. 應對氣候變化

氣候變化已成為國際社會討論的熱點議題之一，《巴黎協議》倡導將全球平均氣溫較前工業化時期上升幅度控制在2攝氏度以內，並努力將溫度上升幅度限制在1.5攝氏度以內，中國全力支持《巴黎協議》並提出了「30·60」雙碳目標。天虹國際集團作為高度重視可持續發展的企業，全力支持應對氣候變化的全球事業。我們深度分析自身業務對氣候及環境帶來的影響，在運營過程中採取有效措施切實減少碳排放與非清潔能源消耗，並分析氣候變化可能引起的轉型風險與實體風險以採取相應應對措施。

- 氣候相關財務信息披露

治理

本集團ESG委員會是氣候變化管理的責任組織，董事會是氣候變化管理的最高決策機構，每年由ESG委員會向董事會報告氣候變化風險與應對措施，以及工作執行成果。

戰略及風險管理

本集團將可持續發展理念貫穿在採購、運輸、生產、銷售等所有環節，通過踐行3R原則：減量化(reduce)、再利用(reuse)和再循環(recycle)，成為能代表可持續發展的紡織製造商。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.1. Response to Climate Change (Continued)

- Climate-related Financial Information Disclosure (Continued)

Strategies and Risk Management (Continued)

In compliance with the existing internal objectives on climate change management of the Group, we have identified significant risks based on the materiality assessment questionnaires and interviews to assess their potential operational and financial impacts on the Group:

Type 類型	Climate-related Risks 氣候相關風險	Possible Financial Effects 潛在財務影響
Transformation 轉型	Policies and Laws 政策和法律	The increasingly stringent requirements for low-carbon environmental policies and regulations will lead to increased investment costs. The energy cost increases as a result of energy structure adjustment and electricity tariff reform engendering a rise in electricity tariff. The cost for carbon emission increases as a result of the increase of carbon pricing. 低碳環保政策和法規需求日益嚴苛，導致投入成本增加。 能源結構調整和電價改革導致電費上漲，能源成本增加。 碳定價上升，碳排放成本增加。
	Technology 技術	Increasing level of automation, investment in fixed assets and relative increase in electricity consumption will lead to higher operating costs. 自動化程度不斷提高，固定資產的投入和用電量的相對上升，導致營運成本上升。
	Market 市場	Failure to meet the demand from customers for product quality and environment protection will lead to a decline in revenue. 不能滿足客戶對產品質量及環保性的需求，使營收下降。
	Reputation 聲譽	Brand customers may change to prefer green products which are sustainable, recyclable or with other environmental features for their own reputation, resulting in a decline in our revenue. 品牌客戶為聲譽而轉向可持續、可回收等綠色環保產品，導致營收下降。

2. 低碳運營 綠色發展(續)

2.1. 應對氣候變化(續)

- 氣候相關財務信息披露(續)

戰略及風險管理(續)

根據本集團內部現有的氣候變化管理目標，我們依照實質性評估問卷調查及訪談識別了重大風險，評估其對集團帶來的潛在營運和財務衝擊：

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT *(Continued)*

2.1. Response to Climate Change *(Continued)*

- **Climate-related Financial Information Disclosure** *(Continued)*
Strategies and Risk Management (Continued)

2. 低碳運營 綠色發展(續)

2.1. 應對氣候變化(續)

- 氣候相關財務信息披露(續)
戰略及風險管理(續)

Type 類型	Climate-related Risks 氣候相關風險	Possible Financial Effects 潛在財務影響
Entity	Acute	Extreme weather such as flood and typhoon causes damages to our plants and machinery, inability of employees to work as usual, interruption of transportation and supply chain, damage to goods and other situations so inflicted may affect our production and operation, resulting in an increase in operating costs and a decrease in revenue.
實體	急性	水災、颱風等極端天氣造成廠房機器損壞、員工無法如常上班、運輸及供應鏈中斷、貨物受損等情況，影響生產作業，導致運營成本上升，營收下降。
	Chronic	Rising temperatures may increase electricity consumption and may lead to higher operating costs. Revenue may decrease as sales volume of thermal products may decrease. Rising sea level results in flood on plants and machinery, which may affect our production, resulting in an increase in operating costs and a decrease in revenue.
	慢性	氣溫上升可能增加用電量，導致營運成本上升。保暖產品銷售量可能減少，導致營收減少。海平面上升導致廠房機器淹水，可能影響生產作業，導致運營成本上升，營收下降。

- **Carbon Footprint Management**
The Group has established a management team for carbon footprint in each of the yarn business and the industrial chain business, which is responsible for supervising the energy use in and environmental impact on the production process, setting energy conservation targets and implementing energy conservation and emission reduction projects. Members of the management team for carbon footprint in the yarn business hold relevant meetings on a monthly basis, and make analysis and discussion on the prevailing conditions and issues of carbon footprint management, while formulate the implementation plan for carbon reduction for the Group.

- **碳足跡管理**
本集團已在紗線業務及產業鏈業務分別成立碳足跡管理小組，負責監督生產過程中的能源使用情況及環境影響，制定節能目標並實施節能減排項目。紗線業務碳足跡管理小組成員每月召開相關會議，針對碳足跡管理的現狀、問題進行分析探討，制定集團減碳實施方案。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT *(Continued)*

2.1. Response to Climate Change *(Continued)*

- **Carbon Footprint Management *(Continued)***

The Group has been working with the Social Responsibility Office of the China National Textile and Apparel Council for our yarn business to complete the carbon emission measurement for the production process of key products such as Tencel through the full life cycle assessment (LCA) model, and provide corresponding carbon emission reports according to the requirements of customers. We continue to collaborate with upstream and downstream enterprises for our yarn segment to complete the whole-process assessment of carbon emission for the main products of the Group such as Tencel and Modal. In 2022, 5% of the Group's yarn products have obtained LCA certification.

The Group actively organizes LCA related training for relevant staff. In 2022, the Group commenced training for LCA data collection through the whole process with explanation and discussion on policy guidance, product carbon footprint composition, sustainable textile, LCA related annual work direction as well as carbon reduction through the whole product life cycle, while deployment is made on LCA product certification for the year.



Training for carbon footprint and LCA data collection through the whole process
碳足跡及LCA全流程數據統計培訓

2. 低碳運營 綠色發展(續)

2.1. 應對氣候變化(續)

- **碳足跡管理(續)**

本集團紗線業務已與中國紡織工業聯合會社會責任辦公室合作，通過全生命週期評價(LCA)模型完成天絲等關鍵產品的生產過程碳排放測定工作，並根據客戶要求提供相應的碳排放報告。紗線板塊持續與上下游企業合作，完成天絲、莫代爾等本集團主要產品的全流程碳排放評價工作。二零二二年，本集團通過LCA認證的紗線產品佔比達5%。

本集團積極組織相關人員進行LCA相關內容培訓。二零二二年，本集團開展了LCA全流程數據統計培訓，就政策引領、產品碳足跡構成、可持續紡織品、LCA相關年度工作方向與產品全生命週期減碳進行講解討論，並對本年度LCA產品認證工作進行部署。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.1. Response to Climate Change (Continued)

• Carbon Footprint Management (Continued)

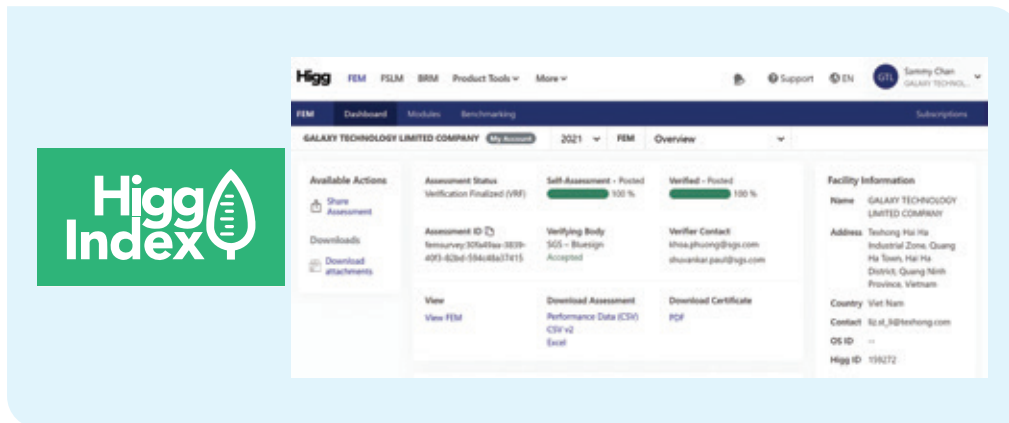
The Group assesses the impact of carbon emissions in our production process for our industrial chain business through HIGG Index FEM 3.0, a third-party platform, every year, and the self-assessment results of the Group are reviewed and scored by a third-party company. The assessment indicators include environment management system, the management on energy and GHG, exhaust gas, water usage, wastewater and waste and the management on chemicals, etc. Based on the assessment results, the Group formulates relevant solutions to reduce the social and environmental impacts of the production process.

2. 低碳運營 綠色發展(續)

2.1. 應對氣候變化(續)

• 碳足跡管理(續)

本集團產業鏈業務每年通過第三方平台HIGG Index FEM3.0評估生產過程中的碳排放影響，並由第三方公司對本集團的自評結果進行審核和打分。評估指標包括環境管理系統、能源和溫室氣體、廢氣、水資源使用、廢水、廢物管理、化學品管理等。基於評估結果，本集團制定相應的解決方法，減少生產過程對社會和環境所產生的影響。



HIGG Index FEM 3.0 self-assessment result (example)
HIGG Index FEM 3.0自評結果示例

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.1. Response to Climate Change (Continued)

• Carbon Footprint Management (Continued)
Sustainable Raw Materials Procurement

The Group continues to facilitate the usage of sustainable materials in respect of raw materials and packaging. The procurement department and technical department of the Group regularly obtain market information in relation to sustainable materials and give priority to low-carbon eco-friendly materials in the selection of raw materials, including natural sustainable fibers, recycled fibers and degradable fibers to help carbon reduction.

- 1) Natural sustainable fiber
We use GOTS certified organic cotton, as well as hemp and linen, which can reduce carbon emissions by 45% compared to traditional cotton;
- 2) Renewable raw fiber
We cooperate with Lenzing from Austria to use the renewable fibers produced by it, such as Tencel, Lenzing Refibra, Lenzing EcoVero, etc.;
- 3) Recycled fiber
We use recycled fibers such as recycled cotton, recycled nylon, recycled spandex and recycled polyester. In 2022, the purchase of recycled polyester of the Group accounted for 43% of the total purchase of polyester. Recycled polyester, such as Repreve and Ecomade, is produced by using the mechanical recycling method of waste plastic bottles. Compared with raw polyester, it can avoid the use of non-renewable petroleum raw materials and reduce carbon emissions by approximately 79%. In addition, we have obtained the certification of Global Recycled Standard (GRS) and Recycled Claim Standard (RCS), reducing our dependence on non-renewable resources through material reuse, reducing resource and energy consumption and waste emissions, and contributing to sustainable development;

2. 低碳運營 綠色發展(續)

2.1. 應對氣候變化(續)

• 碳足跡管理(續)
可持續原材料採購

本集團在原材料及包裝方面持續推進可持續物料的使用，採購部和技術部門定期獲取市場有關可持續性物料的信息，在原材料的選擇上優先選用低碳環保物料，包括天然可持續纖維、再生纖維、可降解纖維等，以助力減碳。

- 1) 天然可持續纖維
我們採用經GOTS認證的有機棉、漢麻和麻，較傳統棉花可以減少45%的碳排放；
- 2) 可再生原料纖維
我們與奧地利蘭精公司合作，使用其生產的Tencel(天絲)、Lenzing Refibra、Lenzing EcoVero等可再生纖維；
- 3) 再生纖維
我們使用再生棉、再生尼龍、再生氨綸和再生滌綸等再生纖維。二零二二年，本集團再生滌綸採購量佔滌綸總採購量的43%。再生滌綸如Repreve, Ecomade等，是利用廢塑料瓶機械回收方法生產，相較原生滌綸，可以避免使用不可再生的石油原材料，減少約79%的碳排放。另外，我們取得了全球回收標準(Global Recycled Standard, GRS)與回收含量聲明標準(Recycled Claim Standard, RCS)的認證，通過材料再利用減少對不可再生資源的依賴、減少資源能源消耗與廢棄物排放，為可持續發展做出貢獻；

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.1. Response to Climate Change (Continued)

- **Carbon Footprint Management (Continued)**

- **Sustainable Raw Materials Procurement (Continued)**

- 4) FSC-certified viscose fiber

- In 2022, Forest Stewardship Council (FSC)/ Programme for the Endorsement of Forest Certification (PEFC) Schemes certified viscose fiber accounted for 9.3% of the plastics purchased by the Group to ensure that certified products come from well-managed forests.

- **Management and Control of Carbon Emission Reduction for Logistics and Warehousing**

- The Group has set up textile factories in China, Vietnam, Turkey, Americas and other countries and regions to directly reduce carbon emissions during transportation through global capacity layout, local procurement and local sales. For example, the dyeing factory of the Group in Americas actively uses chemical products produced in the surrounding areas, which not only reduces carbon emissions from long-distance transportation, but also drives the development of local economy and technology.

2. 低碳運營 綠色發展(續)

2.1. 應對氣候變化(續)

- **碳足跡管理(續)**

- **可持續原材料採購(續)**

- 4) 森林認證黏膠纖維

- 二零二二年，本集團採購的經FSC森林管理委員會/PEFC森林認證體系認可計劃認證的黏膠纖維佔膠採購量的9.3%，以確保認證產品來自管理良好的森林。

- **減少物流倉儲碳排放管控**

- 本集團在中國、越南、土耳其、美洲等國家和地區設立紡織工廠，通過全球的產能佈局、就近採購、就近銷售的方式，直接減少在運輸過程中的碳排放。例如，本集團位於美洲的染整廠積極採購當地周邊地區生產的化工產品，既能減少長途運輸所帶來的碳排放，還能帶動當地經濟和技術的發展。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.1. Response to Climate Change (Continued)

- **Management and Control of Carbon Emission Reduction for Logistics and Warehousing (Continued)**

In 2022, we strived for making continuous improvement in, among other things, the rationalization, standardization and informationization of logistics as well as low carbon logistics technology. By optimizing our logistic routes, we encourage combined procurement and combined transportation, and change the relatively time-consuming transportation mode for goods from truck to railway, thereby reducing the increase in carbon emission from transportation by batches. Besides, we have established a logistic management system this year to utilize electronic operation and reasonable transportation scheduling, which precisely manages the Group's logistics. We have also increased the usage of marine transportation and decreased the usage of road transportation, and made reasonable planning of export ports. During the year, we have added Jiangyin warehouse to ship containers imported from Shanghai Port to Jiangyin Port, which has reduced land transportation required upon arrival and effectively reduced carbon emission.

The Group has added certain clauses related to environmental and social sustainability requirements in the new or renewed contracts to set restrictions on the companies in collaboration. Certain provisions related to environmental and social sustainability are added to the existing appraisal system for transportation companies as a normalized management tool.

For warehousing, the Group uses smart stereoscopic warehouse, which reduce carbon emission to the maximum extent through increasing space utilization rate and automatic remote management.

2. 低碳運營 綠色發展(續)

2.1. 應對氣候變化(續)

- **減少物流倉儲碳排放管控(續)**

二零二二年，我們持續致力於在物流合理化、標準化、信息化與低碳物流技術等多方面持續做出改進。我們優化物流路線，鼓勵集中採購與集中運輸，將運輸時間較長貨物的運輸方式從卡車運輸改為火車運輸，減少分批運輸所增加的碳排放。其次，我們在本年度建立物流管理系統，利用電子化操作合理排載，精確化管理本集團物流。我們還增加水路運輸減少陸路運輸，合理規劃出口港口。本年度，我們新增江陰倉庫，將從上海港進口貨櫃駁船至江陰港，減少到港後的陸路運輸，有效降低碳排放。

本集團在新簽或續簽的雙方合同中增加與環境和社會可持續發展要求有關的若干條款，對合作的公司進行約束。在現有對運輸公司的考核制度中補充若干與環境和社會可持續發展相關的條款，作為常態化管理工具。

針對倉儲環節，本集團使用智能化立體倉庫，通過提升空間利用率及自動化遠程管理，最大限度減少碳排放。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT *(Continued)*

2.1. Response to Climate Change *(Continued)*

- **Carbon Emission Management on Suppliers**

We give priority to suppliers and partners with outstanding sustainability performance, encourage suppliers to use clean energy, improve production efficiency, use sustainable raw material to achieve carbon emission reduction. For example, our major cellulose fiber supplier has been approved for science-based targets (SBT) for carbon and have signed the “Fashion Industry Charter for Climate Action of the United Nations” with a set target of net zero carbon dioxide emissions by 2050. The Group has purchased a variety of zero-carbon products from the cellulose fiber supplier. From 2006, the Group has joined force with suppliers on technology innovation to empower zero-carbon fibers with better performance, immunes the concept of environmental protection into our products from the perspective of industry chain and green and sustainable development to create low carbon, environmental-friendly and comfortable green products, including Lyocell and Modal fibers, to reduce the carbon footprint of our products from the beginning.

2. 低碳運營 綠色發展(續)

2.1. 應對氣候變化(續)

- 供應商碳排放管理

我們優先選擇可持續發展表現突出的供應商及合作夥伴，鼓勵供應商使用清潔能源、提高生產效率、使用可持續原材料，以實現碳排放的減少。例如，我們的主要木質纖維供應商已獲批准科學碳目標(SBT)且已簽署《聯合國時尚業氣候行動憲章》，設定二零五零年實現二氧化碳淨零排放的目標。本集團已從該木質纖維供應商處購買多款零碳產品。從二零零六年至今，本集團攜手供應商合作技術創新賦予零碳纖維以更好的性能，從產業鏈綠色可持續發展角度將環保理念融於產品，打造低碳環保舒適的綠色產品，包括萊賽爾、莫代爾纖維等，以從源頭上減少本集團產品的碳足跡。

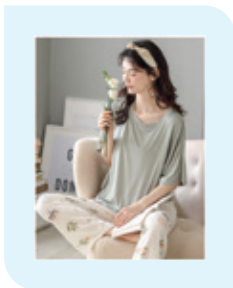


2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

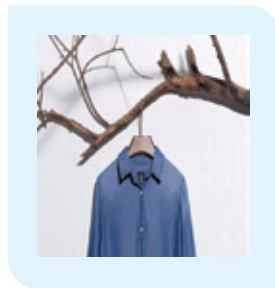
2.1. Response to Climate Change (Continued)

• Innovation and Research and Development of Zero Carbon Products

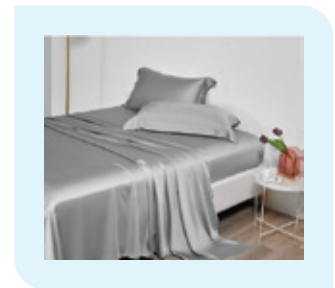
The Group has collaborated with suppliers from the perspective of sustainable development of the industry chain to innovate and conduct research and development of green products with zero carbon, low carbon and comfort. For example, from 2006, the Group has cooperated with Lenzing to create products of the Texhong zero carbon yarn series. Adhering to the design concept of low carbon, environmental protection, softness and comfort, we further encourage the industry to move towards green fashion under the premise of green materials and green production and through adopting carbon reduction measures of cleaner energy mix, higher production efficiency and cleaner pulp/chemicals, with which Tencel™ fibers are given better functions for apparels. Till now, the Group has launched different series of green products with zero carbon and low carbon for customers, including products of zero carbon yarn series, clean yarn series and zero carbon home textile series.



