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Trio Industrial Electronics Group Limited

致豐工業電子集團有限公司

(Incorporated in Hong Kong with limited liability) (於香港註冊成立的有限公司)

Stock Code 股份代號 : 1710

2022

Sustainability Report

可持續發展報告

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ABOUT THIS SUSTAINABILITY REPORT

關於本可持續發展報告

1. ABOUT THIS SUSTAINABILITY REPORT

Trio Industrial Electronics Group Limited (the “**Company**” or “**Trio**”), and its subsidiaries (collectively, the “**Group**”, “**we**” or “**our**”) is pleased to publish its Sustainability Report (the “**Report**”) for the year ended 31 December 2022. This Report outlines the Group’s commitment, approach and achievements in four key areas: the environment, the employees, the value chain and the community.

This Report has been reviewed and approved by the Group’s board (the “**Board**”) of directors (the “**Directors**”), including the material topics, ESG performances and the ESG targets set.

Reporting Approach

Reporting Period

This Report provides an overview of the Group’s Environmental, Social and Governance (“**ESG**”) performance during the reporting period of 1 January 2022 to 31 December 2022.

Reporting Scope

The scope of this Report includes all areas of the Group’s business operations that have ESG significance to the Group and its stakeholders.

This Report therefore covers the Group’s overall ESG performance for the Nansha Plant and the Rayong Plant. The Nansha Plant and the Rayong Plant both had significant production during the reporting period. The Group’s headquarters in Hong Kong, the production plant and office in Ireland are excluded from the scope since they have no significant environmental and social impacts generated during the reporting period.

The Group conducted an extensive stakeholder engagement and materiality assessment exercise to define the material topics for inclusion in this Report. The outcome is detailed in the Materiality Assessment.

1. 關於本可持續發展報告

致豐工業電子集團有限公司(「公司」或「致豐」)及其子公司(統稱「集團」、「我們」或「我們的」)發佈2022年度的可持續發展報告(「報告」)，報告期截至2022年12月31日止。本報告概述了集團在環境、僱員、價值鏈及社區四大重要領域的承擔、方針及成就。

本報告已經本集團董事會(「董事會」)董事(「董事」)審批，包括重要主題、ESG表現及設定的ESG目標。

報告取向

報告期

本報告概述集團在2022年1月1日至2022年12月31日的報告期間在環境、社會及管治(「**ESG**」)方面的績效。

報告範圍

本報告涵蓋了各個對集團及其持份者具重要環境、社會及管治意義的業務營運領域。

報告闡述了集團南沙工廠及羅勇工廠的整體ESG績效。報告期內，南沙工廠和羅勇工廠均有大量生產。集團之香港總部及設於愛爾蘭的辦事處於報告期內均沒有對環境及社會產生重大的影響，故不納入本報告範圍內。

本集團廣泛諮詢了持份者的意見並進行重要性評估活動，以釐定本報告要涵蓋的重要主題。其結果在「重要性評估」部份詳細論述。

ABOUT THIS SUSTAINABILITY REPORT 關於本可持續發展報告

Reporting Standards

This Report is prepared in accordance with the Global Reporting Initiative (“GRI”) Standards issued by Global Sustainability Standards Board (“GSSB”), as well as the requirements stipulated in the ESG Reporting Guide, set out in Appendix 27 of the Rules Governing the Listing of Securities (the “Listing Rules”) on the Stock Exchange of Hong Kong Limited (the “Stock Exchange”), for the reporting period stated above. Climate-related disclosures are aligned with the Task Force on Climate-Related Financial Disclosures (“TCFD”) framework.

To further align with international sustainability principles, the Report also makes reference to five principles of the United Nations Global Compact (“UNGC”) and the United Nations Sustainable Development Goals (“SDGs”).

Reporting Principles

The contents covered in this ESG Report are in compliance with the four reporting principles of materiality, quantitiveness, balance and consistency required in Appendix 27 to the Listing Rules and their referred documentations as set out by the Stock Exchange. Combining the application of the eight reporting principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability set out by the GRI Standards, the Group ensures quality and proper presentation of the reported information. The reporting principles applied are consolidated as follows:

報告標準

本報告乃根據全球可持續發展標準委員會（「GSSB」）發佈的全球報告倡議（「GRI」）標準，以及香港聯合交易所有限公司（「聯交所」）之證券上市規則（「上市規則」）附錄二十七《環境、社會及管治報告指引》的要求而編寫，涵蓋上述報告期。氣候相關披露與氣候相關財務披露工作小組（「TCFD」）的框架保持一致。

為進一步符合國際可持續性原則，報告還參考了聯合國全球契約（「UNGC」）的五項原則，以及聯合國可持續發展目標（「SDGs」）。

報告原則

本ESG報告所涵蓋的內容符合聯交所規定的上市規則附錄二十七及其相關文件所要求的四大報告原則：重要性、量化、平衡性和一致性。同時運用GRI標準的八項報告原則：準確性、平衡性、清晰性、可比性、完整性、可持續性角度、時效性和可驗證性，以確保報告信息的質量，並以適當的方式呈列。所應用的報告原則綜合如下：

ABOUT THIS SUSTAINABILITY REPORT

關於本可持續發展報告

Accuracy and Quantitativeness

Qualitative information in the ESG Report has been reported in consistent with the available evidence. Quantitative key performance indicators (“KPI”)s have been established, and are measurable and applicable to make valid comparisons under appropriate conditions; information on the standards, methodologies, assumptions, and/or calculation tools used, and sources of conversion factors used, have been disclosed when applicable.

準確性與定量化

ESG報告中的定性信息根據現有的證據進行報告。制定量化的關鍵績效指標（「KPI」），可用作衡量，亦可在適當條件下進行有效比較；有關所用標準、方法、假設和／或計算工具以及所用換算因子來源的資料，已在適用的情況下披露。

Balance

The Group’s performance during the reporting period has been presented in an impartial manner, avoiding choices, omissions or presentation formats that may unduly influence readers’ decisions or judgements. Performance data is reported in a way that allows information users to see negative and positive year-on-year trends in impacts.

平衡性

本集團在報告期內的表現以公正的方式呈列，避免因選擇、省略或呈列格式而可能不當影響讀者的決定或判斷。績效數據的報告方式讓信息用戶能看到年度趨勢的正面及負面影響。

Clarity

Information presented in the ESG Report is accessible and understandable, and reported in a concise way without omitting necessary details. A content index has been prepared for easy navigation of information.

清晰性

ESG報告的信息以易於獲取和理解的方式呈列，報告精簡扼要，沒有省略必要的細節。編制了內容索引，方便瀏覽資訊。

Consistency and Comparability

Consistent statistical methodologies and presentation of KPIs have been used to allow meaningful comparisons of related data over time.

一致性與可比性

使用一致的統計方法和KPI呈列方式，讓用戶在一段時間後可就相關數據進行有意義的比較。

ABOUT THIS SUSTAINABILITY REPORT 關於本可持續發展報告

Completeness

Activities, events and impacts for the reporting period have been presented without omitting information that is necessary for understanding the Group's impacts.

完整性

呈列報告期內的活動、事件和影響，並沒省略有助了解集團影響的必要信息。

Materiality

Materiality assessments have been carried out to identify material environmental and social issues that have major impacts on investors and other stakeholders, the significant stakeholders, procedures, and results of the engagement of which are presented in the sections "Stakeholder Engagement" and "Materiality Assessment" in the ESG Report.

重要性

已進行重要性評估，以確定對投資者及其他持份者有重大影響的重大環境和社會問題。在ESG報告中「持份者參與」及「重要性評估」部份呈列重要持份者、程序和諮詢結果。

Sustainability Context

Information about the Group's impacts has been reported in relation to sustainable development goals and conditions.

可持續發展角度

從可持續發展目標和條件的角度，報告集團的影響。

Timeliness

Consistency has been maintained for the lengths of reported information. Time period covered by the ESG Report has been indicated clearly.

時效性

所報告信息的時間長度保持一致性。ESG報告清楚標明涵蓋的時間段。

Verifiability

Decision-making processes underlying the ESG Report has been documented to allow examination of the key decisions and processes. Internal controls have been set up and documentation has been organised to facilitate verification processes.

可驗證性

記錄了編製ESG報告的決策過程，以便檢視重要的決策與過程。已建立內部監控措施，並整理了文檔記錄，以便進行各項驗證程序。

ABOUT THIS SUSTAINABILITY REPORT

關於本可持續發展報告

Information and Feedback

For more information about the Group's businesses, please refer to the Group's official website <https://www.trio-ieg.com>.

The Group welcomes feedback on its Report and other sustainability-related matters. Please give your suggestions or share your views with us at ad_hjbin@triopy.com.

About Trio Industrial Electronics Group Limited

Founded in 1983, Trio Industrial Electronics Group Limited and its subsidiaries is an industrial electronics manufacturing services (“**EMS**”) provider specialising in the manufacturing and sales of customised industrial electronic components and products mainly sold to customers located over 20 countries and regions around the world.

As an original equipment manufacturer (“**OEM**”) of industrial electronic components and products, the Group provides its customers with a comprehensive scope of services, from procurement of raw materials, manufacturing to product delivery. The Group also provides technical advice and engineering solutions to its customers during product design and development stage. OEM products of the Group are manufactured according to the specifications provided by its customers and are either incorporated into their products or sold as stand-alone products under their own brands.

資料及反饋

有關集團的業務詳情，請瀏覽集團官方網站 <https://www.trio-ieg.com>。

集團歡迎各界就其報告和其他與可持續發展相關的事宜提供意見。請以電郵提出建議或分享你的想法，電郵地址：ad_hjbin@triopy.com。

關於致豐工業電子集團有限公司

致豐工業電子集團有限公司及其子公司於1983年創立，乃專門製造和銷售定制工業電子零件及產品的電子製造服務（「**電子製造服務**」）供應商，客戶遍及全球20多個國家和地區。

作為工業電子零件和產品的原始設備製造商（「**OEM**」），集團為客戶提供從原材料採購、製造到產品交付的全方位服務。在產品設計及開發階段，亦為客戶提供技術諮詢和工程解決方案。集團的OEM產品乃按照客戶提供的規格而製造，作為客戶產品的組件，或作為客戶名下品牌之產品獨立發售。

ABOUT THIS SUSTAINABILITY REPORT 關於本可持續發展報告

Performance Review and Highlights 績效回顧及概要



Economic Performance 經濟績效

- Revenue: HK\$978 million 收入：9.78億港元
- Profit attributable to shareholders: HK\$45.4 million 股東應佔盈利：4,540萬港元



Environment 環境

- Certified to ISO 14001 Environmental Management System 通過ISO 14001環境管理體系認證



Community 社區

- Received the Caring Company Award 獲「商界展關懷」獎
- Created 283 local job opportunities in Nansha District, Guangzhou 為廣州市南沙區創造了283個當地就業機會



People 人

- Total number of employees in Nansha and Rayong Plants: 1,577 persons 南沙及羅勇工廠僱員總數：1,577人
- Total training hours: 13,943 hours 總受訓時數：13,943小時
- Average training hours per employee: 8.84 hours 僱員平均受訓時數：8.84小時
- Total occupational health and safety training hours: 5,232 hours 總職業健康與安全培訓小時：5,232小時
- Awarded “Guangzhou Harmonious Labour Relationship Enterprise A Level” 榮獲「廣州市和諧勞動關係企業A級」
- Certified to ISO 45001 Occupational Health and Safety Management System 通過ISO 45001職業健康與安全管理體系認證



Value Chain 價值鏈

- Achieved an average customer satisfaction score of 83 from customers 客戶滿意度平均評分：83分
- Certified to ISO 9001 Quality Management System 通過ISO 9001質量管理體系認證
- Certified to ISO 27001 Information Security Management System 通過ISO 27001信息安全管理體系認證
- Certified to Industry 4.0 “1i Maturity Level Recognition” 通過工業4.0「1i成熟度識別」認證
- Certified as an Advanced Certified Enterprise of the Authorized Economic Operator (“AEO”) 獲授權經濟運營商（「AEO」）的高級認證企業認證

ABOUT THIS SUSTAINABILITY REPORT

關於本可持續發展報告

Message from the Chairman

In 2022, the global economy and business environment are still under the impact of the coronavirus disease 2019 (“COVID-19”) and Russia-Ukraine war. The shortage of materials and the disruption of global supply chains continued to bring challenges to the Group and prompted us to continue to strengthen our focus on contingency and sustainability in these unprecedented times. Our setup of plant in Thailand has also extended the reach of our sustainability planning.

In this report, I want to focus on our Group’s strategy and accomplishments in four important ESG areas for the reporting period: the environment, people, value chain, and social participation.

Environmental protection has always been a high priority for our Group, and we strive to minimise any negative effects on the environment by continuously improving the environmental performance of our activities. We took specific steps to reduce waste and exhaust emissions during the reporting period and improve energy management in our operations and production. We also focused on managing water resources and concerns related to climate change.

We firmly believe that our employees are the driving force behind our company, therefore we work relentlessly to create an inclusive workplace where they have the opportunities and resources they need to thrive as a high-performing team. Through a variety of training and learning programmes, we have continued to grow our workforce. The health and safety of our employees is another area in which our Group has given significant consideration. In the midst of the COVID-19 epidemic, our Group quickly responded to the prevention and control of the virus in our offices and manufacturing facilities by putting together an emergency reaction team.