Products of Zero Carbon Yarn series
零碳紗系列產品



Products of Clean Yarn series
潔淨紗系列產品



Products of Zero Carbon Home Textile series
零碳家紡系列產品

In 2022, the Group was well recognized for our clean production and resources recycling. In September 2022, Shandong Texhong Textile Co., Ltd. ("Shandong Texhong") was conferred the title of "Low Carbon Enterprise" by Shandong Textile Association Green Development Competition. In October 2022, Shandong Texhong was conferred the title of "Low Carbon Enterprise" by 2022 National Textile Association Green Development Competition.

二零二二年，本集團因清潔生產、資源循環獲得了外界的認可。二零二二年九月，山東天虹紡織有限公司「山東天虹」獲得山東省紡織行業綠色發展勞動競賽「低碳企業」稱號。二零二二年十月，山東天虹獲得二零二二年全國紡織行業綠色發展勞動競賽「低碳企業」稱號。

2. 低碳運營 綠色發展(續)

2.1. 應對氣候變化(續)

• 零碳產品創新研發

本集團攜手供應商，從產業鏈可持續發展的角度出發，創新研發零碳、低碳、舒適的綠色產品。例如，本集團自二零零六年起與蘭精合作打造天虹零碳紗系列產品，秉持低碳、環保、柔軟、舒適的設計理念，在綠色取材、綠色生產的前提下，通過使用更清潔的能源組合、更高的生產效率、更清潔的木漿／化學品等減碳方式賦予天絲™系列纖維更好的服用性能，進一步推動行業向綠色時尚邁進。截至目前，本集團已推出一系列零碳、低碳的綠色產品供客戶選擇，包括零碳纖維系列產品，潔淨紗系列產品、零碳家紡系列產品等。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.1. Response to Climate Change (Continued)

- Innovation and Research and Development of Zero Carbon Products (Continued)

Indicators and Targets

The Group has established our GHG emission control targets for yarn business, and monitored and disclosed our own GHG emissions.

GHG emission target
溫室氣體排放目標

- Reduce the GHG emission intensity of yarn business by 5% in 2025 compared to 2020
- 二零二五年紗線業務溫室氣體排放強度較二零二零年減少5%

2. 低碳運營 綠色發展(續)

2.1. 應對氣候變化(續)

- 零碳產品創新研發(續)

指標和目標

本集團已經設立了紗線業務的溫室氣體排放管控目標，並對自身的溫室氣體排放進行盤查和披露。

	2022 二零二二年	2021 二零二一年	2020 二零二零年	Unit 單位
GHG emission¹ 溫室氣體排放¹				
Scope 1: direct emissions 範疇一：直接排放	100,833	59,682	15,557	tCO ₂ e 噸二氧化碳當量
Scope 2: energy indirect emissions 範疇二：能源間接排放	1,322,323	1,258,719	1,575,409	tCO ₂ e 噸二氧化碳當量
Total GHG emission ² 溫室氣體排放總量 ²	1,423,156	1,318,401	1,590,966	tCO ₂ e 噸二氧化碳當量
GHG emission per RMB million sales 每百萬元人民幣銷售額溫室氣體排放量	59.8	49.7	81.3	tCO ₂ e/RMB million sales 噸二氧化碳當量／百萬元人民幣銷售額

Notes:

1. The Group primarily produces GHG due to energy consumption in the production process, which include Scope 1: direct emissions (petrol, diesel oil, liquefied petroleum gas and natural gas, etc.) and Scope 2: energy indirect emissions (purchased electricity and steam, etc.). Calculations of GHG of the Group are presented in tonnes of carbon dioxide equivalent (tCO₂e) and audited in accordance with the "Requirements of the greenhouse gas emissions accounting and reporting — Part 12: Textile and garment enterprises" published by the National Development and Reform Commission.
2. Due to the adjustment of reporting scope and energy type in 2022, the Group's GHG emission and intensity increased as compared to 2021.

註：

1. 本集團的溫室氣體排放主要源於生產過程的能源消耗，包括範疇一：直接排放(汽油、柴油、液化石油氣和天然氣等)和範疇二：能源間接排放(外購電和蒸汽等)。本集團的溫室氣體核算按二氧化碳當量呈列，並依據國家發展和改革委員會發佈的《溫室氣體排放核算與報告要求第12部分：紡織服裝企業》進行核算。
2. 由於2022年報告範圍及能源類型的調整，本集團溫室氣體排放量及強度相較於2021年有所增加。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT *(Continued)*

2.2. Cherishing and Saving Resources

The Group proactively seeks for opportunities to alleviate the impact of our business activities on the environment. Focusing on the environmental goal of “improving the utilization efficiency of energy and water resources”, the Group proactively facilitates technology transformation projects to lower consumption and enhance recovery rate.

- **Energy Management**

The Group and each of its subsidiaries actively comply with local laws and regulations related to energy and implements the internal systems of the Group. The Group sets energy objectives and energy consumption standards, and has started conducting assessment on energy consumption index. The Group regularly conducts analysis of energy usage of equipment, and conducts timely technology transformation projects to reduce energy consumption, while greatly promotes the installation and utilization of new energy equipment. In addition, we have also commenced energy conservation training to enhance the energy conservation awareness of our employees, while integrating energy conservation and consumption reduction into their daily life. In 2022, a total of four subsidiaries under the Group started to carry out energy audit.

2. 低碳運營 綠色發展(續)

2.2. 珍惜節約資源

本集團積極尋求機會減輕業務活動對環境造成的影響，本集團圍繞「提高能源和水資源的利用效率」的環境目標，積極推進技術改造項目以降低消耗、提高回用率。

- **能源管理**

本集團及各子公司積極落實能源相關的當地法律法規及集團內部制度，設立能源目標與能耗考核標準，開展能耗指標考核；本集團定期分析設備能源使用情況，及時進行技術改造項目以減少能耗，同時大力推行新能源設備的安裝與使用。此外，我們亦開展節能培訓以提高員工節能意識，將節能降耗融入員工的日常工作中。二零二二年，本集團共有四家子公司開展了能源審計。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.2. Cherishing and Saving Resources (Continued)

• Energy Management (Continued)

The Group continues to promote the technological application of renewable energy to reduce carbon emission during production and operation. As at the end of 2022, the Group has installed rooftop photovoltaic systems in four factories with a total installed capacity of 25.1 MW, representing an increase of 3.5 MW from 2021. In 2022, the Group's total photovoltaic power generation reached 31,450 MWh, representing a decrease over 23,000 tonnes of carbon dioxide emission. Besides, some subsidiaries have also commenced the following energy conservation and consumption reduction projects:

2. 低碳運營 綠色發展(續)

2.2. 珍惜節約資源(續)

• 能源管理(續)

本集團持續推進可再生能源的技術應用，以減少生產運營環節的碳排放。截至二零二二年末，本集團已有四家工廠安裝屋頂光伏發電設備，總裝機容量達到25.1兆瓦，較二零二一年增加3.5兆瓦。二零二二年，本集團光伏發電總量達到3,145萬度，相當於減少超過23,000噸二氧化碳排放。此外，部分子公司還開展了如下節能降耗項目：

Subsidiary 子公司	Energy Conservation Project 節能項目	Specific Measures 具體措施	Results of Energy Conservation 節能效果
Xuzhou Texhong Yinfeng Textile Co., Ltd. ("Texhong Yinfeng")	Modification from yarn electric motors to water-cooled electric motors	58 yarn electric motors were modified to water-cooled electric motors. As the surface temperature of motors is significantly lowered, the temperature within workshops in summer and electricity usage for air-conditioners are reduced	Approximately 150,000 kWh of electricity has been saved per annum
徐州天虹銀豐紡織有限公司「天虹銀豐」	細紗電機改造為水冷電機	將58台細紗電機改造為水冷電機，顯著降低電機表面溫度，從而降低夏季車間溫度及空調用電量	年節約用電約15萬度
	Installation of invertors for deep-well control cabinets	Invertors were installed for 3 sets of 37kW deep-well pumps, which could adjust frequency in accordance with the weather and water usage for air-conditioning, and thus reduce electricity usage	Overall equipment energy consumption has reduced by approximately 15%
	深井控制櫃改變頻器	對3台37kW深井泵安裝變頻器，根據天氣及空調用水量進行變頻調節，降低用電量	設備能耗整體下降約15%

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.2. Cherishing and Saving Resources (Continued)

- Energy Management (Continued)

2. 低碳運營 綠色發展(續)

2.2. 珍惜節約資源(續)

- 能源管理(續)

Subsidiary 子公司	Energy Conservation Project 節能項目	Specific Measures 具體措施	Results of Energy Conservation 節能效果
Shandong Texhong 山東天虹	Modification of condensate pipelines of chillers 製冷機冷凝水管道改造	Two-by-two connection was made for the water discharge pipelines of chillers and condensers for sharing a set of cooling water pump, which has reduced 50% of cooling water pump usage 將製冷機冷凝器出水管兩兩連接，共用一套冷卻水泵，使冷卻水泵的使用量減少一半	Approximately 320,000 kWh of electricity has been saved per annum 年節約用電約32萬度電
Changzhou Texhong Textile Co., Ltd. ("Changzhou Texhong") 常州天虹紡織有限公司「常州天虹」	Modification of A186 cylinder electric motor of carding machines A186梳棉機錫林電機改造 Renewal and modification of adjustment windows and concealed doors of air-conditioning rooms 空調室調節窗、密封門更新改造	Low-efficiency electric motors were renewed as permanent magnet inverters to enhance efficiency 將老舊電機更新為永磁變頻電機，提升能效 Repairment and replacement for corroded and damaged concealed doors and adjustment windows of air-conditioning rooms, which has resolved the issue of reverse flow of hot wind in summer and leakage of hot wind in winter 空調室密封門調節窗鏽蝕破損修繕與更換，解決了夏季熱風倒灌，冬季熱風流失問題	Approximately 850,000 kWh of electricity has been saved per annum in aggregate 年綜合節約用電約85萬度 90,000 kWh of electricity has been saved per annum in aggregate 年綜合節電9萬度

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.2. Cherishing and Saving Resources (Continued)

- Energy Management (Continued)**

In 2022, subsidiaries of the Group continued to improve the energy systems. Jiangsu Century Texhong Textile Co., Ltd. ("Jiangsu Texhong") has formulated the "Energy Management Requirements", while Xuzhou Texhong Yinlian Textile Co., Ltd ("Xuzhou Texhong") has formulated the "Implementation Rules of Energy Management" to further define the duties of management at all levels and establish a comprehensive energy inspection, analysis and implementation system. Shandong Texhong has formulated corresponding appraisal standards such as the "Reward and Punishment System for Energy Conservation Management" and the "Duties of Energy Measurement and Management" for implementation of the duties at all levels and promotion of linkage between the amount of energy consumption and economic benefits of management and staff, which have attained relatively sound results.
- Water Resources Management**

Water saving target
節約用水目標

- Reduce the water usage intensity of the industrial chain business by 10% in 2025 compared to 2020
- 二零二五年產業鏈業務用水強度較二零二零年減少10%

The Group's water consumption mainly comes from production and domestic use. Most of the Group's water is sourced from municipal water, and a few subsidiaries have obtained water from river, underground water and reservoir water in compliance with laws and regulations, so as to ensure access to sufficient and appropriate water sources. The Group actively creates a favourable atmosphere for water conservation, encourages employees to develop water conservation habits, and becomes an enterprise upholding water conservation:

- Use water-saving products and implement water recycling;

2. 低碳運營 綠色發展(續)

2.2. 珍惜節約資源(續)

- 能源管理(續)**

二零二二年，集團各子公司不斷完善能源制度。江蘇世紀天虹紡織有限公司(「江蘇天虹」)制定了《能源管理規定》、徐州天虹銀聯紡織有限公司「天虹銀聯」制定了《能源管理實施細則》，進一步明確各級管理人員的職責，建立健全了能源檢查、分析、落實制度。山東天虹制訂了《能源節約管理獎懲制度》、《能源計量管理職責》等相應的考核標準，落實各級責任，將能源消耗的高低與管理人員及職工的經濟利益掛鉤，取得了較好的效果。
- 水資源管理**

本集團的水資源消耗主要是生產和生活用水，取水大部分來自市政用水，少數子公司合法合規取用河水、地下水以及水庫水，故在取得充足適用的水源上有所保障。本集團積極營造節水氛圍，鼓勵員工養成節水習慣，打造節水型企業：

- 使用節水型產品，實施水資源的重複利用；

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT *(Continued)*

2.2. Cherishing and Saving Resources *(Continued)*

- **Water Resources Management** *(Continued)*
 - Request timely turn-off of taps after use;
 - Check the water pipes regularly to avoid water leakage and to prevent any unintended use of water; and
 - Install separate water meters in office, living areas, production areas and construction sites, and assign persons in charge of recording monthly water consumption from each segment and conducting data analysis based on the records.

2. 低碳運營 綠色發展(續)

2.2. 珍惜節約資源(續)

- **水資源管理(續)**
 - 要求用水完畢後，及時關閉水龍頭；
 - 定期檢查水管，避免漏水情況，杜絕長流水現象發生；及
 - 辦公區、生活區、生產區和施工現場各設獨立水錶，由專人負責進行登記，每月根據各部用水量的記錄進行數據分析。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.2. Cherishing and Saving Resources (Continued)

• Water Resources Management (Continued)

In 2022, subsidiaries of the Group widely adopted measures including technical transformation, procedure optimization or management upgrade for water conservation, with remarkable conservation results:

2. 低碳運營 綠色發展(續)

2.2. 珍惜節約資源(續)

• 水資源管理(續)

二零二二年，集團各子公司廣泛採取包括技術改造、流程優化或管理提升等方式開展節水工作，有顯著節水效果：

Subsidiary 子公司	Water Conservation Project 節水項目	Specific Measures 具體措施	Water Conservation Results 節水效果
Texhong Yinfeng 天虹銀豐	Installation of invertors for deep-well control cabinets 深井控制櫃改變頻器	Invertors were installed for deep-well pumps, which could adjust frequency in accordance with the weather and water usage for air-conditioning, and thus reduce water consumption 深井泵安裝變頻器，根據天氣及空調用水進行變頻調節，以此減少用水量，降低用水消耗	Approximately 50,000 tonnes of water have been saved per annum 年節約用水約5萬噸
	Modification of water supply system and pipeline network for the whole factory 全廠供水系統管網改造	Modification was made for spray water system and pipeline network, and water from air-conditioning was reused for greening spray in factory area 對噴淋用水系統管網進行改造，廠區綠化用水改用空調回水	Approximately 190,000 tonnes of water have been saved per annum, with a water reuse rate of approximately 85% 年節約用水約19萬噸，水資源重複利用率約85%
Chung Charm Textiles Limited 湛江中湛紡織有限公司	Rain collection and greening spray 雨水收集綠化噴淋	Rain is collected in an open-pit pool to replace running water for spraying the greening grassland in the factory center 利用露天蓄水池收集雨水，代替自來水噴灌廠區中心綠化草地	Approximately 480 tonnes of water have been saved per annum 年節約用水約480噸

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.2. Cherishing and Saving Resources (Continued)

• Packaging Management

The Group strives to reduce packaging and use sustainable packaging, and has published the "Packaging Statement" to continuously explore more packaging solutions and monitor the usage of packaging materials. The Group conducts reasonable recycling and reuse to enhance the utilization efficiency of packaging materials.

In 2022, we continued to explore the room for recycling packaging materials and strove to reduce consumption; Nantong Century Texhong Textile Co., Ltd. ("Nantong Texhong") reused packaging bags of raw materials to reduce packaging consumption; Changzhou Texhong and Texhong Yinlian sold disposed packaging bags and packaging boxes for reuse; and Jiangsu Texhong required its paper tube suppliers to use environmentally friendly raw paper tubes with FSC certification to ensure that the paper tubes used meet the organic and environmentally friendly requirements for its packaging yarn.

Packaging Statement

Texhong commits to:

- Use more reusable packaging;
- Use more recyclable packaging;
- Gradually eliminate disposable plastic packaging;
- Use more recycled materials as packaging solution;
- Ensure the actual recycling of recyclable packaging.

2. 低碳運營 綠色發展(續)

2.2. 珍惜節約資源(續)

• 包裝管理

集團致力於包裝減量和可持續包裝的使用，發佈了《包裝聲明》，持續探索更多包裝解決方案，監控包裝材料的用量。對其進行合理的回收與再利用，提高包裝材料使用效率。

二零二二年，我們繼續挖掘包裝材料循環利用的空間，努力減少消耗量：南通世紀天虹紡織有限公司「南通天虹」重複利用原料包裝袋，以減少包裝用量；常州天虹、天虹銀聯將廢棄包裝袋及包裝紙箱出售再利用；江蘇天虹要求紙管供應商使用獲得FSC證書的環保紙管原紙，確保使用的紙管達到包裝紗線有機環保要求。

包裝聲明

天虹承諾：

- 更多採用可重複使用的包裝；
- 更多採用可回收的包裝；
- 逐步淘汰一次性塑料包裝；
- 更多使用回收材料作為包裝解決方案；
- 確保可回收包裝實際上被回收。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.3. Strict Emission Management

The Group and its subsidiaries strictly comply with relevant local laws and regulations, such as the “Law of the People’s Republic of China on the Prevention and Control of Water Pollution” and the “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste”, and actively adopt emission reduction measures, and strengthen pollution prevention from sources, process control and terminal treatment. We adopt measures such as wastewater recycling and biochemical treatment of wastewater within our factories to reduce the impact of wastewater on the environment, technical transformation and equipment upgrade to reduce exhaust gas emission, while conduct procedure modification and strict waste disposal and transportation to reduce the impact of wastes on the environment. The Group proactively fosters ISO 14001 Environment Management System construction for its subsidiaries. In 2022, a total of six subsidiaries have obtained the Environment Management System certification. As at the end of 2022, the Group has no violation of environmental laws for three years.

• Wastewater Management

Wastewater discharge target
廢水排放目標

- Reduce the wastewater discharge intensity of the industrial chain business by 10% in 2025 compared to 2020
- 二零二五年產業鏈業務廢水排放強度較二零二零年減少10%

The Group requires separate treatment for manufacturing effluent and domestic sewage: manufacturing effluent is reused or, if not reusable directly discharged to the sewage pipelines of the factory area and discharged when reaching the standard after passing through the sewage treatment device; domestic sewage is processed by the biochemical treatment facility in the factory area and discharged into the sewage pipelines of the factory area after reaching the first grade emission standard, and finally discharged into the municipal sewage pipelines for centralized treatment.