主席致辭

2022年，全球經濟和商業環境仍受到2019年新冠疫情（「COVID-19」）和俄烏戰爭的影響。材料短缺和全球供應鏈中斷繼續為集團帶來挑戰，並促使我們在這個前所未有的時代繼續加強對應急和可持續性的關注。我們在泰國設立的工廠也擴大了我們可持續發展規劃的範圍。

在這份報告中，我想重點介紹我們集團在報告期內四個重要ESG領域的戰略和成就：環境、人、價值鍊和社會參與。

環境保護一直是我們集團的重中之重，我們通過不斷提高我們活動的環境績效，努力將對環境的任何負面影響降到最低。報告期內，我們採取具體措施減少廢棄物和廢氣排放，並改進運營和生產中的能源管理。我們還專注於管理水資源和與氣候變化相關的問題。

我們堅信我們的員工是我們公司的驅動力，因此我們不懈努力創造一個包容性的工作場所，提供作為一個高績效團隊茁壯成長所需的機會和資源。通過各種培訓和學習計劃，我們不斷壯大我們的員工隊伍。員工的健康和安全是本集團重點考慮的另一個領域。在COVID-19流行病期間，我們集團通過組建應急反應小組迅速應對了我們辦公室和製造設施中的病毒預防和控制。

ABOUT THIS SUSTAINABILITY REPORT 關於本可持續發展報告

During the reporting period, our Group continued to pursue operational and manufacturing excellence within our production value chain through the adoption of advanced technologies and processes and responsible supply chain management. We have set high standards for product quality and reliability and continued to deliver products and services that exceed customer expectations. We also made great efforts in maintaining and developing relationships with our existing and new suppliers to secure the supply of our raw materials.

Our Group is committed to being a responsible corporate citizen and takes the initiative to support local activities, care for the underprivileged and improve the relationships with nearby communities through employee volunteering and employment supports. During the reporting period, Trio Engineering Company Limited (“**Trio Engineering**”), a principal subsidiary of the Company, is awarded the Caring Company Logo by the Hong Kong Council of Social Service, recognising the Company’s contributions in caring for the community.

Going forward, our Group shall stay focused on growth, efficiency and technological advancement. We will reflect on how our business can continuously deliver value to our stakeholders and will vigorously advance sustainability plans and initiatives to make continuous improvements. ESG is one of our priorities in managing the business and we will work for a balanced environment.

報告期內，本集團通過採用先進的技術和流程以及負責任的供應鏈管理，繼續在我們的生產價值鏈中追求卓越的運營和製造。我們為產品質量和可靠性設定了高標準，並繼續提供超出客戶期望的產品和服務。我們還努力維護和發展與現有和新供應商的關係，以確保我們的原材料供應。

本集團致力於成為負責任的企業公民，並通過員工志願服務和就業支持，主動支持當地活動、關心弱勢群體並改善與附近社區的關係。報告期內，本公司主要附屬公司致豐工程有限公司（「**致豐工程**」）獲香港社會服務聯會頒授「商界展關懷」標誌，以表揚公司在關懷社會方面所作出的貢獻。

展望未來，本集團將繼續專注於增長、效率和技術進步。我們將反思我們的業務如何持續為我們的利益相關者創造價值，並將大力推進可持續發展計劃和舉措，以實現持續改進。ESG是我們管理業務的優先事項之一，我們將致力於創造一個平衡的環境。

Wong Sze Chai
Chairman and Executive Director

Hong Kong, 28 March 2023

黃思齊
主席兼執行董事

2023年3月28日於香港

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

2. OUR SUSTAINABILITY APPROACH

Sustainability Strategy

- Dedicated marketing and regional sales support
- Engage in products of higher value and contributions
- Further enhance capability, efficiency and capacity
- Continue to recruit talents and research & development resources
- Expand automatic test equipment (“ATE”) business segment
- Explore mergers and acquisitions opportunities for expansion

The Group strongly believes that the human factor is the core propeller of its business expansion. The formula of success of the Group in maintaining the best possible people portfolio is:

2. 我們的可持續發展方針

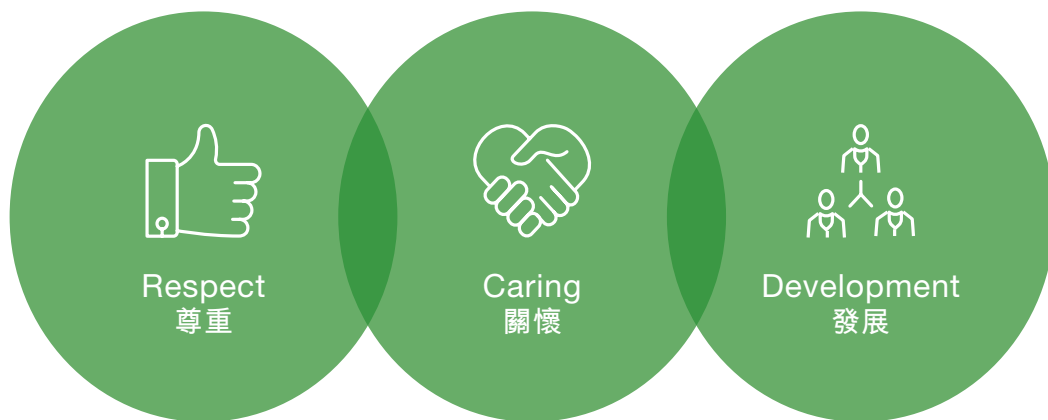
可持續發展策略

- 著重市務，區域支援
- 高值產品，高效回報
- 提升效率，強化產能
- 招聘英才，長期研發
- 行銷ATE，業務多元
- 開拓機遇，收購合併

我們深信『人』是業務擴展的核心動力。成功維持最佳人力資源組合的秘訣是：

People are our core foundation

以人為本



OUR SUSTAINABILITY APPROACH 我們的可持續發展方針

Management Systems

The Group carries out regular audits at the Nansha Plant to verify compliance with its codes and standards. Management systems of varying aspects of operations are developed at the Nansha Plant.