2. 低碳運營 綠色發展(續)

2.3. 嚴格排放管理

本集團及各子公司嚴格遵守當地的相關法律法規，如《中華人民共和國水污染防治法》《中華人民共和國固體廢物污染環境防治法》等，積極採取減排措施，加強污染源頭防治、過程控制與末端處理。我們採用廢水循環使用及廠內污水生化處理等措施減少廢水環境影響，通過技術改造及設備升級等舉措減少廢氣排放，開展工藝改造及嚴格廢棄物處置與轉運降低廢棄物環境影響。本集團積極推動子公司ISO 14001環境管理體系建設，二零二二年度，共有六家子公司通過環境管理體系認證。截至二零二二年底，本集團三年內未發生環保違規行為。

• 廢水管理

本集團要求對生產廢水和生活污水進行分別處理：生產廢水循環使用，不能循環使用的直接排入廠區內的污水管道，並經過污水處理裝置後達標排放；生活污水經廠區內的生化處理裝置生化處理，達一級排放標準後排入廠區污水管道，最終進入市政污水管網統一處理。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.3. Strict Emission Management (Continued)

- **Wastewater Management (Continued)**

In 2022, the Group and its subsidiaries have taken a number of measures such as comprehensive emission inspection and facility renovation to strengthen the quality control of sewage and reduce wastewater discharge. For example, Renze Textile Joint Stock Company Limited ("Renze Textile") has modified its filter system to extend the cleaning cycle for the pool in the air-conditioning room, thereby reducing sewage by 9,546 cubic meters for the year.

- **Exhaust Gas Management**

The exhaust gas generated by the Group during the production process is mainly fiber dust and boiler exhaust gas. In order to avoid the adverse impact of fiber dust on the environment, the Group requires the workshops not to open doors or windows during the production period to achieve closed operations. The Group has also installed dust removal units in every workshop for the elutriation of fiber dusts to reduce exhaust emission.

In 2022, subsidiaries of the Group actively started technological transformation projects and equipment replacement. In particular, Jiangsu Texhong and Nantong Texhong installed compound dust filter units to effectively treat exhaust gas for ensuring exhaust gas emission meets the standards.

2. 低碳運營 綠色發展(續)

2.3. 嚴格排放管理(續)

- **廢水管理(續)**

二零二二年，本集團及各子公司採取全面排查、設施改造等多項措施，加強污水質量把關工作，減少廢水排放，如仁澤紡織股份有限公司「仁澤紡織」通過改造過濾系統延長空調室水池清洗週期，全年減少污水產生9,546立方米。

- **廢氣管理**

本集團在生產過程中產生的廢氣主要為纖維粉塵和鍋爐廢氣。為避免纖維粉塵對環境帶來不利影響，集團要求車間在生產時段不得對外開啟門窗，實現封閉作業。本集團還在各車間安裝除塵機組，淨化處理纖維粉塵，減少廢氣的排放。

二零二二年，集團各子公司積極開展技術改造項目和設備換新，其中江蘇天虹與南通天虹通過安裝複合式濾塵機組，有效處理廢氣，以確保廢氣達標排放。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.3. Strict Emission Management (Continued)

• Waste Management

Waste emission target
廢棄物排放目標

- Reduce the emission intensity of hazardous waste of the industrial chain business by 5% in 2025 compared to 2020
- 二零二五年產業鏈業務有害廢棄物排放強度較二零二零年減少5%

The major wastes generated in the production process of the Group were waste cotton, office and domestic waste, waste equipment parts and components and oily waste yarn. The Group has set a five-year goal to reduce the emission of hazardous waste, and manages waste in accordance with regulations such as the “Notice on Enhancing Customized Placement of Rubbish Bin and Classified Management” and the “Notice on Enhancing Management and Classified Deposit of Industrial Waste and Domestic Waste”. For hazardous waste, the Group requires all subsidiaries to regulate the disposal procedures for hazardous waste and establish storage space for hazardous waste that meets the requirements. Competent organization is entrusted to undergo detoxification to ensure the whole process of generation, storage, transfer, utilization and disposal of hazardous waste is in compliance with laws and regulations while prevents environmental risks caused by hazardous waste. The classification and management of domestic waste and industrial waste are included in the scope of enterprise management, and the above solid waste is required to be classified and collected, and deposited in temporary deposit zone in the factory by category, where banners are hanged denoting the type, quantity and storage period. Waste from the production process, such as cotton waste, can be reused as raw material, while the remaining scrap cotton and impurities are collected for sale. General solid waste, such as domestic waste, is collectively handled by the Department of Environment and Hygiene.

2. 低碳運營 綠色發展(續)

2.3. 嚴格排放管理(續)

• 廢棄物管理

本集團生產過程中主要產生的廢棄物為廢棉、辦公和生活垃圾、設備廢零部件和含油廢棉紗。本集團設定了減少有害廢棄物排放的五年目標，並基於《關於加強垃圾桶定製定位和分類管理的通知》和《關於加強工業垃圾、生活垃圾管理和歸類放置的通知》等規定對廢棄物進行管理。針對危險廢物，本集團要求各子公司規範危險廢棄物處置流程，設置符合要求的危險廢棄物貯存間，委託有資質的單位進行無害化處理，確保危險廢物產生、貯存、轉移、利用及處置全流程合法合規，防範危險廢物環境風險。本集團將生活垃圾和工業垃圾分類管理納入企業管理範疇，要求對上述固體廢物進行分類收集，按照類別存放在廠內臨時存放點，並在暫存點豎立標識，標明種類、數量及存放時期。生產過程中產生的回花等廢料可回用為項目原料，剩餘的廢棉和雜質經收集後進行外售；生活垃圾等一般固體廢棄物由環衛處統一進行處理。

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.3. Strict Emission Management (Continued)

• Waste Management (Continued)

The following table sets forth the environmental data of the Group in the past three years:

	2022 二零二二年	2021 二零二一年	2020 二零二零年	Unit 單位
Effluent discharge¹				
廢水排放¹				
Total effluent discharge 廢水排放總量	7,354,598	10,084,663	8,908,358	Tonne 噸
Effluent discharge per RMB million sales 每百萬元人民幣銷售額廢水排放量	308.9	380.2	455.0	Tonne per RMB million sales 噸/百萬元人民幣 銷售額
Waste discharge¹				
廢棄物排放¹				
Hazardous waste discharge 有害廢棄物排放	3,684	8,654	12,685	Tonne 噸
Hazardous waste discharge per RMB million sales 每百萬元人民幣銷售額有害廢棄物排放量	0.2	0.3	0.6	Tonne per RMB million sales 噸/百萬元人民幣 銷售額
Non-hazardous waste discharge 無害廢棄物排放量	24,840	27,071	13,283	Tonne 噸
Non-hazardous waste discharge per RMB million sales 每百萬元人民幣銷售額無害廢棄物排放量	1.0	1.0	0.7	Tonne per RMB million sales 噸/百萬元人民幣 銷售額
Energy consumption²				
能源消耗²				
Direct energy consumption 直接能源消耗量	425,042	245,694	75,183	MWh 兆瓦時
Indirect energy consumption 間接能源消耗量	2,153,524	2,098,002	2,000,589	MWh 兆瓦時
Total energy consumption 能源消耗總量	2,578,566	2,343,696	2,075,772	MWh 兆瓦時
Energy consumption per RMB million sales 每百萬元人民幣銷售額能源消耗量	108.3	88.4	106.0	MWh per RMB million sales 兆瓦時/百萬元 人民幣銷售額

2. 低碳運營 綠色發展(續)

2.3. 嚴格排放管理(續)

• 廢棄物管理(續)

下表載列本集團近三年的環境類數據：

2. LOW CARBON OPERATION AND GREEN DEVELOPMENT (Continued)

2.3. Strict Emission Management (Continued)

- Waste Management (Continued)

	2022 二零二二年	2021 二零二一年	2020 二零二零年	Unit 單位
Water consumption¹				
水資源消耗¹				
Total water consumption 總用水量	9,050,271	11,695,913	9,695,932	Tonne 噸
Water consumption per RMB million sales 每百萬元人民幣銷售額用水消耗量	380.2	441.0	495.3	Tonne per RMB million sales 噸/百萬元人民幣 銷售額
Packaging material consumption¹				
包裝材料消耗¹				
Packaging material used 包裝材料使用量	17,705	28,020	26,684	Tonne 噸
Packaging material used per RMB million sales 每百萬元人民幣銷售額包裝材料使用量	0.74	1.06	1.36	Tonne per RMB million sales 噸/百萬元人民幣 銷售額

Notes:

- Due to, among other things, the adjustment of reporting scope and optimization of management and technology in 2022, the Group's water consumption and intensity level, effluent volume and intensity level, hazardous waste and intensity level, non-hazardous waste and intensity level, and total packaging material consumption and intensity level decreased as compared to 2021.
- The total energy consumption of the Group was calculated based on the use of natural gas, gasoline, diesel, liquefied petroleum gas, purchased electricity and steam, etc., and the "Requirements of the greenhouse gas emissions accounting and reporting — Part 12: Textile and garment enterprises" Appendix II Calculation of Recommended values for common fossil fuels related parameters published by the National Development and Reform Commission. Due to the adjustment of energy type in 2022, the Group's energy consumption and intensity increased as compared to 2021.
- The Group's operation has no significant impact on the environment and natural resources. Therefore, Aspect A3 (The Environment and Natural Resources) and its KPI A3.1 (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them) are not applicable to the Group and are not disclosed in this ESG report.

註：

- 由於2022年報告範圍的調整、管理及技術優化等原因，本集團用水量及其強度、廢水量及其強度、有害廢棄物及其強度、無害廢棄物及其強度、包裝物使用總量及強度均相較於2021年有所下降。
- 本集團能源消耗總量根據天然氣、汽油、柴油、液化石油氣、外購電及蒸汽等的使用量，以及國家發展和改革委員會發佈的《溫室氣體排放核算與報告要求第12部分：紡織服裝企業》附表二常用化石燃料相關參數的推薦值計算。由於2022年能源類型的調整，本集團能源消耗總量及強度相較於2021年有所增加。
- 本集團在經營過程中對環境及天然資源無重大影響，因此，層面A3（環境及天然資源）及其關鍵績效指標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）對於集團不適用，故本ESG報告中不披露。

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE

The Group adheres to the corporate spirit of “Professionalism and Innovation”, emphasizes the operation policy of “Quality” and the action plan of “Innovation to Excellence”, creates high-quality products, and seeks valuable innovation for the Company and the customers with refinement upon excellence in any situation. As of the end of 2022, a total of seven subsidiaries of the Group have obtained the ISO9001 certification on the quality management system.

3.1. Safeguarding Quality Control in Research and Development

• Innovation in Research and Development

The Group pursues a differentiated development strategy and strikes for constant innovations. We have invested a large amount of capital in technological innovation and technological transformation, and have successively established the Texhong Education College, the Texhong Group Yarn Research and Development Center, the Jiangsu Post-doctoral Innovation Practice Base, the Texhong International Group Retail Products Research and Development Center, etc., and actively started independent research.

Texhong International Group Limited currently enjoys a higher reputation in the industry, attracting the attention and cooperation from many internationally renowned fiber suppliers. Over the years, the Group has been using the stretch yarn of the patented Lycra spandex series from Invista in the United States that has been widely used in garment fabrics for well-known high-end branded apparels. Meanwhile, we cooperated with Lenzing from Austria so as to produce high-end woven yarn, denim yarn and high-end yarn for knitting using its Tencel fiber, Modal fiber and viscose. In addition, Texhong has started to apply the eco-friendly concept in polyester production and commingled yarns with other fibers, and strengthened the cooperation with Toray from Japan to develop the acrylic warmth yarn for knitting.

3. 創新為先 締造卓越

本集團秉持「專業、創新」的企業精神，強調「生存於質量」的經營方針與「創新卓越」的行動綱領，打造高質量產品，追求對公司及客戶有價值的創新，凡事精益求精。截至二零二二年底，本集團共有七家子公司通過ISO9001質量管理體系認證。

3.1. 保障品控研發

• 研發創新

本集團實施差異化發展策略，致力於不斷推陳出新。我們在技術創新和技術改造上投入大量資金，先後建立了天虹教育學院、天虹集團紗線研發中心、江蘇省博士後創新實踐基地、天虹國際集團零售商品研發中心等，積極開展自主研究。

天虹國際集團目前已在行業中享有較高的聲望，吸引了諸多國際知名纖維供應商的關注與合作。本集團多年來採用美國英威達持有專利的萊卡氨綸系列出品彈力紗線，已廣泛應用於知名高檔品牌服裝面料。同時，我們與奧地利蘭精公司合作，使用其生產的天絲纖維、莫代爾纖維及黏膠製造高檔機織紗、牛仔紗和高檔針織用紗。此外，天虹開始應用具有環保概念的滌綸生產與其他纖維的混紡紗線，並強化與日本東麗公司的合作，開發腈綸保暖針織用紗。

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE *(Continued)*

3.1. Safeguarding Quality Control in Research and Development *(Continued)*

• **Innovation in Research and Development** *(Continued)*

The Group has dominated the market with our top-notch, superb, premium and advanced products as well as other products, actively explored various functional fibers and new fibers, and spared no effort to promote the application of eco-friendly raw materials, so as to assist in the sustainability of the environment. Application of new garment fabrics is closely connected to the research and development of yarns to quickly achieve industrial upgrading and build an international industrial chain platform. A number of subsidiaries of the Group have obtained the certificate for new high-tech enterprise and established a research institute for textile technology jointly with China Textile Machinery, as a special core-covered yarn textile engineering center in Jiangsu Province.

Texhong International Group Limited attaches great importance to the protection of intellectual property rights, and continues to pay attention to our patents, Logo and trademarks to safeguard our legitimate rights and interests, intellectual property rights and fair competition in the market. The Group strictly complies with relevant local laws and regulations, such as the "Trademark Law of the People's Republic of China", the "Patent Law of the People's Republic of China", the "Regulation for the Implementation of Patent Law of the People's Republic of China", etc., and follows internal systems including the "Management Policy on Intellectual Property Rights", the "Management Policy on Transformation of Scientific and Technological Achievements", the "Incentive Measures on Transformation of Scientific and Technological Achievements", the "Management Policy on Research and Development Structure", etc. As of the end of 2022, the Group owned 629 intellectual property rights of various types, including 85 invention patents, 533 utility model patents, 11 software copyrights. With participation in the formulation of 10 national standards and textile industry standards.

3. 創新為先 締造卓越 *(續)*

3.1. 保障品控研發 *(續)*

• **研發創新** *(續)*

本集團以高、精、尖、新等新產品佔領市場，積極探索多種功能性纖維和新型纖維，不遺餘力推進環保原料的應用，助力環境可持續發展。將新型面料的應用緊密地與紗線研發結合，快速實現產業升級及打造國際化產業鏈平台。本集團多家子公司獲得高新技術企業證書，並聯合中紡機設立紡織技術研究院，是江蘇省特種包芯紗紡織工程中心。

天虹國際集團注重知識產權保護，持續關注本集團專利、LOGO和商標，維護集團的合法權益和知識產權和市場的公平性競爭。本集團嚴格執行當地的相關法律法規，如《中華人民共和國商標法》《中華人民共和國專利法》《中華人民共和國專利法實施細則》等，並遵循包括《知識產權管理制度》《科技成果轉化管理制度》《科技成果轉化獎勵辦法》《研發組織管理制度》等內部制度。截至二零二二年末，本集團擁有各類知識產權629件，其中，發明專利85件，實用新型533件，軟著11件。參與制定國家標準、紡織行業標準10項。

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE (Continued)

3.1. Safeguarding Quality Control in Research and Development (Continued)

• **Quality Management**

Texhong International Group Limited attaches great importance to product quality management and strictly abides by relevant local laws and regulations, such as the “Product Quality Law of the People’s Republic of China”, the “Law of the People’s Republic of China on the Protection of Consumers’ Rights and Interests” and the “National General Safety Technical Code for Textile Products”. The Group has improved its internal systems such as the “Quality Assurance Structure”, the “Quality Work Manual”, the “Rules on order assessment and product modification” and the “Rules on Product Manufacturing and Warehousing”. The Group has established a quality assurance inspection system to clarify the position and duties of each responsible person, inspection requirements, inspection frequency, etc., and require all inspectors to conduct inspection and supervise rectification for problem solving and quality assurance.

In accordance with the “Quality Management and Shutdown Policy”, the “Rules on Quality Issue Handling” and Other Regulations, the Group shall immediately stop production when the quality fluctuates and finally reaches the shutdown standard (e.g. raw material inspection fails to meet the internal control standards, etc.), and notify the relevant managers to organize rectification, and start the production only after passing the inspection. Thereafter, the Group will impose economic and administrative penalties on the person in charge of quality assurance according to the “Accountability System for Quality Issues” and other systems and based on the issue natures. With the occurrence of quality and safety issues of sold products, timely recall will be implemented following the established recall procedures.

3. 創新為先 締造卓越(續)

3.1. 保障品控研發(續)

• **質量管理**

天虹國際集團高度重視產品質量管理，嚴格遵守當地的相關法律法規，如《中華人民共和國產品質量法》《中華人民共和國消費者權益保護法》和《國家紡織產品基本安全技術規範》等，完善內部《質保體系》《質量工作手冊》《訂單評審及品種翻改相關規定》《產品生產、入庫相關規定》等制度體系。本集團搭建了質保檢查體系，明確各責任人崗位職責、檢查要求、檢查頻次等，要求各檢查人以解決問題、實現有效控制為目的檢查，督促整改。

本集團遵循《質量管理關車制度》《質量問題與措施相關規定》等規定，在質量波動至關車標準時(如原料檢驗達不到內控標準等)，立即停止生產，並通知相關管理員組織整改，驗收合格後方能開車。事後本集團會根據《質量問題責任追究制度》等制度，按不同問題性質對質保負責人進行經濟和行政處罰。若銷售的產品發生質量安全問題，則根據既定的召回程序進行及時召回。

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE (Continued)

3.1. Safeguarding Quality Control in Research and Development (Continued)

• Quality Management (Continued)

The Group has improved the operating skill level of our employees, strengthened the awareness of standard operation, and improved product quality through monthly quality analysis meetings, internal and external quality training sessions, operation competitions, etc. In 2022, subsidiaries of the Group strengthened their effort on quality control, reinforced the quality assurance team, improved various relevant systems, and implemented quality management throughout the whole production process.

Renze Textile: During the year, the laboratory testing and management system was improved. Each branch factory has its own laboratory to test the quality of semi-finished products weekly. The central laboratory experimenters are responsible for checking the test data in accordance with the internal control standard and informing the workshop for feedback; After analysis and rectification from the workshop, samples are taken to the central laboratory for retesting to complete the rectification.