The Group has obtained the following certifications for management systems:

管理系統

本集團對南沙工廠進行定期審計，以核實其是否符合守則和標準。南沙工廠開發了各種運營管理系統。

集團已獲得以下管理體系認證：

Scope 範疇	Certification 認證	Plant Accredited 已認證工廠
Environment 環境	<ul style="list-style-type: none"> ISO 14001 Environmental Management System ISO 14001 環境管理體系 	Nansha Plant 南沙工廠
Workplace Safety 工作場所安全	<ul style="list-style-type: none"> ISO 45001 Occupational Health and Safety Management System ISO 45001 職業健康和安全管理系統 	Nansha Plant 南沙工廠
Quality Assurance 質量保證	<ul style="list-style-type: none"> ISO 9001 Quality Management System ISO 13485 Quality Management System for Medical Devices ISO 9001 質量管理體系 ISO 13485 醫療設備質量管理體系 	Nansha and Rayong Plant 南沙及羅勇工廠
Production Technology 生產技術	<ul style="list-style-type: none"> Certificate of Industry 4.0 Maturity – level 1i maturity 工業4.0成熟度認可證書 – 1i級成熟度 	Nansha Plant 南沙工廠
Information Security 資訊安全	<ul style="list-style-type: none"> ISO/IEC 27001 Information Security Management System ISO/IEC 27001 資訊安全管理體系 	Nansha Plant 南沙工廠

Although Rayong Plant has not obtained same certifications with Nansha Plant, Rayong Plant shared same operation framework with the Nansha Plant.

儘管羅勇工廠尚未獲得與南沙工廠相同的認證，但羅勇工廠和南沙工廠的運作框架相同。

Supporting the United Nations Sustainable Development Goals

The Group fully supports the implementation of the 17 Sustainable Development Goals (“SDGs”) that were adopted by United Nations Member States in September 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

支持聯合國可持續發展目標

對於聯合國會員國於2015年9月通過的17項可持續發展目標（「SDG」），呼籲全球採取行動，務求於2030年消滅貧窮，保護地球，確保所有人皆享有和平與繁榮，本集團全力支持實現該等目標。

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

The Group has identified five goals that are most relevant to its business and sustainability strategy. Over the long term, the Group is exploring ways to enhance its sustainability approaches in order to be better aligned with and contribute to the United Nations' goals. The five specific goals are presented below.

本集團確立了五個與我們的業務及可持續發展策略最相關的目標。長遠來說，集團正努力探索提升可持續發展的方法，為聯合國的目標作出貢獻。五大具體目標如下：



	Goals 目標	Description 描述	Corresponding Issues 相應的議題
	SDG 3 Good Health and Well-being 健康和幸福	Ensure healthy lives and promote well-being 確保健康的生活並促進幸福	Value Chain; People; Social Participation 價值鏈，人，社會參與
	SDG 4 Quality Education 優質教育	Ensure inclusive and quality education and promote lifelong learning 確保普惠優質教育，促進終身學習	Development and Training 發展與培訓
	SDG 8 Decent Work and Economic Growth 體面工作及經濟增長	Promote inclusive and sustainable economic growth, employment and decent work 促進普惠及可持續的經濟增長、就業及體面工作	Manufacturing Excellence; People 卓越製造，人
	SDG 11 Sustainable Cities and Communities 可持續發展城市及社區	Make cities and communities inclusive and sustainable 創造普惠及可持續發展城市及社區	Environment 環境
	SDG 12 Responsible Consumption and Production 負責任的消費及生產	Ensure sustainable consumption and production patterns 確保可持續的消費及生產方式	Responsible Supply Chain Management; Environment 負責任的供應鏈管理，環境

OUR SUSTAINABILITY APPROACH 我們的可持續發展方針

Stakeholder Engagement

The Group values input and feedback of its stakeholders as they bring potential impacts to the Group's business. A wide variety of stakeholders are engaged on a regular basis to share their views regarding the Group's operations and performances, which helps the Group to understand the needs and expectations of its stakeholders. Feedback from our stakeholders will be acknowledged and addressed accordingly.

Our key stakeholders and communication channels are as follows:

持份者參與

集團十分重視持份者的意見與反饋，冀能集思廣益，促進業務的潛在發展，故定期就集團的運營和績效諮詢各方持份的意見，以了解持份者的需求及期望。對於持份者的意見，將獲我們確認及因應處理。

我們的主要持份者及溝通渠道如下：

Stakeholder Group 持份者組別	Communication Channels 溝通渠道
Employees 僱員 	<ul style="list-style-type: none"> New employee orientation 新僱員入職培訓 Training sessions 培訓課程 Employee engagement activities 僱員參與活動 Employee satisfaction surveys 僱員滿意度調查 WeChat Work 企業微信 Staff message box 員工意見收集箱
Customers 客戶 	<ul style="list-style-type: none"> Customer satisfaction surveys 客戶滿意度調查 Monthly performance ratings 每月績效評級 Regular meetings 例會
Shareholders and Investors 股東與投資者 	<ul style="list-style-type: none"> Annual General Meeting 年度股東大會 Annual and Interim Reports 年度及中期報告 Press Releases, Announcements and Circulars 新聞稿、公告及通函 Investor meetings 投資者會議 Company website 公司網站 E-mails 電郵

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

Stakeholder Group 持份者組別	Communication Channels 溝通渠道
Suppliers 供應商 	<ul style="list-style-type: none"> Tendering processes 招標程序 Site visits and audits 實地考察及審計 Monthly assessments 每月考評 Meetings 會議 E-mails 電郵
Government and Regulators 政府及監管機構 	<ul style="list-style-type: none"> Meetings 會議 Media 媒體
Business Partners 商業夥伴 	<ul style="list-style-type: none"> Conferences 大型會議 Business events 商業活動
Local Communities 當地社區 	<ul style="list-style-type: none"> Local recruitments 當地招聘 Volunteering opportunities 義務工作機會 Quarterly meetings with village committees 與村委會舉行季度會議

Through ongoing dialogues and stakeholder engagement exercise throughout the reporting period, the Group has received feedback and suggestions from stakeholders that are invaluable to its sustainable development journey. The Group was pleased to notice that no negative concerns was raised by its stakeholders through the stakeholder surveys during the reporting period. The internal and external stakeholders generally appreciate the Group's continual effort in cultivating a sustainability culture and reinforcing its environmental and social management. The Group's employees have put forward their suggestions on organising more frequent cultural and recreational activities. The Group understands the benefits for holding such activities but will adopt the suggestions depending on the COVID-19 situation.

在整個報告期內，通過與持份者持續對話及諮詢活動，集團收到持份者的反饋和建議，對我們的可持續發展非常重要。報告期內，集團樂見持份者並沒有在持份者調查中提出負面性的關注事項。對於集團在培養可持續發展文化及加強環境和社會管理方面的不懈努力，內部和外部持份者皆表示讚賞。僱員提出了更頻密舉辦文娛活動的建議。集團了解舉辦此類活動的各種好處，將視乎新冠疫情的發展情況落實有關建議。

OUR SUSTAINABILITY APPROACH 我們的可持續發展方針

Materiality Assessment

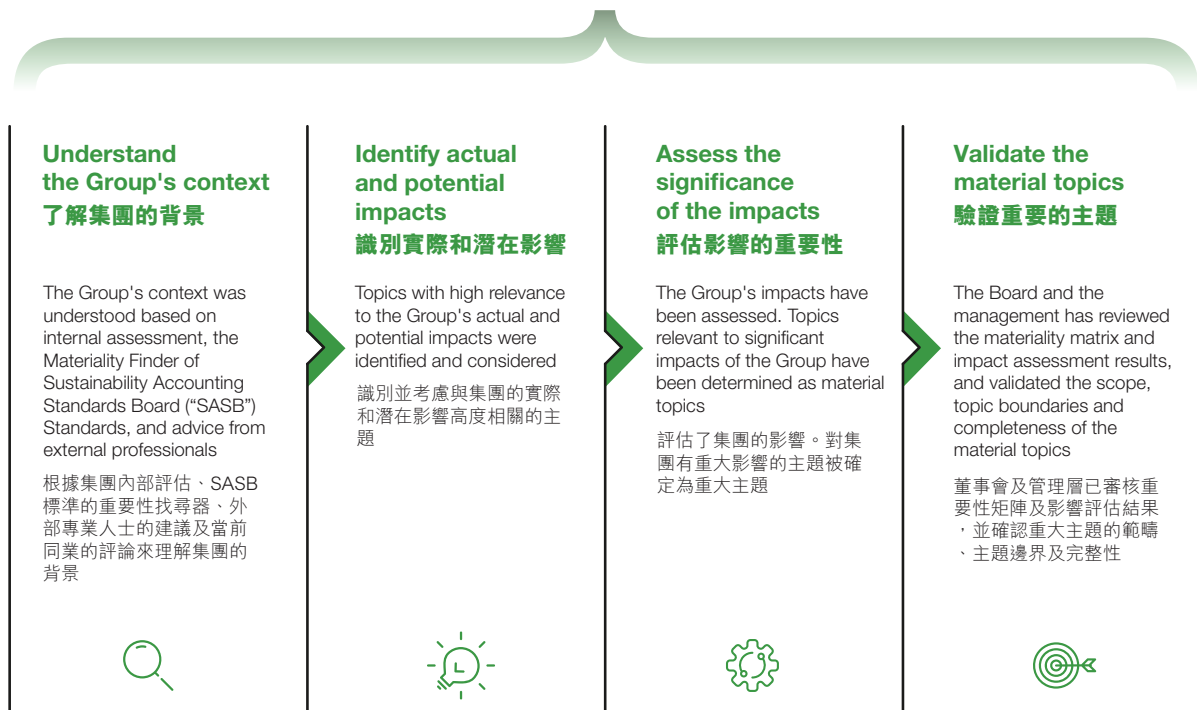
The materiality assessment process is crucial to the decision-making process of the Group and its sustainability reporting. It helps identify and prioritise the issues that matter most to its stakeholders. The Group has revised its materiality assessment process this year based on the updated GRI Standards, incorporating considerations on the Group's context, actual and potential impacts and the significance of the identified impacts.

重要性評估

重要性評估程序在集團及其環境、社會及管治報告的決策過程中至為關鍵，有助識別持份者認為最重要的議題，並決定重要性排序。集團今年根據最新的GRI標準修訂了重要性評估流程，把集團背景、實際和潛在影響以及已識別影響的重要性納入考慮之列。



Stakeholder Engagement Process 持份者參與過程



OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

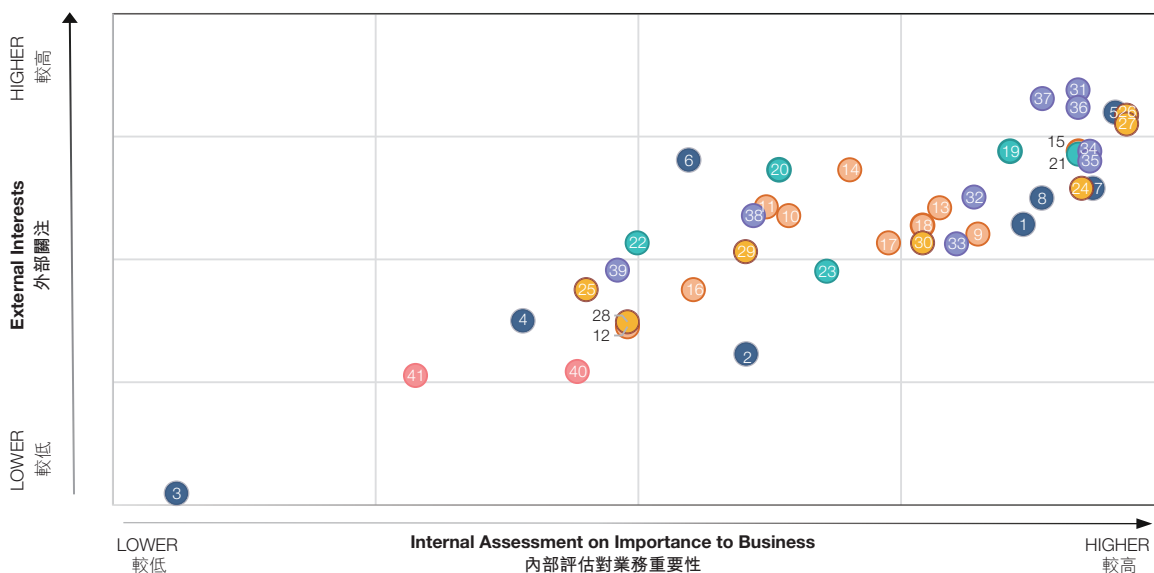
During the reporting period, the Group specifically engaged both internal and external stakeholders, including the Group's Board of Directors, senior management, shareholders, frontline and general staff, suppliers and contractors, clients and customers and business partners to gain insights into ESG material topics and challenges of the Group's operation. In the materiality assessment, stakeholders were invited to rate a list of 41 topics in terms of their relevance and importance to the Group's business development and sustainability, as well as to the wider community. The 41 topics in the list are the same as the previous year.