Jiangsu Texhong: The incoming process regulations and workshop use regulations have been updated. Every batch of spandex yarn that entered the company is subject to quality inspection, in principle, before it is used, so that timely feedback can be provided for quality problems in production, thus fully implementing quality control of products.

In 2022, the Group strictly controlled our product quality and safety, and conducted production with specified materials according to the requirement of customers, to ensure our compliance of laws and regulations in countries. As a result, no product recall occurred because of product safety and health issues.

3. 創新為先 締造卓越(續)

3.1. 保障品控研發(續)

• 質量管理(續)

本集團通過月度質量分析會、內外部質量培訓、操作比賽等形式來提升員工的操作技能水平、強化規範操作意識，提高產品質量。二零二二年，本集團各子公司加大質量把關力度，加強質保隊伍建設，梳理各項相關制度，生產全過程落實質量管理工作。

仁澤紡織：本年度完善實驗室檢測管理制度。各分廠有自己的實驗室，每週對半成品質量進行檢測。中心實驗室實驗員負責按照內控標準對測試數據進行檢查，並向車間進行通知反饋；車間分析整改之後取樣至中心實驗室複試完成整改。

江蘇天虹：更新了入庫流程規定和車間使用規定，進入公司的每一批氨綸絲，都要進行質量檢驗，原則上做到先檢驗後使用，使生產中出現質量問題能得到更及時的反饋，全面落實產品質量管控。

二零二二年，我們嚴格把關產品質量與安全，並且按照客戶要求指定用料生產，確保符合各國法規要求，未發生因產品安全與健康問題而引起的召回事件。

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE (Continued)

3.1. Safeguarding Quality Control in Research and Development (Continued)

- **Quality Management (Continued)**
The following are the international certifications for some products of our yarn business and industry chain business:

3. 創新為先 締造卓越(續)

3.1. 保障品控研發(續)

- **質量管理(續)**
以下是本集團部分紗線業務及產業鏈業務產品使用的國際認證：



Global Recycled Standard
全球回收標準



Recycled Claim Standard
回收含量聲明標準



Global Organic Textile Standard (GOTS)
全球有機紡織品標準認證GOTS



Organic Content Standard (OCS)
有機含量標準認證OCS



FSC Forest Certification
FSC森林認證



Sustainable Viscose Chain of Custody Standard (SVCO)
可持續黏膠纖維產銷監管鏈標準SVCO

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE *(Continued)*

3.2. Prevention and Control of Chemical Pollution

Texhong International Group strictly complies with the regulations or requirements of relevant local authorities and brand owners on chemicals, and strictly manages chemicals used in each process, such as production and water treatment, including the storage and use of chemicals and the treatment of hazardous waste.

In purchasing raw chemical materials, the Group has established a system that fully complies with the European Union's "Registration, Evaluation, Authorisation and Restriction of Chemicals" (REACH). We also refer to stricter chemical management standards such as Zero Discharge of Hazardous Chemicals (ZDHC), and set the Group's own standards in combination with customer requirements, and are actively committed to reducing and banning substances that cause environmental load in products.

- Chemical Management Objectives**

3. 創新為先 締造卓越(續)

3.2. 防控化學污染

天虹國際集團嚴格遵守各地有關部門及品牌商關於化學品的法規或要求，對生產、水處理等各環節使用的化學品均進行嚴格管理，包括化學品的儲存、使用和危害廢料的處理等。

在購買化學品原料方面，本集團已建立了一個完全符合歐盟《關於化學品註冊、評估、許可和限制的法規》(REACH)的體系。我們亦參考有害化學物質零排放(Zero Discharge of Hazardous Chemicals, ZDHC)等更加嚴格的化學品管理標準，並結合客戶要求，設置本集團的自主標準，積極致力於削減和禁用產品中對環境造成負荷的物質。

- 化學品管理目標

Goal 目標	Status 狀態
100% of chemicals used meet the relevant requirements of REACH 所使用的化學品100%滿足REACH的相關要求	Satisfied 已滿足
Over 65% of chemicals used can reach ZDHC Gateway Level 1 or above 超過65%所使用的化學品能達到ZDHC Gateway Level 1或以上	Completed 已完成
Updated the electronic data platform for storing all chemical information to enhance file sharing and transparency in the use of chemicals 更新儲存所有化學品資料的電子數據平台，以加強文件共享性、化學品使用透明度	Completed 已完成

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE (Continued)

3.2. Prevention and Control of Chemical Pollution (Continued)

• **Chemical Management Process**

The Group ensures that the chemicals used comply with the standards in a comprehensive way from the source, finished products to waste materials:

1. Regularly check the updates of relevant laws, regulations and standards, and update the procurement standards of the Group;
1. 定期檢查相關法律法規及標準的更新狀態，並更新本集團的購標準；

2. Provide updated procurement standards simultaneously to suppliers or manufacturers, require them to fill in chemical declaration list and provide documentation such as safety data sheets (SDS);
2. 將更新後的採購標準同步給供應商或生產商，要求其填寫化學品申報清單，並提供安全數據表(SDS)等文件資料；

3. Compile a full list of chemicals based on technical information for the chemicals procured;
3. 根據所採購的化學品的技術資料，製作完整的化學品清單；

4. Upload chemical information to a third-party data platform (such as BVE3 or Clean Chain) monthly to verify its environmental standard level;
4. 每月將化學品資料上傳到第三方的數據平台(例如BVE3或Clean Chain)，核查其環保標準級別；

5. Regularly send chemicals not registered with ZDHC to third-party institutions for testing of restricted substances to ensure that all chemicals used meet regulatory requirements; and we also conduct tests for restricted substances on finished products as well as sewage and sludge generated during the production process.
5. 對於未在ZDHC註冊的化學品，定期送第三方機構檢測限用物質，確保所有使用的化學品符合規範要求；我們亦對生產的成品以及生產過程中產生的污水、污泥進行限用物質檢測。

3. 創新為先 締造卓越(續)

3.2. 防控化學污染(續)

• 化學品管理流程

本集團從源頭、成品到廢料全覆蓋式確保所使用的化學品符合規範：

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE (Continued)

3. 創新為先 締造卓越(續)

3.2. Prevention and Control of Chemical Pollution (Continued)

3.2. 防控化學污染(續)

• **Chemical Use Standards**

The chemicals we use, either by itself or fabrics after normal processing, must meet the following requirements:

• **化學品使用標準**

我們所使用的化學品本身或經正常加工處理後的面料，必須符合以下要求：

Type 種類	Content 內容	Fulfilment of requirements 滿足要求
Chemicals 化學品	REACH SVHC REACH SVHC	Must 必須
	Conflict Minerals 衝突礦物	Must 必須
	Manufacturing Restricted Substances List (MRSL) of brands 品牌商生產限用物質清單(MRSL)	Must 必須
	ZDHC MRSL Level 1 or above ZDHC MRSL Level 1或以上	Priority 優先
	Oeko-Tex's EcoPassport Oeko-Tex的EcoPassport	Priority 優先
	GOTS GOTS	Priority 優先
Fabrics 面料	Oeko-Tex Appendix 4 Class II Oeko-Tex Appendix 4 Class II	Must 必須
	Oeko-Tex Appendix 6 Class II Oeko-Tex Appendix 6 Class II	Priority 優先
	Restricted Substances List (RSL) of American Apparel & Footwear Association (AAFA) 美國服裝鞋履協會(American Apparel & Footwear Association, AAFA)限制物質清單(RSL)	Priority 優先
	California Proposition 65 (CA Prop 65) 加利福尼亞州65號提案CA Prop 65	Priority 優先
	Brand owner RSL 品牌商RSL	Priority 優先

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE (Continued)

3.2. Prevention and Control of Chemical Pollution (Continued)

- Chemical Use Standards** (Continued)

The Group has established “Banned Chemicals List” in accordance with ZDHC MRSL, Oeko-Tex Appendix 6 and the brands’ requirements. We require our suppliers to declare the chemicals they use based on this list.

The industrial chain segment conducted monthly audits of chemical inventories and invited third-party institutions to conduct external audits. In 2022, there was no non-compliant chemical in the industrial chain segment.

The Group will keep track of updates of laws and regulations in time, and regularly update the list based on customers’ requirements, and publish it on the official website.
- Chemical Phase Out Plan**

3. 創新為先 締造卓越 (續)

3.2. 防控化學污染 (續)

- 化學品使用標準** (續)

本集團已根據ZDHC MRSL、Oeko-Tex Appendix 6以及品牌商的要求建立了《禁用化學品清單》。我們要求供應商依據此清單申報其使用的化學品。

產業鏈板塊對化學品庫存進行月度審核，並邀請第三方機構進行外部審核。二零二二年，產業鏈板塊無不合規化學品。

本集團會及時跟進法律法規的更新情況，結合客戶要求，定期對此清單進行更新，並於官網進行公佈。
- 化學品淘汰計劃**

Item 項目	Commencement time 開始時間	Project status 項目狀態
Reduce the use of fluorocarbon chemicals 減少氟碳類化學品的使用	January 2021 二零二一年一月	Completed 完成
Reduce quinoline in disperse and vat dyes 減少在分散和還原染料中的喹啉	June 2021 二零二一年六月	Completed 完成
Use formaldehyde-free non-iron resin instead of traditional non-iron resin with formaldehyde for a proportion 使用無甲醛免燙樹脂代替傳統的含甲醛免燙樹脂比例	May 2021 二零二一年五月	In progress 進行中
Use p-Chloroaniline-free reactive dyes instead of traditional reactive dyes with p-Chloroaniline 使用無對氯苯氨的活性染料代替傳統含對氯苯胺的活性染料	May 2021 二零二一年五月	In progress 進行中

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE (Continued)

3.2. Prevention and Control of Chemical Pollution (Continued)

• **Chemical Phase Out Plan (Continued)**

Reduce amount of formaldehyde in chemicals: Traditional non-iron finishing of cotton requires the use of chemicals containing formaldehyde, while the general market requires the amount of formaldehyde in non-iron garment fabrics to be less than 60 ppm. In order to provide consumers with healthier products, Texhong International Group has developed formaldehyde-free non-iron resin finishing agents. As of the end of 2022, the project of replacing non-iron finishing agents in the Group's Vietnam factory has been completed. This can basically achieve the non-iron effect of traditional resins and has been verified by FITI Testing & Research Institute, a third-party testing agency. Methanol substances (less than 16 ppm) are not detected in the testing results of garment fabrics.

Reduce the use of fluorocarbon chemicals: The European Stockholm Convention only stopped the use of carbon-8 fluorocarbon chemicals in 2020. As early as in 2013, the Group has replaced 100% of the use of carbon-8 fluorocarbon chemicals with the use of carbon-4 or carbon-6 fluorocarbon chemicals which are more environmentally friendly.

3. 創新為先 締造卓越(續)

3.2. 防控化學污染(續)

• **化學品淘汰計劃(續)**

減少化學品的甲醛含量：傳統棉的免燙整理需要採用含有甲醛的化學品，而一般市場要求免燙面料的甲醛含量應低於60 ppm。天虹國際集團為了能給消費者提供更健康的產品，開發出無甲醛免燙樹脂整理劑，截至二零二二年底，本集團越南工廠替換為無甲醛樹脂項目已完成。其效果基本能達到傳統樹脂的免燙效果並已通過第三方檢測機構FITI Testing & Research Institute鑑定，面料的檢測結果中未檢出甲醇物質(低於16 ppm)。

減少氟碳類化學品的使用：歐洲斯德哥爾摩公約(Stockholm Convention)在二零二零年才停止使用碳八類氟碳化學品。而早在二零一三年，本集團就已經100%排除碳八類氟碳化學品的使用，改為使用較為環保的碳四或碳六類氟碳化學品。

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE (Continued)

3.2. Prevention and Control of Chemical Pollution (Continued)

• **Procurement of Green Dyeing Materials**

We use environmentally-friendly dyeing chemicals to replace traditional chemicals, so as to reduce the use of chemicals and alleviate the pressure on sewage treatment, which is conducive to the improvement of the water ecological environment:

- Dyes made from renewable materials of EarthColors® are used, the raw materials of which came from the waste from the non-edible agricultural or medicinal herbs industry;
- Silicon oil resynthesized from waste silicon hoses are used;
- Cellulase instead of chemical acid and alkali is used in the pre-treatment of bio-polishing;
- Catalase instead of the chemical of sodium thiosulphate is used in deoxygenation after boiling and bleaching.

• **Improving Consumer Awareness**

For products with chemical risks, we will provide our customers with a safety data sheet (SDS) or fabric data sheet, stating the relevant information of the chemical, such as the name, amount, risk warning and first aid measures.

We have published on our official website the production materials list of the Group's products, including yarns, grey fabrics, dyed fabrics, denim fabrics and garments, etc., and promised that the materials used are in compliance with environmental protection and health standards.

3. 創新為先 締造卓越(續)

3.2. 防控化學污染(續)

• **環保染化料採購**

我們使用環保染化料代替傳統化學品，以減少化學品用量、減輕污水處理壓力，有助於水生生態環境的改善：

- 使用EarthColors®可再生物料合成的染料，其原材料來自非食用農業或草藥工業的廢棄物；
- 使用廢棄硅軟管再合成的硅軟油；
- 在前處理食毛工序，使用纖維素酶代替化學品酸和碱；
- 在煮漂後除氧環節，使用除氧酶代替化學品硫代硫酸鈉。

• **提高消費者認知**

對於存在化學風險的產品，我們將向客戶提供安全數據表(SDS)或面料資料單(Fabric Data Sheet)，註明該化學品的名稱、含量、風險提示及急救措施等相關信息。

我們在官網公佈本集團產品的生產物料表，包括紗線、坯布、色布、牛仔面料及服裝等，承諾所使用材料均符合環保及健康標準。

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE *(Continued)*

3.3. Enhancing Customer's Experience

The Group's corporate pursuit and goal are to enhance customer satisfaction, adhering to quick responses to customer needs. We ensure that our customers are provided with high-quality and high-value-added products, timely and comprehensive after-sales services and strict privacy protection.

The Group assigns specific staff to different customers in order to handle their enquiries in a timely manner, including enquiries on order quality, quantity requirement, delivery schedule and timely response to customers' feedback, so as to achieve mutual benefit with our customers, and to earn their recognition. Subsidiaries under the Group conducts visits to the market together with their customers once a month to understand the market demand, and then collaborate with each other to develop new product varieties. While increasing our customers' trust on us, we may timely understand their demand and its orientation and collect their opinions and suggestions, continuously improving our service quality. Market intelligence department of the Group conducts biannual satisfaction surveys on major customers who have purchased the Group's products and invites them to complete "Customer Satisfaction Questionnaire". In accordance with aftersales quality management requirements, professionals of the Group offer all-rounded services for products sold and thus have been widely recognized by customers.

3. 創新為先 締造卓越(續)

3.3. 優化客戶體驗

本集團將提升客戶滿意度作為企業追求和目標，堅持快速應變以滿足客戶需要。保證為客戶提供高質量及高附加值產品、及時周全的售後服務及嚴格的隱私保護。

本集團針對不同的客戶安排專門的對接人員，及時處理客戶提出的各項問題，包括：訂單質量、數量要求、交期及客戶反饋的及時處理，達成與客戶的互惠互利，提高客戶對企業的好評度。集團子公司每月與客戶共同對市場進行一次走訪以了解市場需求，再合作研發新的產品品種。增加與客戶間信任度的同時可以及時了解客戶的需求導向、接收客戶的意見與建議，持續提升服務質量。本集團市場信息部每半年對主要客戶進行滿意度調查，邀請客戶填寫《客戶滿意度調查表》。本集團的專業技術人才按照質量售後管理要求，對出售產品進行全方位服務，獲得了客戶的廣泛認可。

3. INNOVATION TAKES PRECEDENCE, CREATION OF EXCELLENCE (Continued)

3.3. Enhancing Customer's Experience (Continued)

The Group strictly adheres to the relevant local laws and regulations, such as "Law of the People's Republic of China on the Protection of Consumers' Rights and Interests" to prepare procedural documents like "Manual on the Handling of Yarn Customer's Complaint of the Texhong Group" and "Flow Chart on the Handling of Feedback from Customers on the Quality of Yarns of the Group" to ensure speedy and effective resolution for quality issues reported by customers. Each subsidiary has also prepared documents on corresponding customer service policies. The Group registers and records every enquiry and requirement on quality raised by customers. Based on the records, we meet with relevant staff to analyse the cause and identify responsible departments to devise and implement countermeasures. Customers' enquiries will be replied, handled and recorded within 20 days. Major and significant issues are coordinated by the operation manager by a visit to the customer's site for investigation and analysis, followed by customer visits by the quality manager.

The quality department of the Group categorizes customers' feedback collected and analyses pending issues, followed by the preparation of after-sales service report. Customer service managers are responsible for supervising and examining after-sales services and providing monthly and annual reports regarding after-sales service. Customer visits are arranged for the general manager of the Group, if necessary.

Customer information is regarded as confidential information of the company, and it is clearly stipulated in the "Employee Manual" that directors and employees shall not disclose any confidential information of the Group or misuse any information of the Group without authorization. Directors and staff who are authorized to access or manage such data are required to take confidentiality measures at all times to prevent the risk of customer information leakage.

In 2022, the Group did not receive any complaint from customers regarding service, privacy leakage and material product quality.

3. 創新為先 締造卓越(續)

3.3. 優化客戶體驗(續)

本集團嚴格按照當地的相關法律法規，如《中華人民共和國消費者權益保護法》等要求，編製了《天虹集團紗線客戶投訴處理制度》與《集團紗線客戶質量反饋處理流程圖》等流程文件，以保證客戶反饋的質量問題得到及時、有效的解決。各子公司也建立了對應的客戶服務制度文件。本集團對客戶提出的質量問題和要求進行逐條登記，並做好記錄，根據匯報情況，召集有關人員分析原因，確定責任部門，研究處理辦法並予以實施，同時在20日內給予客戶答覆，並處理和記錄。重大重量問題由業務經理配合協調，赴客戶現場調查分析，質量經理隨後對客戶進行走訪。

本集團品質部對收集的客戶反饋信息進行整理分類，分析存在的問題，並編寫售後服務報告。客服經理負責監督檢查售後服務工作，對售後服務工作進行月度小結和年末總結，必要時安排集團總經理進行客戶走訪。

本集團視客戶信息為公司機密，在《員工手冊》中明確規定，董事及職員未經授權不可洩露本集團任何秘密資料或濫用任何本集團資料。獲授權查閱或管理該等數據的董事及職員，必須時刻採取保密措施，杜絕客戶信息洩露風險。

二零二二年，本集團未收到客戶關於服務、隱私洩露及重大產品質量相關的投訴。

4. JOIN HANDS TO ADVANCE AND ATTAIN MUTUAL BENEFITS

Supplier management is a vital part of the optimization of quality management to ensure the sustainable operation of the company. The Group places great emphasis on building up a mutually beneficial and long-term partnership with our suppliers. The suppliers of the Group and its subsidiaries shall comply with the "Supplier Code of Conduct", which include regulations related to human rights, environmental protection, anti-discrimination and safety and health. The procurement contract expressly includes probity protocol, and "Anti-commercial Bribery Agreement" is entered into with suppliers. Pursuant to the "Sustainable Procurement Policy" of the Group, under the circumstance of comparable product quality and price, the Company shall give priority to cooperate with the supplier with better performance in environmental and social responsibility. The Group places particular emphasis on the procurement of sustainable cotton. We guarantee that the origin of all cotton could be traced and try our best to procure certified organic cotton.