於報告期內，集團特別諮詢內部及外部持份者，包括集團董事會、高級管理層、股東、前線及一般員工、供應商及承包商、客戶和顧客及業務夥伴，從而了解與集團營運相關的ESG重要主題及挑戰。在重要性評估中，持份者需就41個主題對集團業務發展和可持續性以至對整個社區的相關性和重要性，進行評估。所列的41個主題與去年相同。

OUR SUSTAINABILITY APPROACH
我們的可持續發展方針

Materiality Matrix
重要性矩陣

Materiality of Different Topics from Stakeholder Engagement
持份者諮詢對各主題的重要性評分



Economic and Corporate Governance 經濟及企業管治

- 1 Economic Performance 經濟表現
- 2 Market Presence 市場影響力
- 3 Indirect Economic Impacts 間接經濟影響
- 4 Procurement Practices 採購常規
- 5 Anti-corruption 反貪污
- 6 Anti-competitive Behavior 反競爭行為
- 7 Tax 稅務
- 8 Socioeconomic Compliance 社會經濟合規

Environmental 環境

- 9 Material Consumption 材料消耗
- 10 Energy Management 能源管理
- 11 Water and Effluents Management 水及廢水管理
- 12 Biodiversity 生物多樣性
- 13 Emissions 排放物
- 14 Waste Management 廢棄物管理
- 15 Environmental Compliance 環境合規
- 16 Climate Change Responses 氣候變化對策
- 17 Environmental Protection Policies 環保政策
- 18 Green Product Research and Development 綠色產品研發

Labour Management 勞工管理

- 19 Employment 僱傭
- 20 Labor/Management Relations 勞資關係
- 21 Occupational Health and Safety 職業健康與安全
- 22 Training and Education 培訓與教育
- 23 Diversity and Equal Opportunity 多樣性與平等機會

Human Rights 人權

- 24 Non-discrimination 不歧視
- 25 Freedom of Association and Collective Bargaining 結社自由和集體談判
- 26 Prevention of Child Labour 防止童工
- 27 Prevention of Forced or Compulsory Labour 防止強迫或強制勞動
- 28 Rights of Indigenous Peoples 土著人民權利
- 29 Human Rights Assessment 人權評估
- 30 Security Personnel Practices 保安人員常規

Product Responsibility 產品責任

- 31 Product Quality 產品質量
- 32 Customer Health and Safety 客戶健康與安全
- 33 Marketing and Labeling 市場營銷與標籤
- 34 Customer Satisfaction and Responsibility 客戶滿意度和責任
- 35 Customer Privacy and Interest Protection 客戶私隱及利益保障
- 36 Information Security 資訊安全
- 37 Intellectual Property Rights 知識產權
- 38 Supplier Environmental Assessment 供應商環境評估
- 39 Supplier Social Assessment 供應商社會評估

Social Participation 社會參與

- 40 Community Investment 社區投資
- 41 Public Policy 公共政策

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

The matrix result shows that a total of six topics were considered important to the Group's stakeholders and the Group's business development. The six topics are anti-corruption, prevention of child labour, prevention of forced or compulsory labour, product quality, information security and intellectual property rights.

Assessment of Impacts

Apart from engaging the Group's stakeholders, the Board and the management of the Group (the "Management") have assessed the actual and potential impacts that the Group's operation could bring based on the external professional's advice and the Materiality Finder of SASB Standards. The significance of the impacts were also assessed.

Taking into consideration the Board's comments, a total of five additional topics were identified to be material based on the relevance to the Group's impacts. The five topics are socioeconomic compliance, environmental compliance, employment, occupational health and safety, and customer privacy and interest protection.

The Top Material Topics of the Group and Their Boundaries

Similar to last year's findings, anti-corruption, product quality, prevention of child labour, prevention of forced labour, information security, as well as intellectual property rights were deemed as material topics by the stakeholders. The consolidated list of material topics and their corresponding boundaries are presented in the table below.

矩陣結果顯示，共有六個主題被認為對集團的持份者和集團的業務發展非常重要，分別是：反貪污、防止童工、防止強迫或強制勞動、產品質量、資訊安全和知識產權。

影響評估

除了諮詢集團的持份者外，集團董事會和管理層（「管理層」）已根據外部專業人士的建議和SASB標準的重要性評估工具，評估了集團運營可能帶來的實際和潛在影響，亦評估了該等影響的重要性。

參考了董事會的意見，根據主題與集團影響的相關性，確立了另外五個重大主題，分別是：社會經濟合規、環境合規、僱傭、職業健康與安全，以及客戶私隱及利益保障。

集團最重大主題及其邊界

與去年的調查結果相似，反貪污、產品質量、防止童工、防止強迫勞動、資訊安全及知識產權被持份者視為重大主題。下表綜合了重大主題及其相應的邊界。

OUR SUSTAINABILITY APPROACH
我們的可持續發展方針

Category 類別	Material Topics 重大主題	Impact Boundaries ¹ 影響邊界 ¹					Relevant Chapter in the Report 報告內相關章節
		Employees 僱員	Customers 客戶	Suppliers 供應商	Shareholders & Investors 股東及投資者	NGO Partners 非政府組織夥伴	
Economic and Corporate Governance 經濟和企業管治	Anti-corruption 反貪污	✓	✓	✓			Ethical Culture 道德文化
	Socioeconomic Compliance 社會經濟合規	✓	✓	✓	✓	✓	Value Chain, People 價值鏈, 人
Environmental 環境	Environmental Compliance 環境合規	✓	✓	✓	✓	✓	Environment 環境
Labour Management 勞工管理	Employment 僱傭	✓					People 人
	Occupational Health and Safety 職業健康與安全	✓	✓				People 人
Human Rights 人權	Prevention Child Labour 防止童工	✓		✓			People 人
	Prevention of Forced or Compulsory Labour 防止強迫或強制勞動	✓		✓			People 人
Product Responsibility 產品責任	Product Quality 產品質量	✓	✓				Value Chain 價值鏈
	Customer Privacy and Interest Protection 客戶私隱及利益保障	✓	✓				Value Chain 價值鏈
	Information Security 資訊安全	✓	✓	✓			Value Chain 價值鏈
	Intellectual Property Rights 知識產權	✓	✓	✓			Value Chain 價值鏈

¹ Boundaries represent the areas of the Group's businesses which directly or indirectly have an effect on the material topics, and are determined based on stakeholder feedback and knowledge of the businesses and management review.

¹ 邊界代表直接或間接影響重大主題的集團業務領域，並根據持份者的反饋、對業務的了解及管理層的審核來確定。

3. CORPORATE GOVERNANCE

Sustainability Governance

The Board has overall responsibility for the Group's sustainability strategy and reporting. Committed to integrating sustainability into the businesses, the Board leads and provides directions to the Management to develop sustainability policies and strategies, promote effective implementation and to keep track of sustainability progress. The Board, together with the Management, reviews sustainability affairs quarterly and institutes appropriate measures in order to enhance the sustainability performance of the Group. Division heads of the Nansha Plant and Rayong Plant hold periodic meetings to discuss significant matters related to the plant, review management approaches of a suite of sustainability issues and track effectiveness of actions taken. In particular, the Group has engaged an independent consultant to provide input and counsel on sustainability-related issues.

3. 企業管治

可持續發展管治

董事會對集團的可持續發展策略和報告負整體責任。董事會致力將可持續發展理念融入業務，引領管理層制定可持續發展政策和策略，促進政策的有效落實，並跟蹤實現可持續發展的進度。董事會與管理層每季檢討可持續發展事務，並制定適當措施以提升集團的可持續發展績效。南沙工廠和羅勇工廠各分部負責人定期召開會議，討論工廠各項重要事宜，檢討一系列可持續發展問題的管理方針，並跟進所採取措施的成效。值得一提的是，集團已聘請獨立顧問就可持續發展相關問題提供意見和建議。

Board of Directors 董事會

- Oversees the Group's sustainability strategy and reporting
監督集團的可持續發展策略和報告
- Steers development of sustainability policies and strategies
指導可持續發展政策和策略的發展
- Keeps track of the sustainability goals and progress of achieving goals
跟踪可持續發展目標和實現目標的進度
- Reviews and approves sustainability affairs quarterly with the management
每季度與管理層一起審批可持續發展事務

Management 管理層

- Develops sustainability policies and strategies
制定可持續發展政策和策略
- Reports sustainability performance and information to the Board of Directors
向董事會報告可持續發展績效和資訊
- Reviews sustainability affairs quarterly with the Board of Directors
每季度與董事會一起檢討可持續發展事務

Group Divisions 集團部門

- The HR & Administration Division oversees the Group's daily sustainability affairs
人力資源及行政部負責監督集團的日常可持續發展事務
- All divisions of the Group supports sustainability information and data collection
集團所有分部支持可持續發展資訊和數據的收集

CORPORATE GOVERNANCE

企業管治

The Group has set several sustainability-related targets, including targets on waste reduction, paper consumption reduction, and key performance indicators on anti-corruption and information security during the reporting period. Target setting not only measures the Group's performances and improvement progresses, it also forms part of the Group's business operation that facilitates business growth and creates long-term values for its stakeholders. The targets will be reviewed through Directors' meeting quarterly and communicated to stakeholders through the annual sustainability report. The Board has not received critical concerns from the management and divisions of the Group during the reporting period. Moving forward, the Group will set more key performance indicators and targets concerning energy and emission reduction.

Governance Structure and Composition

The Board of Directors leads the Group by providing strategic and effective governance. The chairman of the Board of Directors is also a senior executive of the Group. The chairman oversees the operations of the whole Group. To avoid conflict of interest, all significant matters will be discussed and resolved in management meetings or the Board meetings. The Group has three Independent Non-executive Directors ("INED") to provide objective oversight and constructive advice to the executive directors. The tenure of services for Non-executive Directors ("NED") and INED are 3 years. While cross-board membership and cross-shareholding with suppliers and other stakeholders are deemed to be not applicable, the Group, as per the HKEX Main Board Listing Rules, shall make sure to disclose the existence of controlling shareholders or any related parties, their relationships, transactions, and outstanding balances if such entities exist. The competencies of the Directors relevant to the Group's impacts are described in the "Biographical Details of Directors and Senior Management" section of the Annual Report 2022. The list of Directors and their gender and roles and functions is shown below.

報告期內，本集團制定了多項與可持續發展相關的目標，包括減少廢物、減少紙張消耗，以及在反貪污和資訊安全方面的關鍵績效指標。目標的設定不僅有助衡量集團的表現和改進的進度，在集團業務運營上亦擔當推動業務增長為持份者創造長期價值的角色。這些目標經季度董事會議審核，並載於年度可持續發展報告內讓持份者知悉。報告期內，董事會未收到本集團管理層和部門的重大關切。展望未來，集團將制定更多節能減排關鍵績效指標和目標。

管治架構與組成

董事會透過提出策略及有效管治來領導集團。董事會主席亦為集團的高級行政人員。主席負責監督集團的整體運作。為避免利益衝突，所有重要事項將在管理層會議或董事會會議上討論和議決。集團有三名獨立非執行董事（「獨立非執董」），為執行董事提供客觀的監督和建設性建議。非執行董事（「非執董」）和獨立非執董的任期為3年。雖然跨董事會成員資格及與供應商及其他利益相關者交叉持股狀況被視為不適用，但根據香港聯交所主板上市規則，本集團應確保披露控股股東或任何關聯方的存在、他們之間的關係、交易和未清餘額（如果存在此類實體）。與集團影響相關的董事能力載於2022年年度報告的「董事和高級管理人員履歷詳情」部分。董事名單及其性別、角色與職能如下所示。

CORPORATE GOVERNANCE

企業管治

Director 董事	Gender 性別	Roles 角色	Audit Committee 審核委員會	Remuneration Committee 薪酬委員會	Nomination Committee 提名委員會	Risk Management Committee 風險管理委員會
Wong Sze Chai 黃思齊	M 男	Chairman of the Board and Executive Director 董事會主席兼執行董事	-	member 成員	member 成員	member 成員
Tai Leung Lam 戴良林	M 男	Executive Director 執行董事	-	-	member 成員	-
Joseph Mac Carthy	M 男	Executive Director 執行董事	-	-	-	-
Lo Ka Kei Jun 羅嘉祺	M 男	Executive Director 執行董事	-	-	-	-
Kwan Tak Sum Stanley 關德深	M 男	NED 非執董	-	member 成員	-	-
Fung Chun Chung 馮鎮中	M 男	INED 獨立非執董	member 成員	member 成員	chairman 主席	member 成員
Hau Siu Laam 侯肇嵐	M 男	INED 獨立非執董	member 成員	chairman 主席	member 成員	-
Law Ying Wai Denise 羅瑩慧	F 女	INED 獨立非執董	chairman 主席	member 成員	member 成員	member 成員

The Board members with diverse background and age bring their relevant skills and expertise to the Group's management and performance, promoting a sound corporate governance to enhance sustainable growth of the Group. Board members have received training regarding sustainable development and are encouraged to participate in relevant training.