4.1. Establishment of Mutually Beneficial Procurement

The Group considers sustainability as an integral part of the assessment criteria when assessing suppliers and their subcontractors to address sustainability risks. In the procurement of raw materials, we always consider sustainability and give priority to sustainability issues related to:



4. 攜手並進 互利共贏

供應商管理是公司完善質量管理、保證公司持續運營的重要一環。本集團重視與其供應商建立互惠互利及長久的合作關係。集團及子公司供應商須遵守包含人權、環保、反歧視、安全健康相關條例存在的《供應商行為準則》，採購合同包含明確的廉政條約，並與供應商簽訂《反商業賄賂協議書》。根據集團《可持續採購政策》，在供應商產品質量、價格相當的情況下，公司優先選擇與環境及社會責任方面表現更為優秀的供應商開展合作。本集團尤其重視可持續棉花的採購，我們保證100%棉花原產國可追溯，且儘量採購經過認證的有機棉花。

4.1. 建立共贏採購

在評估供應商及其分包商時，本集團會把可持續當成評估標準的重要組成部分。在採購原材料時，我們始終考慮可持續性，並優先考慮可持續性中與以下方面相關的事務：

4. JOIN HANDS TO ADVANCE AND ATTAIN MUTUAL BENEFITS *(Continued)***4.2. Strict Control on Materials Supply**

The Group exercises control over new suppliers under the "Supplier Admission Procedures". The Group manages suppliers by tiers, and categorizes suppliers into five categories, namely strategic supplies, preferred suppliers, ordinary suppliers, temporary suppliers and blacklisted suppliers, and adopts different cooperation methods for different categories of suppliers. Every year, the Group conducts on-site inspections of suppliers and selects suppliers based on multiple aspects such as price, quality, quality assurance and credit. Besides, we regularly inspect whether the supplier's supply channels and product quality are up to standard, whether there is any fraud, and interfere when the products are not up to standard or fail to comply with regulations. If there is a continuous failure upon interference, the procurement will be suspended as the case may be and we will order the unqualified suppliers to find out the reasons and improve product quality. We will decide whether to continue to purchase from them if there is any improvement. Cooperation with suppliers who are unable to improve product quality within the time limit will be terminated. At the end of each year, the Group conducts an annual assessment of all suppliers. In addition, the Group also organizes regular supplier exchange meetings to communicate with each other on supply issues, seek reasonable and standardized solutions, and strengthen cooperation.

4.3. Priority on Environmentally Friendly Materials

The procurement department and the technology department of the Group regularly obtain information regarding sustainable materials in the market, and give priority to more eco-friendly materials with low carbon emission in the selection of raw materials, including recycled materials, reused materials and ecologically grown or produced materials. All of the cotton we purchased can be 100% traced for their origins.

Cotton is an important basic raw material for the Group's products. We actively purchase cotton from sustainable sources to reduce the impact of the use of chemicals in conventional cotton plantation process on the environment and human health. In consideration of the society and environment, we firmly promise to use only traceable cotton in our supply chain and continue to purchase more sustainable and certified cotton in the future. As of 2022, the Group can fully trace the country of origin of all cotton used.

4. 攜手並進 互利共贏(續)**4.2. 嚴控物料供應**

本集團根據《供應商准入管理制度》對新加入供應商進行把關。本集團分級管理供應商，將供應商分為戰略供應商、優先供應商、普通供應商、臨時供應商和黑名單供應商五類供應商，對不同類別的供應商採用不同的合作方式。我們每年對供應商進行實地考察，從價格、質量、質保、信用等多方位審核供應商。另外，我們定期抽檢供應商的供應渠道和產品質量是否合格，是否存在欺詐行為；在出現供貨質量不合格產品或不合規操作時對其進行干預；若干預後仍然出現連續不合格的情況，則視情況暫停向其採購；責令不合格供應商查明原因並提高產品質量，若有所改進，再另行決定是否繼續向其採購；不能在限期內提高產品質量的供應商，則終止與其合作。每年年末，本集團對所有供應商進行年度評估。此外，本集團還定期組織開展供應商交流會，溝通供應上彼此存在的問題，尋求合理規範的解決方式，加強合作。

4.3. 環保原料優先

本集團的採購部和技術部定期獲取市場上有關可持續性物料的信息，在原材料的選擇上優先選用低碳排放和更為環保的物料，包括再生、再利用、環保種植和生產的材料。我們採購的所有棉花已實現100%產地可追溯。

棉花是本集團產品的重要基礎原料。我們積極採購可持續來源的棉花，以減少傳統棉花種植過程中化學品的使用對環境和人類健康的影響。出於社會和環境方面的考慮，我們堅定地承諾在供應鏈中只使用可追溯的棉花，且在未來持續採購更多可持續認證的棉花。截至二零二二年，本集團所使用的所有棉花的原產國100%可追溯。

4. JOIN HANDS TO ADVANCE AND ATTAIN MUTUAL BENEFITS (Continued)

4.3. Priority on Environmentally Friendly Materials (Continued)

In the process of purchasing cotton, we require our suppliers to provide the country of origin (i.e. the plantation country) of the cotton and relevant specific information and documents to prove that the cotton meets the relevant legal requirements. At the same time, we require suppliers to comply with the relevant provisions of the Group's Supplier Code of Conduct, respect and ensure internationally recognized human rights. The Group also conducts audits or engages third parties to conduct audits in a timely manner to verify whether the suppliers operate in accordance with the above requirements.

In 2022, most of the cotton purchased by the Group met the sustainable planting standards, of which:

- Approximately 20% passed the Cotton made in Africa (CmiA) certification, GOTS, OCS, etc.;
- Organic cotton accounted for 1% of the Group's sustainable cotton purchase volume, and 100% completed organic certifications such as GOTS/OCS; and
- About 62% were from sustainable cotton plantation suppliers in the United States and Australia, which were recognised by the Cotton LEADS project.

4. 攜手並進 互利共贏(續)

4.3. 環保原料優先(續)

在採購棉花的過程中，我們要求供應商提供棉花的原產國(即種植國)及相關具體信息和文件，以證明該棉花符合相關法律規定。同時，我們要求供應商必須遵守本集團供應商行為準則相關規定，尊重並確保國際公認的人權。本集團還適時進行審核或聘請第三方進行審核，以驗證供應商是否按照上述要求操作。

二零二二年，本集團採購的絕大部份的棉花均符合可持續種植標準，其中：

- 約20%已通過非洲棉花計劃CmiA認證，GOTS、OCS等；
- 有機棉佔本集團可持續棉花採購量1%，已100%完成GOTS/OCS等有機認證；及
- 約62%來自經Cotton LEADS項目認可的美國和澳大利亞可持續棉花種植供應商。

4. JOIN HANDS TO ADVANCE AND ATTAIN MUTUAL BENEFITS *(Continued)*

4.4. Strengthen Industry Cooperation

The Group continues to cooperate with suppliers and downstream fabric and garment companies to jointly promote the use of sustainable cotton such as organic cotton, CmiA African cotton and recycled cotton, and has passed the organic certification of factory production, storage, environment and trade standards by third-party certification agencies.

We participated in the brand owners' environmental protection projects such as Clean-by-design, Climate Roadmap, Real Good, etc. In particular, Clean-by-design, jointly initiated by the Natural Resources Defense Council (NRDC) and the Council of Fashion Designers of America (CFDA), hopes to achieve revolutionary changes in the global supply chain by evaluating and implementing economically viable solutions at the factory level to save energy and water and reduce pollution.

As one of the first members of the Cotton LEADS project jointly established by the cotton industry in Australia and the United States, Texhong International Group Limited actively participated in the cotton sustainable certification system.

In addition, the Group also conveys the concepts of environmental protection, energy conservation and sustainable management to suppliers through supplier visits, supplier exchanges and site visits, and encourages suppliers to use environmentally friendly products and use energy efficiently. At the same time, the Group pays attention to the protection of employees' rights and interests of suppliers and continuously improves environmental and social performance.

4. 攜手並進 互利共贏(續)

4.4. 增強產業合作

本集團與供應商及下游面料、製衣公司持續合作，共同推動有機棉、CmiA非洲棉、再生棉等可持續棉花的使用，並通過第三方認證機構進行工廠生產、存放、環境及交易規範的有機認證。

我們參與了品牌方的Clean-by-design, Climate Roadmap, Real Good等環保項目。其中，Clean-by-design由自然資源保護協會(Natural Resources Defense Council, NRDC)和美國時裝設計師協會(Council of Fashion Designers of America, CFDA)聯合發起的，希望通過在工廠層面評估並實施經濟可行的方案來節能、節水和減少污染，從而最終促成全球供應鏈的革命性變化。

天虹國際集團有限公司作為澳大利亞和美國棉花行業攜手創立的Cotton LEADS項目的首批會員，積極參與棉花可持續認證體系。

此外，本集團還通過供應商走訪、供應商交流、實地考察等形式，向供應商傳遞環保節能、可持續管理等理念，鼓勵供應商採用環保產品、高效用能，同時關注供應商的員工權益保障，持續提高環境和社會績效。

4. JOIN HANDS TO ADVANCE AND ATTAIN MUTUAL BENEFITS (Continued)

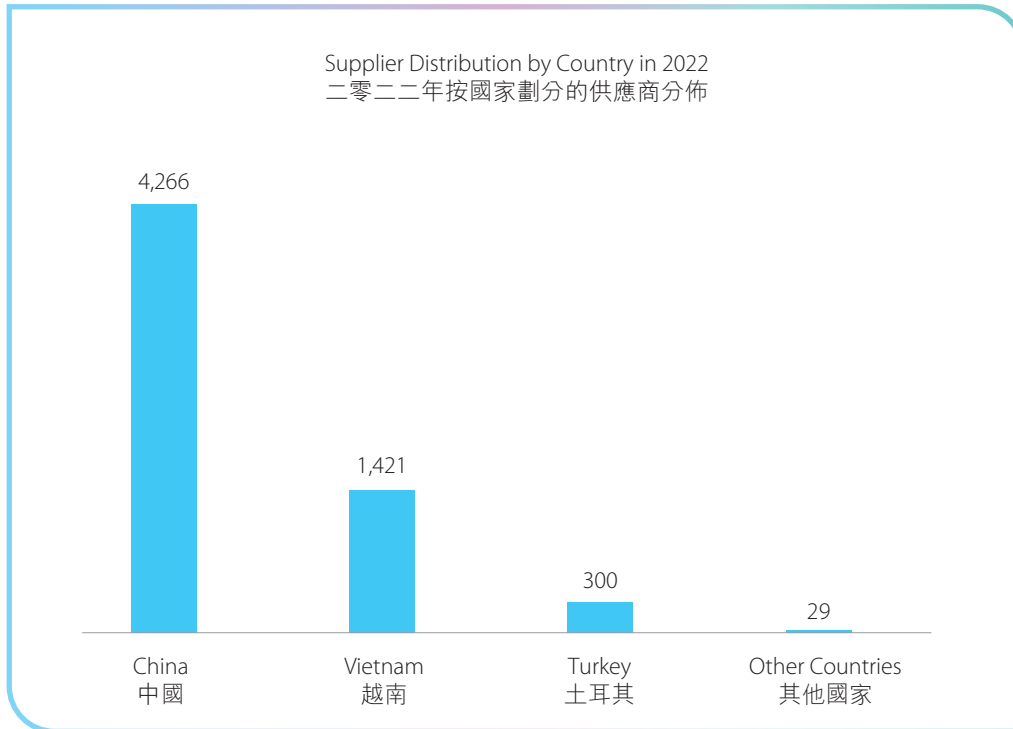
4.4. Strengthen Industry Cooperation (Continued)

As of 31 December 2022, the number of suppliers of the Group by country is as follows:

4. 攜手並進 互利共贏(續)

4.4. 增強產業合作(續)

截至二零二二年十二月三十一日，本集團按國家劃分的供應商數目如下：



5. COHESION AND UNITY, SAFETY AS PRIORITY

The Group believes that employees are one of the core competencies of an enterprise. Adhering to the operation concept of people-oriented development, paying attention to the protection of employee rights, and caring for the well-being of employees are important prerequisites for the sustainable development of the Company. We strived to provide a safe, healthy, comfortable and harmonious working environment and atmosphere for our employees, safeguarding their legitimate rights and interests, caring for their health and safety, and focusing on their sustainable development.

5.1. People-orientation in Practice

The Group strictly complies with relevant local laws, regulations and policies, including but not limited to "Labour Law of the People's Republic of China" and "Labour Contract Law of the People's Republic of China", and regulates employee management in accordance with internal rules and regulations such as "Code of Conduct for Employees of Texhong Group", "Recruitment Management Policy", "Employee Induction and Loss of Office Management Requirement", etc. For these rules and regulations that are closely related to the interests of employees, the Group provides training to employees in various forms to ensure that they are aware of their legal rights and familiar with the channels for reporting irregularities.

The Group signs written labour contracts with all employees and shall not dismiss employees at will. Texhong International Group has established an annual leave system in accordance with the law, complied with the requirements of national laws and regulations on working hours, and arranged overtime work on a voluntary basis with overtime payment as required by local laws and regulations.

The Group has established management systems such as "Employee Promotion Management Requirement" and "Performance Management Measure" to provide guidance on the management of staff remuneration and promotion mechanisms. The Group has established a comprehensive performance incentive policy covering all types of employees: For management personnel, monthly and year-end comprehensive performance appraisals are mainly adopted. For business personnel, monthly performance appraisal is mainly adopted. For factory workers, monthly piece wages and year-end performance incentives are mainly used.

5. 凝心聚力 安全至上

本集團相信，員工是企業的核心競爭力之一，堅持以人為本的發展經營理念、重視對員工權益的維護、關愛員工的生活幸福是保障公司可持續發展的重要前提。我們致力於為員工提供安全、健康、舒適、和諧的工作環境與氛圍，保障員工的合法權益，關心員工的健康安全，關注員工的可持續發展。

5.1. 踐行以人為本

本集團嚴格執行當地有關法律、法規和政策，包括但不限於《中華人民共和國勞動法》和《中華人民共和國勞動合同法》等，依據《天虹集團員工行為準則》《招聘管理制度》《員工入離職管理規定》等內部規章制度，規範員工管理。對於這些與員工利益密切相關的規章制度，本集團通過多種形式對員工進行培訓，確保員工了解自己的合法權益並熟知違規事項的舉報渠道。

本集團與所有員工簽訂書面勞動合同，不得隨意解聘員工。天虹國際集團依法建立年休假制度，遵守各國家法律、法規中要求的工作時間，在員工自願的情況下安排加班並按照當地法律法規要求支付加班費。

本集團制定了《員工晉升管理規定》和《績效管理辦法》等管理制度，為員工薪酬管理與晉升機制提供指導。本集團設置了全面的績效激勵政策，覆蓋所有類型員工：管理人員主要採用月度及年終綜合績效考評，業務人員主要採用月度提成績效考評，工廠工人主要採用月度計件工資和年終績效獎勵。

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.1. People-orientation in Practice (Continued)

• **Labour Standards**

The Group strictly complies with, the relevant laws and regulations regarding prevention of child and forced labour, including but not limited to the “Provisions on the Prohibition of Using Child Labour”, “Law of the People’s Republic of China on the Protection of Minors” and “Special Protection of Juvenile Employees Regulations”. The Group has published “Principles on Prohibition of Forced Labour” on its official website with explicit opposition to forced labour, which is the fundamental policy of Texhong International Group, and any department or personnel shall not violate this policy. Employees have the right to refuse and report to superior authorities for work arrangements that violate safety regulations and personal safety violations. The Group prohibits the recruitment of child labour. All job applicants are required to pass the age verification to ensure that their identity documents are true and meet the legal working age. Once it appears that the Human Resource Department does not audit the relevant issue strictly, the responsible person from Human Resource Department will be given a severe warning. The “Code of Conduct for Suppliers” of the Group forbids the use of child and involuntary labour by suppliers and labour remuneration must meet at least the minimum wage, as well as respecting the right of employees to assemble, organize and bargain collectively, and no one shall be subject to any form of discrimination, harassment or abuse in employment.

• **Opportunity in Diversity and Equality**

Texhong International Group advocates equality and diversity by formulating the “Anti-Discrimination Policy” so that employees are not discriminated against based on their gender, age, race, skin colour, nationality, religious belief, disability, personal personality, etc. The “Employee Manual” of the Group also indicates zero tolerance for harassment and discrimination and all employees of the Group have the right to be treated with respect. For employees with disabilities, the Group and its subsidiaries respond to the nation’s advocacy of safeguarding employments with disabilities positively by providing them with equal employment opportunities and remuneration, so that they can realise their potential in different positions; For employees of different nationalities, races and religious beliefs, other than ensuring their right to enjoy equal access to employment, the Group also respects their customs and religious beliefs.

5. 凝心聚力 安全至上(續)

5.1. 踐行以人為本(續)

• **勞工準則**

本集團嚴格遵守相關法律法規以防止僱傭童工和強制勞動，包括但不限於《禁止使用童工規定》、《中華人民共和國未成年人保護法》和《未成年工特殊保護規定》。本集團在官網發佈《禁止使用強迫勞動的原則》，明確反對強迫勞動是天虹國際集團的基本政策，任何部門，任何人員不得違反該政策，對於上級違反安全規程的工作安排和侵犯人身安全的行為，員工有權拒絕並可越級上報。本集團禁止招聘童工，所有求職者均須通過年齡身份審核，確保身份證件真實，且符合法定用工年齡。凡出現人力資源部審核不嚴者，人力資源部經辦者處嚴重警告處分。集團《供應商行為準則》禁止供應商使用童工、非自願勞動，勞工薪酬須至少滿足最低薪酬，尊重員工集結、組織、集體談判的權力，在就業方面任何人不應受到任何形式的歧視、騷擾與虐待。

• **多元平等機會**

天虹國際集團主張平等與多元化，制定了《反歧視政策》。使員工不因性別、年齡、種族、膚色、國籍、宗教信仰、殘疾、個人性格等原因受到歧視。集團《員工手冊》也表明了對於騷擾與歧視的零容忍，本集團的所有僱員均有權力被尊重、被公平對待。對於殘疾員工，本集團及各子公司積極響應國家保障殘疾人就業的倡導，提供平等的就業機會和待遇，讓他們在不同的崗位上發揮自己的潛能；對於不同國籍、種族和宗教信仰的員工，除保證其享受平等就業的權力外，還尊重他們的風俗習慣和宗教信仰。

5. COHESION AND UNITY, SAFETY AS PRIORITY
(Continued)

5.1. People-orientation in Practice (Continued)

• **Opportunity in Diversity and Equality**
(Continued)

As at 31 December 2022, the proportion of female management of each subsidiary within the scope of this ESG report was:

Category 類別	Proportion of Female Management 女性管理人員佔比
Senior management 高層管理人員	25.00%
Middle management 中層管理人員	43.73%
Junior management 基層管理人員	53.16%
Total number of management 管理人員總數	50.35%

• **Caring of Employees**

The Group attaches great importance to humanized management and continues to enhance employees' sense of belonging and loyalty to the Company. Coffee klatches are held monthly between general managers, and seminars among workshop heads, chief operators and chief mechanists as well as after-hours meetings among employees are held regularly to help employees maintain a positive work attitude and enhance work enthusiasm.

In order to retain talents, the Group conducts satisfaction surveys with our employees through offline or online questionnaires every year, and conducts surveys on the working environment, salary and benefits, dormitory environment and canteen foods, and makes timely improvements based on the satisfaction survey results.

5. 凝心聚力 安全至上(續)

5.1. 踐行以人為本(續)

• 多元平等機會(續)

截至二零二二年十二月三十一日，本ESG報告範圍內各附屬公司的女性管理人員佔比：

• **關愛員工**

本集團注重人性化管理，持續增進員工對公司的歸屬感及忠誠度。本集團每月召開總經理茶話會，定期組織召開車間班組、值班長和機工組長座談會、員工班後會，幫助員工樹立良好的工作心態，提升工作熱情。

為留住人才，我們每年通過線下與線上問卷的方式進行員工滿意度調查，對工作環境、薪資待遇、宿舍環境、食堂伙食進行調查，根據滿意度調查結果及時進行改善。

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.1. People-orientation in Practice (Continued)

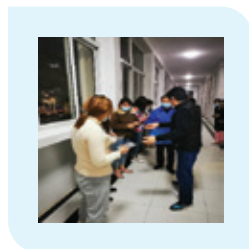
• Caring of Employees (Continued)

The Group is well-equipped with activity facilities in the workspace and living space, including leisure room, television room, basketball court and badminton court. In 2022, the Group and its subsidiaries held a variety of employee activities to create a positive atmosphere.



Texhong Yinfeng 2022 spring festival staff dinner
天虹銀豐二零二二年新春員工聚餐

The Group endeavours to support employees in need and offers relief and condolence to employees in difficulty and their family members. For example, Jiangsu Texhong issued student grants for children and a bailout amounting to a total of RMB180,000 to employees in difficulties; Changzhou Texhong arranged passenger transport companies to sell long-distance coach tickets for staff with door-to-door service to solve the problem of employee's difficulty in purchasing tickets, Galaxy Technology Limited ("Galaxy Technology") sent Chinese New Year gifts, Women's Day gifts and Mid-Autumn Festival gifts to employees, and provided VND300,000 grant in cash for every employee in difficulties.



Jiangsu Texhong grants gratuity to staff in difficulty and their families
江蘇天虹對困難員工及家庭發放慰問金

5. 凝心聚力 安全至上(續)

5.1. 踐行以人為本(續)

• 關愛員工(續)

本集團在工作區和生活區配備良好活動設施，包括員工娛樂活動室、電視房、籃球場、羽毛球場等。二零二二年，本集團及各子公司舉辦多種多樣的員工活動，營造積極向上的氛圍。



Shandong Texhong staff book festival activity
山東天虹員工讀書節活動

本集團重視困難員工的幫扶，為各困難員工及其家屬送去溫暖和慰問，如江蘇天虹對困難員工發放子女助學金及救助金共18萬元人民幣；常州天虹為解決員工購票困難的問題安排客運公司上門為員工售賣長途汽車票，銀河科技有限公司(「銀河科技」)為員工發放春節禮物、婦女節禮物、中秋節禮物，並為每名困難員工提供30萬越南盾現金補助等。



Changzhou Texhong arranges passenger transport companies to sell tickets on-site
常州天虹安排客運公司上門售票

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.1. People-orientation in Practice (Continued)

- **Caring of Employees (Continued)**

The Group has established a smooth and democratic communication mechanism and set up a Texhong employee relations committee, which receives opinions and suggestions from employees through complaint mailboxes and complaint emails, in order to facilitate communication with staff, identify problems, and actively respond to employee demands to promote a harmonious working environment. Management personnel at all levels stay close to the entry level to understand employees' opinions and suggestions on the Company's production and life and management through daily observation and reflection, employee discussions, regular employee communication days, questionnaires and other channels, and to solve their problems.

Subsidiaries have also adopted various methods to communicate with employees on an ongoing basis. For example, in 2022, Galaxy Technology organized a tea party for employees to talk to branch employees and improve communication. Nantong Texhong has set up a backup committee to conduct ad hoc visits on canteens and dormitories, etc. that involve employees' lives continuously in 2022 in order to handle opinions and feedback from employees, and to urge the management and contractors to improve their services.

In 2022, the Group did not violate any laws and regulations in respect of labour standards and basic human rights.

5. 凝心聚力 安全至上(續)

5.1. 踐行以人為本(續)

- **關愛員工(續)**

本集團搭建暢通的民主溝通機制，設立天虹員工關係委員會，通過投訴信箱和投訴郵箱接收員工的相關意見與建議，以促進與員工的溝通，發現問題，並積極回應員工訴求，促進公司和諧發展。各級管理人員深入基層，通過日常觀察與反思、員工座談、定期員工溝通日、問卷調查等途徑了解員工對公司生產生活及管理上的意見與建議，並解決問題。

各子公司也採用多種方式與員工進行持續溝通，如二零二二年銀河科技舉辦員工茶話會，與分廠員工的交談，增進溝通交流；南通天虹成立後勤委員會，二零二二年持續對涉及員工生活的食堂、宿舍等進行不定期抽查暗訪，對於員工提出的意見和反饋進行協調處理，促使管理人員和承包方改進服務。

二零二二年，本集團未發生違反勞工準則、侵犯基本人權方面的違法違規案件。

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.1. People-orientation in Practice (Continued)

• Caring of Employees (Continued)

As of 31 December 2022, the total number of employees of the subsidiaries within the scope of the ESG Report was:

Gender 按性別	Male 男	11,489	Employee category 按僱傭類型	Full-time 全職	23,472
	Female 女	11,983		Part-time 兼職	0
Age 按年齡	< 30	7,594	Geography 按地域	Domestic 國內	13,514
	30-50	13,897		Overseas 國外	9,958
	> 50	1,981			

In 2022, the employee turnover rate of each subsidiary within the scope of the ESG Report is as follows:

Age 按年齡	< 30	8.06%	Gender 按性別	Male 男	7.09%
	30-50	5.11%		Female 女	4.37%
	> 50	3.94%	Geography 按地域	Domestic 國內	5.13%
		Overseas 國外		2.97%	

1. The employee turnover rate of different categories is represented by the annual mean of the monthly employee turnover rate of each category. The monthly employee turnover rate by category = Monthly employee turnover rate by category / Monthly number of employees leaving by category / Monthly total number of employees by category

5. 凝心聚力 安全至上(續)

5.1. 踐行以人為本(續)

• 關愛員工(續)

截至二零二二年十二月三十一日，本ESG報告範圍內各附屬公司的員工總數為：

二零二二年，本ESG報告範圍內各附屬公司的員工流失率情況如下：

1. 各類別的員工流失率為每月各類別的員工流失率的年度均值。各類別的每月員工流失率=每月各類別離職的員工人數/每月各類別僱員總數

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.2. Assisting Employees' Development

Group Talent System

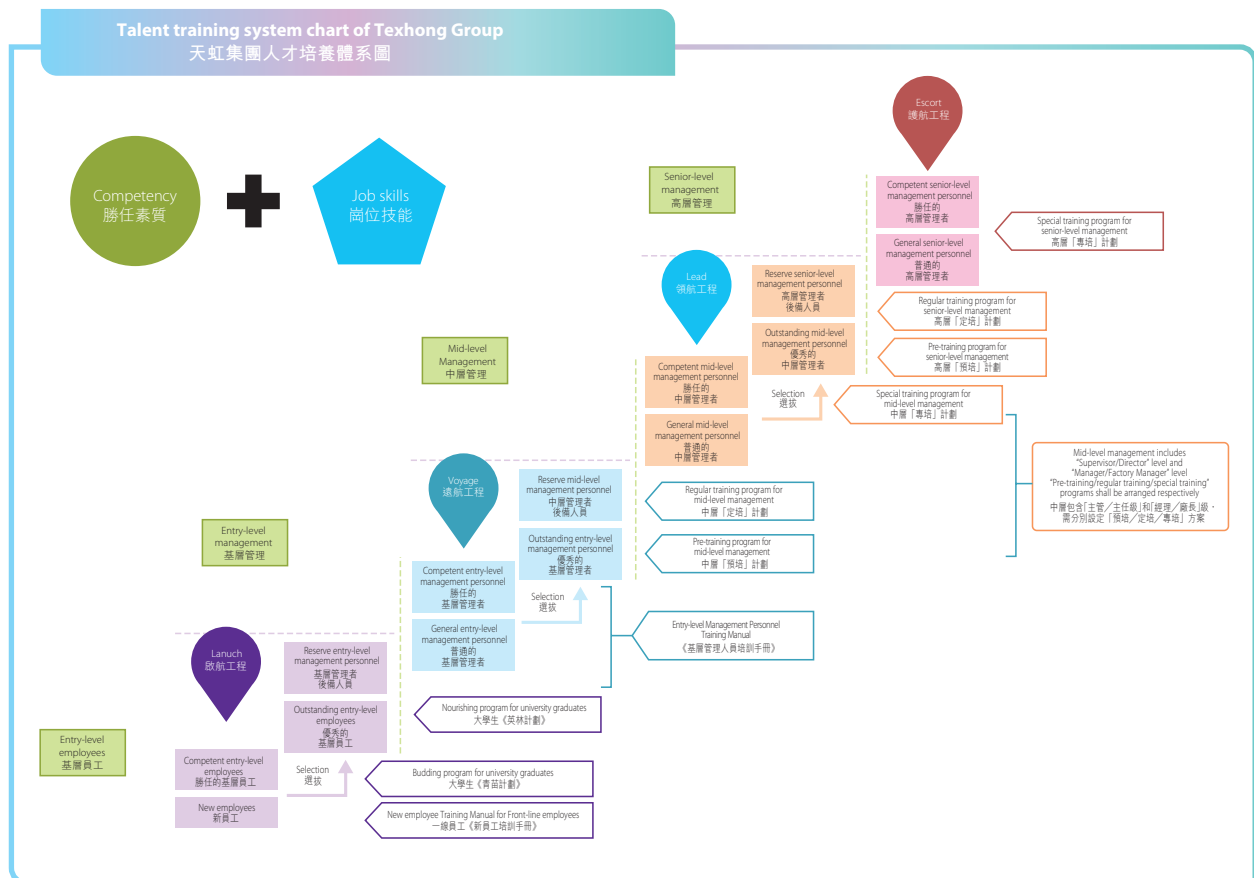
The Group has established a comprehensive talent training system, including professional leadership training covering all management personnel and skill training covering all types of employees. We continued to improve Texhong Education College structure for training, learning course, technician, mechanist/engineer skill assessment, mid-to-entry level training and senior leadership. Since 2022, sustainability training has been included in the annual training plan as a regular training item of the Group's annual training programme. At the same time, we formulate training plans for each subsidiary every year, arrange employee training according to the training plans every month, and record the number of training courses, training time, number of trainees and other information.

5. 凝心聚力 安全至上(續)

5.2. 助力員工發展

集團人才體系

本集團已建立完善的人才培養體系，包含覆蓋所有管理人員的專業領導力培訓以及覆蓋所有類型員工的技能培訓。我們持續完善天虹教育學院培訓體系、課程體系及技工技師/工程師技能等級評定體系、中基層訓練營體系以及高層領導力體系。二零二二年起，可持續發展培訓作為集團年度培訓的常態化培訓項目，納入年度培訓計劃中。同時，我們每年會針對各子公司制定培訓計劃，每個月會根據培訓計劃安排員工培訓，並對培訓課程數量、培訓時間、培訓完成人次等信息進行記錄。



Talent training system of Texhong Group
天虹集團人才培養體系方案

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.2. Assisting Employees' Development (Continued)

- **Group Talent System (Continued)**
The Group has also formulated incentive policies to encourage employees to obtain professional certificates or complete corresponding professional courses:
 - Salaries that are in line with the market rates are provided based on the academic background of the employees;
 - For employees who have obtained the certificate of electrician, certain amount of allowance is awarded;
 - A technician assessment scheme has been formulated for staff who operate equipment and annual appraisal will be conducted, qualified technicians will receive corresponding allowances.



Yinlong Technology Limited ("Yinlong Technology"): Reinforcement training class for mid-level management personnel
銀龍科技有限公司(「銀龍科技」):
中層管理人員強化培訓班

5. 凝心聚力 安全至上(續)

5.2. 助力員工發展(續)

- **集團人才體系(續)**
本集團亦制定激勵政策鼓勵員工獲得專業證書或完成相應的專業課程：
 - 根據員工學歷背景，提供符合市場水平的工資；
 - 針對拿到電工證的員工，獎勵一定的津貼；
 - 針對設備人員制定了技工技師評定方案，並對相關人員進行年度評定，評定合格的技工技師將獲得相應津貼。



Shandong Texhong: Drawing and roving equipment mechanic examination

山東天虹：併粗設備技工考試

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.2. Assisting Employees' Development (Continued)

• Sustainability Training:

To raise the awareness of sustainability among our staff, the Group has designated November 2022 as the training month of "Sustainability" to conduct a series of special training on sustainability for staff at different levels of the Group. Content of training includes sustainability strategic goal of the Group, organization and structure, performance appraisal, green operation, sustainable supply chain, product responsibility, integrity operation, employee management and community public welfare, etc.



Anti-corruption specialized training
反賄賂專項培訓

• Yarn Subsidiary Reserve Talent Development:

An adequate reserve team of talents is an important safeguard for the sustainable operation of an enterprise; establishing a professional and high-quality reserve team of talents is a more long-term, stable and reliable solution to improve the quality of human resources in the enterprise, enhance the competitiveness of the organization and break the bottleneck of talents in the enterprise.

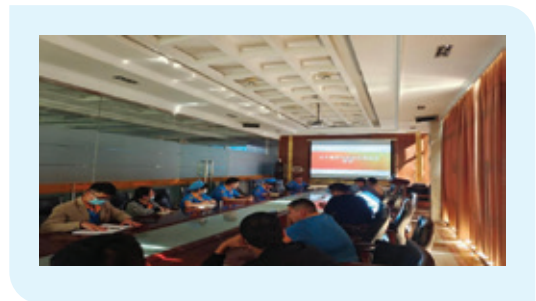
As an important part of the Group's "Talent Development System", the Group announced the "Reserved Talent Development and Ladder Building" project on 1 October 2022, applying the "4D Logic Model for Talent Development and Nurturing" and having a trial run in the yarn subsidiaries of the Group.

5. 凝心聚力 安全至上(續)

5.2. 助力員工發展(續)

• 可持續發展培訓：

為提升員工的可持續發展意識，本集團將二零二二年十一月定為「可持續發展」培訓月，針對集團不同層級員工開展一系列的「可持續發展」專項培訓。培訓內容包括集團可持續發展的戰略目標、組織架構、績效考核、綠色運營、可持續供應鏈、產品責任、誠信經營、僱員管理和社區公益等。



Sustainability training
可持續發展培訓

• 紗線子公司後備人才培養：

充裕的後備人才隊伍是企業永續經營的重要保障；建立一支專業過強、素質過硬的後備人才隊伍是提高企業人力資源質量，提升組織競爭力，打破企業人才瓶頸的更加長遠、穩定、可靠的解決方案。

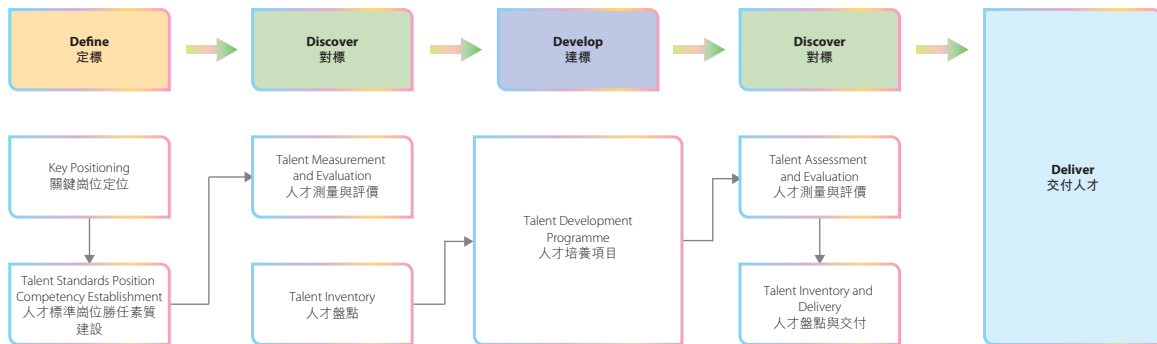
作為集團「人才培養體系」的重要組成部分，本集團於二零二二年十月一日發佈《後備人才培養與梯隊建設》項目，應用「人才發展和培養4D邏輯模型」並在本集團紗線子公司試運行。

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.2. Assisting Employees' Development (Continued)

- **Yarn Subsidiary Reserve Talent Development:**
(Continued)



After identifying key positions, establishing and assessing key position talent standards and competency model, talent inventory training, development and assessment and other steps, the process of talent delivery will be complete. The talent development programme is divided into 4 months of intensive training and 6 months of double mentorship and coaching, and employees who complete the training and pass the assessment are given benefits promotions and salary incentives accordingly. We also gradually enrich the talent team in the training and selection process to fill the talent gap and fault.

In 2022, the first phase of training was carried out mainly in 6 companies including Jiangsu Texhong, Texhong Yinlian, Texhong Yinfeng and Shandong Texhong for a trial promotion, through which a total of 236 reserve talents have entered the ladder development.

5. 凝心聚力 安全至上(續)

5.2. 助力員工發展(續)

- 紗線子公司後備人才培養：
(續)

經過關鍵崗位識別、關鍵崗位人才標準和勝任素質模型建立與測評、人才盤點培養與測評等步驟完成人才交付。人才培養項目分為4個月的集中培訓與6個月的雙導師幫帶輔導，對於完成培訓並且考核合格的員工給予相應的待遇提升與薪酬獎勵，我們也在培訓與選拔中逐漸豐富人才隊伍，填補人才缺口與斷層。

二零二二年進行了第一期的培訓，主要在江蘇天虹、天虹銀聯、天虹銀豐、山東天虹等6家公司試行推進，共有236名後備人才進入梯隊培養。

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.2. Assisting Employees' Development (Continued)

• **Yarn Subsidiary Reserve Talent Development:**
(Continued)

In 2022, the total training hours of employees of the Group were 948,281 hours. The average training hours of employees and percentage of employees trained by employee category are as follows:

Training for employees 員工受訓情況		Average training hours 平均受訓時數	Percentage of employees trained 受訓百分比
Employee category 按僱員類別	Senior/Mid-level management personnel 高層／中層管理人員	23.60	2.95%
	Entry level/office clerk 基層／部室文員	37.77	8.51%
	Front-line employees and others 一線員工及其他	41.28	88.54%
Gender 按性別	Male 男性	42.84	49.65%
	Female 女性	38.00	50.35%

5. 凝心聚力 安全至上(續)

5.2. 助力員工發展(續)

• 紗線子公司後備人才培養：
(續)

二零二二年，本集團員工總受訓時數為948,281小時，按僱員類別劃分的員工平均受訓時數和受訓百分比如下：

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.3. Protecting Health and Safety

In addition to strictly complying with the relevant local laws and regulations regarding employee health and safety, such as the “Work Safety Law of the People’s Republic of China”, “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases”, “Measures for the Supervision and Administration of Occupational Health Surveillance”, and “Design Standards for Occupational Safety and Health for Businesses in the Textile Industry”, the Group has introduced a series of internal rules and systems to safeguard workplace safety and prevent occupational diseases, strengthens the protection of female employees and devotes its efforts to achieving the balance between work and life of its employees. In 2022, the Group issued an “Occupational Health and Safety Policy”, committing to improve the occupational health and safety management system continuously and setting out a series of action plans. As of the end of 2022, four subsidiaries of the Group have obtained the Safety Production Standardization level 3 Certification, and five subsidiaries have obtained the ISO45001 occupational health and safety management system certification.

- **Safety Production**

The Group attaches great importance to safety production, establishes a safety management system and implements a top-to-bottom safety management accountability system: the marketing and production department of the Group is responsible for the management and supervision of the production process and sites; each branch factory conducts inspections according to the regulations, identifies problems and coordinate and solve them in a timely manner; operators of each process operate in accordance with the operating procedures, and regularly conducts self-inspection and mutual inspection.

5. 凝心聚力 安全至上(續)

5.3. 守護健康安全

本集團嚴格遵守當地與員工健康與安全相關的法律法規，如《中華人民共和國安全生產法》《中華人民共和國職業病防治法》《職業健康監護管理辦法》和《紡織工業企業職業安全衛生設計規範》等，通過一系列的內部規章制度來規範公司的安全生產與職業病防護工作，加強女性員工保護，致力於員工工作與生活的平衡。二零二二年本集團發佈《職業健康安全政策》，承諾持續改進職業健康安全管理體系，並制定一系列行動計劃。截至二零二二年底，本集團共有四家子公司通過三級安全生產標準化認證，有五家子公司通過ISO45001職業健康安全管理體系認證。

- **安全生產**

本集團高度關注安全生產，建立安全管理體系，執行自上而下安全管理責任制：本集團營銷生產部負責生產過程和現場管理與監督；各分廠按規定進行巡檢，發現問題，及時協調解決；各工序操作人員按照操作規程操作，並經常進行自檢和互檢。

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.3. Protecting Health and Safety (Continued)

• Safety Production (Continued)

The Group implemented the safety production accountability system for all subsidiaries, the safety responsibilities of management personnel at all levels and other responsibilities in accordance with the "Safety Production Management System" and other regulations, and clarified the level of safety accidents and the corresponding penalties; upheld the principle of "four prohibitions" on incomplete cause investigation, incomplete disciplinary action for responsible staff members, incomplete rectification measures and incomplete training for relevant staff members to improve staff safety education and implement rectifying measures; and continued to promote 6S management and logistics support of the Group and its subsidiaries.

In 2022, the Group and its subsidiaries constantly updated and improved the safety management mechanisms and systems:

Shandong Texhong: In January 2022, based on the actual situation of the company, Shandong Texhong revised the "Safety Operating Procedures" of the company by adding the "Safety Operating Procedures for Bale Plucker" and "Safety Operating Procedures for Automatic Packaging Winders"; in August of the same year, the "Safety Production Responsibility List for All Employees" was revised.

Renze Textile: In 2022, the "Notice on the Establishment of the Company's Safety Production Management Committee" was issued; the "Regulations on the Management of Part-time Safety Officers" were updated; and disaster prevention plans such as the "Disaster and Flood Prevention Emergency Plan", the "Safety Production Accident Plan", the "Fire Fighting and Emergency Evacuation Plan", etc, were revised.

5. 凝心聚力 安全至上(續)

5.3. 守護健康安全(續)

• 安全生產(續)

本集團通過《安全生產管理制度》等制度規定，落實所有子公司的安全生產責任制、各級管理人員的安全等職責，明確安全事故等級及相應處罰；執行落實「四不放過」原則，即事故原因未查清不放過、責任人員未處理不放過、整改措施未落實不放過和有關人員未受到教育不放過，做好人員安全教育及落實整改措施；並持續推進集團及各子公司的6S管理及後勤保障工作。

二零二二年，本集團及各子公司持續更新、完善安全管理體系和制度：

山東天虹：二零二二年一月依據公司實際情況山東天虹對公司《安全操作規程》進行修訂，增加了《抓棉機安全操作規程》、《絡筒自動包裝機安全操作規程》；同年八月對《全員安全生產責任清單》進行修訂。

仁澤紡織：二零二二年發佈《關於公司成立安全生產管理委員會通知》；更新了《兼職安全員的管理規定》；修訂了《防災防汛應急預案》《安全生產事故預案》《消防滅火和應急疏散預案》等防災預案。

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.3. Protecting Health and Safety (Continued)

- **Safety Production (Continued)**

Texhong Yinlian: In accordance with the “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases”, the “Measures for the Administration of Occupational Health Surveillance” and the “Design Standards for Occupational Safety and Health of Textile Industry Enterprises” and other relevant laws and regulations, a total of 118 safety management systems were compiled and improved during the year.

In addition, the Group and its subsidiaries have strengthened safety training and provided employees with training and learning courses related to workplace safety, including safety regulations, management systems, hazard identification skills and three-level safety education for new employees. Industrial accident cases of the Group and comparable companies are used for learning and discussion, with reflection on accidents in the form of accident analysis meetings to learn from past mistakes and prevent repeated violations.

5. 凝心聚力 安全至上(續)

5.3. 守護健康安全(續)

- **安全生產(續)**

天虹銀聯：按照《中華人民共和國職業病防治法》、《職業健康監護管理辦法》和《紡織工業企業職業安全衛生設計規範》等相關法律法規文件，於年內共計整理完善了118項安全生產管理制度。

此外，本集團及各子公司強化安全培訓，為員工提供與工作場所安全有關的培訓及學習課程，內容包含安全規程、管理制度、危險源辨識技能以及新員工三級安全教育等方面；將自身及可比較公司發生的工業事故案件用於學習及討論，以事故分析會的形式進行事故反省，以吸取教訓，杜絕重複違章現象。

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.3. Protecting Health and Safety (Continued)

• Safety Production (Continued)

In 2022, all subsidiaries of the Group actively carried out fire drills, flood prevention drills, safety production training and other activities to popularize the knowledge of laws and regulations, strengthen the ability of self-prevention and self-rescue and ensure the Company's production safety.



Shandong Texhong Fire Drill 2022
山東天虹2022年消防演練



Changzhou Texhong CPR training 2022
常州天虹2022年心肺復甦培訓

In 2022, the number of working days lost due to work injury in the Group was 6,941 days; from 2020 to 2022, the number of work-related fatalities in the Group was zero.

5. 凝心聚力 安全至上(續)

5.3. 守護健康安全(續)

• 安全生產(續)

二零二二年，集團各子公司積極開展消防演習、防汛演練和安全生產培訓等活動，普及法律法規知識，加強自防自救的能力，保障公司生產安全。



Texhong Yinlian Fire Drill 2022
天虹銀聯2022年消防演練



Renze Textile Safety knowledge training 2022
仁澤紡織2022年安全知識培訓

二零二二年，本集團因工傷損失工作日數為6,941天；二零二零年至二零二二年，本集團無因工亡故人數。

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.3. Protecting Health and Safety (Continued)

• Occupational Health

The Group has established the occupational health and safety production committee, with the general manager as the head, the deputy general manager for production as the deputy head, and the factory managers and department managers of each branch as members. The Group conscientiously implemented systems such as the "Occupational Health and Safety Management System" and the "Distribution and Management of Labour Protection Equipment System", and continued to improve the existing mechanisms.

In 2022, the Group and its subsidiaries took various measures to prevent occupational diseases, including:

- Offer health and safety education to employees, provide induction safety training and arrange safety retraining for experienced employees;
- Establish and maintain occupational health records and regularly arrange pre-employment and on-the-job health examinations for occupational diseases to prevent occupational diseases effectively;
- Engage third parties to conduct assessments on occupational hazards at workplaces and noise and dust tests and issue reports, and post notices and warning signs at workplaces where the occupational hazards exist to raise the employees' self-protection awareness;
- Distribute personal protective supplies such as earplugs and masks on a timely basis and provide staff training on the correct use of the supplies.

5. 凝心聚力 安全至上(續)

5.3. 守護健康安全(續)

• 職業健康

本集團成立了職業健康安全生產委員會，由總經理擔任組長，生產副總任擔任副組長，各分廠廠長、部門經理為成員。本集團認真執行《職業衛生安全管理制度》《勞動保護用品發放管理制度》等制度，並持續完善現有體系。

二零二二年，本集團及各子公司採取各種措施預防職業病，包括：

- 對員工進行健康安全教肓，實行入職前安全培訓和老員工安全再培訓；
- 建立和維護職業健康檔案，定期開展員工崗前、在崗職業病體檢等職業健康體檢，有效預防職業病的發生；
- 邀請第三方機構對作業場所進行職業危害評價和粉塵、噪聲檢測並出具報告，在車間有職業危害的地方進行告知和警示，提高員工自我防護意識；
- 按時分發耳塞、口罩等勞保用品，並對如何正確佩戴進行員工培訓。

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.3. Protecting Health and Safety (Continued)

- Occupational Health (Continued)



Jiangsu Texhong Occupational health examination 2022

江蘇天虹2022年職業健康體檢

- Rights of Female Employees

Female employees are widely distributed in different positions and hierarchies in Texhong International Group. The Group strictly complies with national and local laws and regulations, such as the “Law of the People’s Republic of China on the Protection of Women’s Rights and Interests”, “Regulations on Labour Protection of Female Employees” and the “Regulations on Healthcare of Female Employees”. The Group protects the equal employment rights of female employees and is committed to equal pay for equal work between men and women. We also focus on the problems encountered by female employees at work and in life, prohibit all sexual harassment in the workplace, and shall not reduce the wages of female employees or dismiss them for reasons such as marriage, pregnancy, maternity leave or breastfeeding. In addition, the Group and its subsidiaries actively arranged various activities to enhance the sense of belonging of female employees, for example: putting in place a “Three-phase” regulation and regular physical examination system for female employees, as well as organizing legal advocacy and tea party on Women’s Day, to care for the physical and mental health of female employees.

5. 凝心聚力 安全至上(續)

5.3. 守護健康安全(續)

- 職業健康(續)



Yinlong Technology: Occupational health examination 2022

銀龍科技：2022年職業健康體檢

- 女性職工權益

天虹國際集團女性員工廣泛分佈在不同崗位與層級上。本集團嚴格遵守國家及地方法律法規，包括《中華人民共和國婦女權益保障法》《女職工勞動保護規定》和《女職工保健工作規定》等。本集團保障女性員工的平等就業權力，承諾男女同工同酬。我們也關注女職工在工作和生活上遇到的問題，禁止一切工作場所的性騷擾，不得因結婚、懷孕、產假、哺乳等原因，降低女職工的工資或辭退女職工。此外，本集團及各子公司積極安排各項提升女性員工歸屬感的活動，例如：落實女工「三期」規定及定期體檢制度，在婦女節時組織普法宣獎及茶話會活動，關愛女職工身心健康。

5. COHESION AND UNITY, SAFETY AS PRIORITY

(Continued)

5.3. Protecting Health and Safety (Continued)

- Rights of Female Employees (Continued)



Shandong Texhong organizing female protection legal advocacy activities on Women's Day
山東天虹組織婦女節·女性保護法律宣講活動

5. 凝心聚力 安全至上(續)

5.3. 守護健康安全(續)

- 女性職工權益(續)



Yinlong Technology red packets for each female employee on Women's day in Vietnam
銀龍科技在越南婦女節時為每位女性員工發放紅包

- Epidemic Prevention and Control

The Group and its subsidiaries strictly complied with the epidemic prevention policy at the locations of the Company. During the epidemic, the Group and its subsidiaries organized team meetings for training on the prevention and control of the epidemic, organized PCR testing teams to sample for employees, offered cash rewards to advanced groups and individuals who selflessly contributed during the epidemic, provided sufficient food for employees in quarantine, offered condolences to non-local employees who could not return home, and carried out vaccination booster shots within the company promptly, the COVID-19 vaccination rate has reached 100%.

- 疫情防護

本集團各子公司嚴格遵守公司所在地防疫政策。疫情期間，本集團各子公司組織開展班組會議進行疫情防治知識培訓，組織核酸檢測小組為員工採樣，對疫情期間無私奉獻的先進集體與個人進行現金獎勵，為進行隔離的員工提供充足的食物，對不能返鄉的外地員工開展慰問，並及時開展了公司內的疫苗加強針接種工作，新冠疫苗接種率已經達到100%。



Yinlong Technology: Organized staff to receive vaccine booster shots
銀龍科技：組織員工接種疫苗加強針



Shandong Texhong: Organized PCR sampling teams to collect PCR samples for employees
山東天虹：組織核酸採樣小組為員工採集核酸

6. COMPLIANCE, TRANSPARENCY AND RESPONSIBLE OPERATION

To maintain a fair, ethical and highly efficient operation environment, irrespective of our operation region or country, the Group strictly complies with laws and regulations relating to anti-corruption and bribery. We have zero tolerance for corruption and do not allow any bribery, fraud, extortion, abuse, misappropriation of the Company's assets or acts at the expense of the Company's interests for personal gain.

The Group strictly abides by the "Company Law of the People's Republic of China", the "Bidding Law of the People's Republic of China" and other laws and regulations, and has issued a series of anti-corruption systems, including "Regulations on Anti-Bribery and Anti-Corruption", "Reward Measures for Integrity and Self-discipline", "Protection and Reward System for Whistle-blowers" and a set of ethical standards, including "Code of Conduct for Employees" and "Code of Conduct for Suppliers", which set out the principles applicable to all employees, contractors and suppliers of the Group to regulate our daily compliance operations.

6.1. Compliance Governance System

Business ethics management is a vital component of the compliance system of Texhong International Group. The Group integrates compliance supervision into our daily management, and has established and disclosed clear governance system and structure, contents of supervision works and corresponding responsibilities.

The Board of the Group is the highest governing body for business ethics management, and the Audit Committee is responsible for monitoring the compliance of rules, standards and policies that guide the Company's conduct.

6. 合規透明 責任運營

為維持公平、道德及高效的經營環境，不論本集團在何地區或國家經營業務，均嚴格遵守有關反貪污及賄賂的法律及法規。我們對腐敗行為零容忍，不允許任何賄賂、舞弊、勒索、濫用、挪用公司資產或犧牲公司利益以換取個人利益的行為。

本集團嚴格遵守《中華人民共和國公司法》、《中華人民共和國招標投標法》等法律法規，發佈了一系列反腐敗制度，包括《反賄賂及反腐敗管理條例》、《廉潔自律獎勵辦法》、《舉報人保護和獎勵制度》，以及一套道德準則，包括《員工行為準則》、《供應商行為準則》，列出了適用於本集團所有員工、承包商、供應商的原則，以規範我們的日常合規運營。

6.1. 合規管治體系

商業道德管理是天虹國際集團合規體系的重要組成部分。本集團將合規監管融入日常管理，設立並披露了明確的管治體系架構、監管工作內容及相應責任。

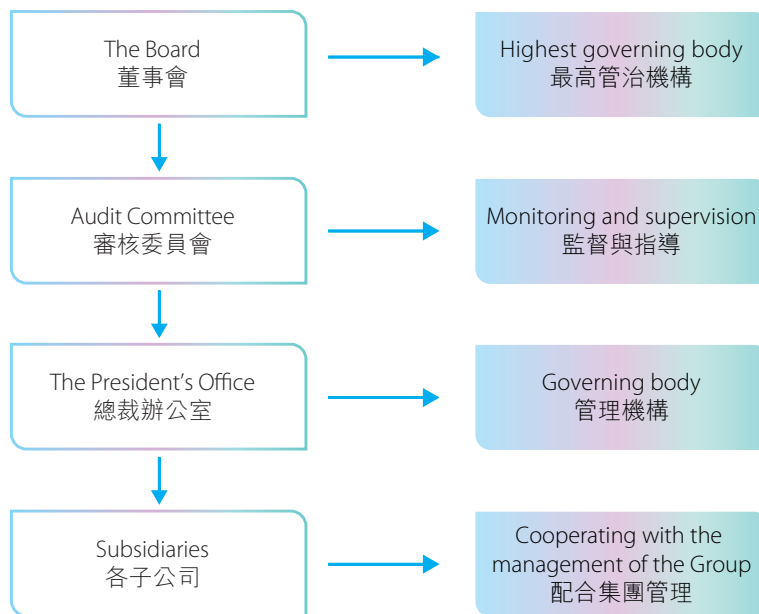
本集團董事會為商業道德管理最高管治機構，審核委員會負責監督對指導公司的行為規則、標準和政策的遵守情況。

6. COMPLIANCE, TRANSPARENCY AND RESPONSIBLE OPERATION (Continued)

6. 合規透明 責任運營(續)

6.1. Compliance Governance System (Continued)

6.1. 合規管治體系(續)



The President's Office of the Group is the responsible management body for anti-corruption of the Group and is responsible for:

集團總裁辦公室為集團反腐敗的歸口管理機構，負責：

- Sorting out the work processes of the Group in various fields, identifying corruption points, and formulating specific measures to prevent all kinds of corruption acts;
- Investigating all suspected corruption acts and report the investigation results to the Board in a timely manner;
- Submitting the parties concerned to the judicial authority for handling according to law for corruption acts that violates the law; and
- Urging all departments and subsidiaries to conduct self-inspection on corruption and carrying out anti-corruption and anti-bribery prevention training.
- 梳理集團公司各領域工作流程、找出腐敗點，擬訂具體措施預防各種腐敗行為；
- 負責調查一切涉嫌腐敗行為，並將調查結果及時向董事會匯報；
- 對於觸犯法律的腐敗行為，將當事人提交司法機關依法處理；
- 負責督促各部門、各子公司進行腐敗自查，並開展反腐、防腐培訓工作。

6. COMPLIANCE, TRANSPARENCY AND RESPONSIBLE OPERATION (Continued)

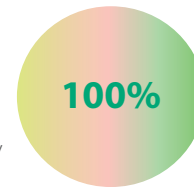
6.1. Compliance Governance System (Continued)

Each subsidiary is responsible for formulating specific measures based on the actual situation to prevent all kinds of corruption acts, and is responsible for investigating or unconditionally cooperating with the President's Office of the Group to investigate and deal with internal corruption acts within the Company.

The Group requires the suppliers, customers and other partners to abide by the integrity and honesty and participate in the supervision system of the Group's integrity operation. We take the "Anti-Commercial Bribery Agreement" as an essential appendix for the contract to come into effect, and require all cooperative suppliers to sign the agreement. Since 2019, we have conducted a joint special inspection on the signing of the "Anti-Commercial Bribery Agreement". If the contract does not meet the requirements, the relevant department will be held accountable.

In 2022, the Group established and achieved the annual goal of honest operation:

- Employees in management positions and key positions signed the "Employee Integrity Commitment"
管理崗位及關鍵崗位員工簽訂《員工廉潔從業承諾書》
- All employees completed the "Integrity Texhong" learning activity
全體員工完成「廉潔天虹」主題學習活動
- All suppliers sign the "Texhong International Group Anti-Commercial Bribery Agreement"
所有供應商簽訂《天虹國際集團反商業賄賂協議書》



The internal audit department of the Group cooperates with the President's Office of the Group to conduct routine business ethics audit on all companies every three years. The audit is carried out in the form of special audit, mainly on the business departments at the group level together with all relevant departments, or independent audit on subsidiaries.

6. 合規透明 責任運營(續)

6.1. 合規管治體系(續)

各子公司負責根據實際情況擬訂具體措施預防各種腐敗行為，負責調查或無條件配合集團總裁辦公室調查並處理公司內部腐敗行為。

本集團要求供應商、客戶及其他合作夥伴廉潔守正，參與到誠信經營的監督體系中。我們將《反商業賄賂協議書》作為合同生效的必備附件，要求所有合作供應商簽訂，並自二零一九年起針對《反商業賄賂協議書》的簽訂進行聯合專項檢查，發現不符合要求的合同，將追究相關部門的責任。

二零二二年，本集團設立並完成了年度誠信經營目標：

本集團內審部配合集團總裁辦每三年對所有公司開展例行商業道德審核。審計以專項審計形式開展，主審集團層面業務部門連帶所有相關部門，或獨立審計子公司。

6. COMPLIANCE, TRANSPARENCY AND RESPONSIBLE OPERATION (Continued)

6.2. Uphold Anti-corruption and Probity

The Group provides regular education and training for our directors and staff to enhance their awareness on ethical conducts and corruption issues. Our “Reward System for Whistle-blowers” encourages staff and business partners to express their opinions on acts in violation of the “Regulations on Anti-Bribery and Anti-Corruption”. Whistleblowing could be made through various channels in anonymous manner or under real name, and hence protection and corresponding rewards could be made.

The Group has published an internal anti-corruption system on its official website and reporting channels such as whistle-blowing hotline, email address, letter address, online message on its official website and appointment for visits to encourage internal and external personnel to report corruption. Once the problem is verified, the Group will immediately conduct an investigation and give cash rewards to individual reporting or cooperative units, and at the same time, malicious reporting and accusation are prohibited.

By telephone:
(landline) +86-21-20680206\20680285

By email:
jubao1@texhong.com;
jubao2@texhong.com

By post:
the President’s Office, 23rd Floor, Tower C, The SOHO Bund, 88 East Zhongshan No.2 Road, Huangpu District, 200001 Shanghai, the People’s Republic of China

By official website of the Texhong International Group:
http://www.texhong.com/home/onlinemsg_show.htm

Via visit by appointment

Other forms that the whistleblower deems appropriate

6. 合規透明 責任運營(續)

6.2. 堅決反腐倡廉

本集團定期為董事及員工提供反貪污教育及培訓，以提高他們對道德操守及貪污議題的關注。我們的《舉報人保護和獎勵制度》鼓勵員工及業務合作夥伴就違反《反賄賂及反腐敗管理條例》行為提出意見。可通過我們的各個舉報渠道以匿名或實名的方式進行舉報，從而收到保護及相應獎勵。

本集團在官網公佈內部反腐制度以及舉報電話、電子郵箱、信函地址、官網在線留言和預約來訪等舉報途徑，鼓勵內外部人員舉報腐敗問題。問題一經核實，本集團立即開展調查，並對個人舉報或合作單位給予現金獎勵，同時禁止惡意舉報和誣告陷害。

電話舉報：
座機 +86-21-20680206\20680285

電子郵件舉報：
jubao1@texhong.com;
jubao2@texhong.com

信函舉報：
中華人民共和國上海市黃浦區中山東二路88號外灘SOHO C棟23樓郵編200001,總裁辦公室

天虹國際集團有限公司官網：
http://www.texhong.com/home/onlinemsg_show.htm

預約來訪舉報

舉報人認為合適的其他形式

6. COMPLIANCE, TRANSPARENCY AND RESPONSIBLE OPERATION (Continued)

6.2. Uphold Anti-corruption and Probity (Continued)

The Group protects whistleblowers through a sound ethical management structure and strict protective measures. The President's Office is the only dedicated department authorized by the Audit Committee to conduct investigation on corruption acts, and reports directly to the Chairman of the Board of Directors, the President or the Audit Committee to ensure the independence and objectivity of acceptance and investigation of reports. The President's Office gives priority to the confidentiality of whistleblowers, and has a strict control system and process for the acceptance and investigation of reports. The personal information of the whistleblowers and all reported information provided by the whistleblowers are kept strictly confidential.

In particular, the Group has set up a "Special Protection List" for real-name reporting units or individuals, which is managed by a special person from the President's Office to ensure strict confidentiality; suppliers, customers and other partners who voluntarily report corruption information will be given multiple protection, and the latter will be granted exemption rights, business development protection rights and additional rewards, etc.

In 2022, no concluded legal case regarding corrupt practices was brought against the Group or its employees.

6.3. Ethics Standards Training

The Group formulates a business ethics training plan every year, covering all types of employees including full-time and part-time employees. We provide employees with trainings on ethical standards and anti-corruption through emails, signing relevant agreements on professional ethics and training on rules and systems.

In 2022, the Group conducted ethics standards training for the management and employees of our subsidiaries in the year business center. We have emphasized integrity operation before our employees, and introduced systems such as integrity operation goal, organization and structure, audit plan, employee code of conduct and supplier code of conduct.

6. 合規透明 責任運營(續)

6.2. 堅決反腐倡廉(續)

本集團通過完善的道德管理架構和嚴格的保護措施來落實對舉報人的保護。總裁辦公室是本集團審計委員會唯一被授權從事腐敗行為調查的專職部門，直接向董事局主席、總裁或審核委員會匯報，保障舉報受理和調查工作的獨立性和客觀性。總裁辦公室將舉報人的保密工作放在首位，對於舉報受理和調查有嚴格的管控制度和流程，對舉報人的個人信息及舉報人提供的所有舉報資料均嚴格保密。

特別針對實名舉報的單位或個人，本集團專門設置秘密的「特別保護名單」，由總裁辦公室專人管理，切實做到嚴格保密；對於主動舉報腐敗信息的供應商、客戶及其他合作夥伴提供多重保障，後者將被給予豁免權和業務發展保障權及額外獎勵等。

二零二二年，本集團未發生對本集團員工提出並已審結的貪污訴訟案件。

6.3. 道德標準培訓

本集團每年制定商業道德培訓計劃，覆蓋全職、兼職等所有類型員工。我們通過郵件宣導、簽署職業道德相關協議、規章制度培訓，對員工進行道德標準培訓與反貪污培訓。

二零二二年，本集團針對集團紗線業務中心各子公司的管理層及員工進行道德標準培訓，向員工強調誠信經營，介紹了誠信經營目標、組織架構、審計計劃、員工行為準則、供應商行為準則等體系制度。

7. SUSTAINED CONTRIBUTION TO THE SOCIETY

During the process of operation and production, the Group takes into consideration of community issues such as local education and environment. The Group maintains appropriate level of community involvement, supports community campaigns, and encourages our employees to participate in activities and community services for balance between work and life. Pursuant to the "Charity and Public Welfare Management System of Texhong International Group", the Group actively organizes and participates in various charitable activities, and is enthusiastic about social public undertakings. We do our best to give back to the society and earnestly fulfill our corporate social responsibilities, and strive to become a company that wins social respect.

7.1 Supporting Epidemic Areas

In 2022, the Group actively donated money and materials to fight against the COVID-19 pandemic together with the people in the affected areas:

- In May 2022, Jiangsu Texhong donated RMB3 million for epidemic prevention in Suining;
- In September 2022, Shandong Texhong expressed condolences to epidemic prevention personnel in Hi-Tech Industry Development Zone and epidemic prevention personnel of public transport unit in Jining during the epidemic, and donated living supplies such as textile and food of over RMB5,000.



Certificate of Texhong Intelligence Textile on Epidemic Prevention Donation

天虹智能紡織為疫情防控捐款證書

7. 助力社區 點滴傳遞

本集團在運營生產過程中，將當地教育、環境等社區優先事項列入考慮範圍。本集團維持適當水平的社區參與度，支持社區活動，並鼓勵僱員參與有助達致工作與生活平衡的活動及社區服務。根據《天虹國際集團慈善與公益管理制度》，本集團積極組織、參與各種慈善活動，熱心社會公共事業，儘自己所能回饋社會，切實履行企業社會責任，努力成為一家贏得社會尊重的企業。

7.1 馳援疫區

二零二二年本集團積極捐款捐物，與疫區人民同舟共濟，共同抗擊新冠疫情：

- 二零二二年五月，江蘇天虹為睢寧疫情防控捐款300萬元人民幣；
- 二零二二年九月，山東天虹在濟寧疫情期間慰問高新區疫情防控人員、班車路線交通組防疫人員捐贈紡織品、食品等生活物資價值5,000餘元人民幣。



Shandong Texhong donated materials to epidemic prevention staff in Hi-Tech Industry Development Zone in Jining

山東天虹為濟寧高新區疫情防控人員捐贈物資

7. SUSTAINED CONTRIBUTION TO THE SOCIETY

(Continued)

7.2 Poverty Alleviation and Education Assistance

- Renze Textile sponsored VND 10 million for impoverished households in Longshou Community in January 2022, VND 10 million to the Chinese Language Speech Competition at Luohong University in May 2022, VND 28 million to the graduation fund for students major in Chinese Language at Luohong University in October 2022, and VND 60 million to the Tianhong Scholarship at Ho Chi Minh City Normal University in December 2022. In the end of the year, we sponsored VND 10 million again to impoverished households in Longshou Community;
- From May to July 2022, Renze Textile provided opportunities for exchange and internship bases for 18 students of the Chinese language department from the Hue University College of Foreign Languages and 9 students majoring in textile from Second Industry University of Ho Chi Minh City;
- On 5 August 2022, Shandong Texhong donated living supplies such as textile in 2022 "Fulfill Children's Dream and Light Up New Hope (圓夢微心願，點亮新希望)", a children care campaign organized by, among others, the Labor Union, Women Committee and the Party Committee, in Hi-Tech Industry Development Zone, to help children in poverty fulfil their dream and express care to them;
- In September 2022, Jiangsu Texhong donated RMB30,000 to Suining Secondary School as education fund.

7. 助力社區 點滴傳遞(續)

7.2 扶貧助學

- 仁澤紡織於二零二二年一月為隆壽社貧困戶家庭贊助一千萬越南盾，於二零二二年五月為雒鴻大學中國語言演講比賽活動提供贊助金一千萬越南盾，於二零二二年十月為雒紅大學中國語言專業提供畢業基金兩千八百萬越南盾，二零二二年十二月為胡志明市師範大學天虹獎學金捐款六千萬越南盾，並為隆壽社貧困戶家庭繼續贊助一千萬越南盾；
- 二零二二年五到七月份仁澤紡織為順化外國語大學18名中文系、胡志明市第二工業大學9名紡織專業的大學生提供參觀交流、實習基地；
- 二零二二年八月五日，山東天虹在高新區總工會、婦工委、團委等組織的二零二二年度「圓夢微心願，點亮新希望」兒童關愛活動中捐贈紡織品等生活用品，為貧困兒童圓夢獻愛心；
- 二零二二年九月江蘇天虹為睢寧中學捐款人民幣3萬元，用於教育基金。



Renze Textile provided bases for visit, exchange and internship for university students
仁澤紡織為大學生提供參觀交流、實習基地



Jiangsu Texhong donated education fund to Suining Secondary School
江蘇天虹為睢寧中學捐助教育基金

APPENDIX: INDEX FOR ESG REPORTING GUIDE

附錄：ESG報告指引索引表

Aspect 層面	Description 描述	Title of sections 章節名稱
A1	Emissions 排放物	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例的資料。	Low Carbon Operation and Green Development — Response to Climate Change — Strict Emission Management 低碳運營 綠色發展 — 應對氣候變化 — 嚴格排放管理
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Low Carbon Operation and Green Development — Strict Emission Management 低碳運營 綠色發展 — 嚴格排放管理
A1.2	Direct (Scope 1) and energy direct (Scope 2) greenhouse gas emissions and intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量及密度。	Low Carbon Operation and Green Development — Response to Climate Change 低碳運營 綠色發展 — 應對氣候變化
A1.3	Total hazardous waste produced and intensity 所產生有害廢棄物總量及密度。	
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	
A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟	Low Carbon Operation and Green Development — Strict Emission Management 低碳運營 綠色發展 — 嚴格排放管理
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	

Aspect 層面	Description 描述	Title of sections 章節名稱
A2	Use of Resources 資源使用	
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Low Carbon Operation and Green Development — Cherishing and Saving Resources 低碳運營 綠色發展 — 珍惜節約資源
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及/或間接能源總耗量及密度。	
A2.2	Water consumption in total and intensity. 總耗水量及密度。	
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Low Carbon Operation and Green Development — Cherishing and Saving Resources
A2.4	Description of whether there is any issue in sourcing water that is t for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	低碳運營 綠色發展 — 珍惜節約資源
A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	
A3	The Environment and Natural Resources 環境及天然資源	
General Disclosure 一般披露	Policies on minimizing the issuer's significant impacts on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策。	Low Carbon Operation and Green Development — Response to Climate Change 低碳運營 綠色發展 — 應對氣候變化
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Low Carbon Operation and Green Development — Response to Climate Change 低碳運營 綠色發展 — 應對氣候變化

Aspect 層面	Description 描述	Title of sections 章節名稱
A4	Climate Change 氣候變化	
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策	Low Carbon Operation and Green Development — Response to Climate Change 低碳運營 綠色發展 — 應對氣候變化
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Low Carbon Operation and Green Development — Response to Climate Change 低碳運營 綠色發展 — 應對氣候變化
B1	Employment 僱傭	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例的資料。	Cohesion and Unity, Safety as Priority — People-orientation in Practice 凝心聚力 安全至上 — 踐行以人為本
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Cohesion and Unity, Safety as Priority — People-orientation in Practice
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	凝心聚力 安全至上 — 踐行以人為本

Aspect 層面	Description 描述	Title of sections 章節名稱
B2	Health and Safety 健康與安全	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例的資料。	Cohesion and Unity, Safety as Priority — Protecting Health and Safety 凝心聚力 安全至上 — 守護健康安全
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Cohesion and Unity, Safety as Priority
B2.2	Lost days due to work injury. 因工傷損失工作日數。	— Protecting Health and Safety
B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	凝心聚力 安全至上 — 守護健康安全
B3	Development and Training 發展及培訓	
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Cohesion and Unity, Safety as Priority — Assisting Employees' Development 凝心聚力 安全至上 — 助力員工發展
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱傭類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	Cohesion and Unity, Safety as Priority — Assisting Employees' Development
B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	凝心聚力 安全至上 — 助力員工發展

Aspect 層面	Description 描述	Title of sections 章節名稱
B4	Labour Standards 勞工準則	
General Disclosure 一般披露	(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. 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。	Cohesion and Unity, Safety as Priority — People-orientation in Practice 凝心聚力 安全至上 — 踐行以人為本
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Cohesion and Unity, Safety as Priority — People-orientation in Practice
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	凝心聚力 安全至上 — 踐行以人為本
B5	Supply Chain Management 供應鏈管理	
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Join Hands to Advance and Attain Mutual Benefits — Establishment of Mutually Beneficial Procurement 攜手並進 互利共贏 — 建立共贏採購
B5.1	Number of suppliers by geographical regions. 按地區劃分的供應商數目。	Join Hands to Advance and Attain Mutual Benefits — Strengthen Industry Cooperation 攜手並進 互利共贏 — 增強產業合作
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目以及相關執行及監察方法。	Join Hands to Advance and Attain Mutual Benefits — Strict Control on Materials Supply 攜手並進 互利共贏 — 嚴控物料供應
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法	Join Hands to Advance and Attain Mutual Benefits — Priority on Environmental-friendly Materials 攜手並進 互利共贏 — 環保原料優先

Aspect 層面	Description 描述	Title of sections 章節名稱
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Join Hands to Advance and Attain Mutual Benefits — Strengthen Industry Cooperation 攜手並進 互利共贏 — 增強產業合作
B6	Product Responsibility 產品責任	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例的資料。	Innovation Takes Precedence, Creation of Excellence — Safeguarding Quality Control in Research and Development — Enhancing Customer's Experience 創新為先 締造卓越 — 保障品控研發 — 優化客戶體驗
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Innovation Takes Precedence, Creation of Excellence — Safeguarding Quality Control in Research and Development 創新為先 締造卓越 — 保障品控研發
B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Innovation Takes Precedence, Creation of Excellence — Enhancing Customer's Experience 創新為先 締造卓越 — 優化客戶體驗
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Innovation Takes Precedence, Creation of Excellence — Safeguarding Quality Control in Research and Development
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	創新為先 締造卓越 — 保障品控研發
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	Innovation Takes Precedence, Creation of Excellence — Enhancing Customer's Experience 創新為先 締造卓越 — 優化客戶體驗

Aspect 層面	Description 描述	Title of sections 章節名稱
B7	Anti-corruption 反貪污	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (A) 政策；及 (B) 遵守對發行人有重大影響的相關法律及規例的資料。	Compliance, Transparency and Responsible Operation 合規透明 責任運營
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Compliance, Transparency and Responsible Operation — Uphold Anti-corruption and Probity
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	合規透明 責任運營 — 堅決反腐倡廉
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓	Compliance, Transparency and Responsible Operation — Ethics Standards Training 合規透明 責任運營 — 道德標準培訓
B8	Community Investment 社區投資	
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Sustained Contribution to the Society 助力社區 點滴傳遞
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Sustained Contribution to the Society 助力社區 點滴傳遞
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Sustained Contribution to the Society 助力社區 點滴傳遞