Board Selection and Diversity

To achieve a sustainable and balanced development, the Group sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. The Group's Board Diversity Policy sets out the approach to achieve diversity in the composition of the Board. Board selection and diversity has been considered in a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

董事會成員的背景、年齡多元化，各擅勝場，共同為集團的管理及績效作出貢獻，促進健全的企業管治，提升集團的可持續發展。董事會成員已接受有關可持續發展的培訓，集團鼓勵董事會成員參加相關培訓。

董事會遴選與多元化

為實現可持續及均衡發展，在董事會層面增加多元化是支持集團實現戰略目標及可持續發展的重要一環。集團的董事會多元化政策規範了實現董事會組成多元化的取向。在董事會成員的選擇和實現董事會多元化上，已作多方面考慮，包括但不限於性別、年齡、文化和教育背景、種族、專業經驗、技能、知識和服務年資等。董事會任人唯賢，按照客觀標準考慮董事人選，同時顧及董事會多元化的好處。

CORPORATE GOVERNANCE

企業管治

Remuneration Policies

The executive directors of the Group propose Directors' remuneration to the Company's Remuneration Committee ("RC"). Under the Remuneration Policy, the RC will consider factors such as salaries paid by comparable companies, time commitment, responsibilities and performance of the Directors and senior management, as the case may be, in assessing the amount of the remuneration payable to the Directors and members of the senior management. The RC will periodically review the compensation levels of the key executives. Based on the performance and executives' respective contribution to the Group, the RC may, within the aggregate remuneration amount having been approved in a Shareholders' meeting, make recommendations to the Board as to salary increases or payment of discretionary bonuses.

For details of the five highest paid individuals for the reporting period, please refer to the "Remuneration Committee" section of the Annual Report 2022.

The Board's Engagement

The Board identifies the Group's actual and potential impacts to the economy, environment and people through stakeholder surveys, face-to-face meetings and annual general meetings with shareholders.

The Company has quarterly directors' meetings, regularly board and sub-committee meetings to discuss concerned matters. Critical concerns raised by the Management or by stakeholders during the engagement activities will be discussed and addressed by the Board during the meetings. During quarterly meetings, the Board identifies ESG material topics, climate-related risks and opportunities that would impact on the Group's business. The Board believes that establishing ESG targets helps track the Group's progress toward sustainability and adds value to the business of the Group over the long run. Therefore, it reviews and approves sustainability affairs with the Management, including the approval of ESG-related performance and targets, and the content of the sustainability report annually. The efficiency of the Board's oversight will also be evaluated and, if necessary, enhanced during the yearly review. To avoid conflict of interest of the Board, the Board has included 3 INEDs to oversee the Group's management.

薪酬政策

集團的執行董事向薪酬委員會(「薪酬委員會」)提出董事薪酬建議。根據薪酬政策，薪酬委員會在評估付予董事和高級管理人員的薪酬金額時，將考慮可比較的公司之薪酬水平、董事和高級管理人員投放的時間、職責、表現等因素(視情況而定)。薪酬委員會將定期檢討主要行政人員的薪酬水平。薪酬委員會可根據行政人員的表現及其對集團的相關貢獻，向董事會提出加薪或酌情花紅的建議(金額不超過股東大會批准的薪酬總額範圍)。

報告期內薪酬最高的五名人士的資料，詳見2022年年度報告「薪酬委員會」部分。

董事會的參與

董事會通過持份者調查、面對面會議、周年股東大會識別集團對經濟、環境和人類的實際和潛在影響。

公司每季度舉行董事會議，定期召開董事會及小組委員會會議，討論關注的事宜。管理層或持份者在參與活動中提出的極度關注事宜將在董事會會議內討論及解決。在季度會議上，董事會確定會影響集團業務的ESG重大主題、氣候相關風險和機遇。董事會認為，制定ESG目標有助於跟蹤集團在可持續發展方面的進展，並為集團的業務增加長期價值。所以，董事會會與管理層每年審批可持續發展事務，包括批閱ESG相關的績效和目標，以及可持續發展報告的內容。董事會監督的效率也將在年度審查中進行評估，並在必要時進行加強。為避免董事會出現利益衝突，董事會成員包括3名獨立非執董以監督集團的管理。

CORPORATE GOVERNANCE

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Details of the review and management of the ESG targets and climate risks are described in the “Environment” section of this Report.

Due Diligence

The Board and the senior management of the Group strive to avoid or minimise negative impacts on the economy, environment and people, including impacts on their human rights whenever possible. Upon identification of potential negative impacts, the Group will develop corresponding prevention or mitigation measures. If the Group’s operation has caused actual negative impact, the Group will spare no effort to remediate the impacts. The Group’s impacts on the economy, people and the environment and their corresponding prevention or mitigation measures are described in the sections “Value Chain”, “People” and “Environment” of the Report below respectively.

Ethical Culture

Maintaining high standards of corporate governance is vital to the Group’s continued success. As the highest governance body, the Board of Directors of the Company directs the overall strategy and development of the Group’s operations, and oversees business ethics and corporate integrity.

The Group’s risk management and internal control systems safeguard proper identification, management and mitigation of risks. Policies and procedures are established to effectuate a consistent approach to spot and address risks in business processes. The Risk Management Committee and Audit Committee support the Board in overseeing and maintaining effective risk management and internal control systems. Risk management responsibility rests at all levels within the Group, from the Board down to heads of business and supporting units and general staff. Sustainability-related risks identified through the risk control procedure are strictly managed and mitigated through the Group’s policies and mechanisms.

For details of the Group’s corporate governance structure and practices, please refer to the “Corporate Governance Report” Section of the Company’s Annual Report 2022.

有關ESG目標和氣候風險的審核及管理詳情，見於本報告「環境」部分。

盡職調查

集團的董事會及高級管理層致力避免或盡量減少對經濟、環境和人造成負面影響，包括盡可能減少對人權的影響。集團在識別潛在的負面影響後，將制定相應的預防或緩解措施。若集團的業務營運造成了實際的負面影響，集團將竭力進行補救。集團對經濟、人和環境的影響，以及相應的預防或緩解措施分別於下文「價值鏈」、「人」和「環境」部分闡述。

道德文化

維持高級別的企業管治，對集團的持續成功至關重要。董事會作為最高管治機關，主導集團營運的整體策略及發展，並綜理商業道德及企業廉潔性。

集團的風險管理及內部監控制度確保集團能妥善識別、管理及減低風險。集團制定了政策和程序，以貫徹一致的方法找出並化解業務流程上的風險。風險管理委員會及審核委員會支持董事會監察及維持有效的風險管理和內部監控制度。從董事會到各業務部和支援部門的主管以至一般員工，均各司其職，承擔其風險管理責任。通過風險控制程序而發現的可持續發展相關風險，會根據集團的政策和機制加以嚴格管理及緩解。

有關本集團企業管治架構及常規的詳情，請參閱本公司2022年年報「企業管治報告」部分。

CORPORATE GOVERNANCE

企業管治

Anti-Corruption Policies

The Group has zero tolerance for bribery, fraud and corruption. The Group's ethical standards are well documented and communicated through the Code of Conduct and Business Ethics, which requires all business activities to be operated with high level of integrity. The Internal Control Procedure and Whistleblowing Policy aim to ensure the Group is free of corruption throughout its businesses. These policies are covered in new employee orientation and the Employee Handbook. No employee should accept or request any improper benefits including gifts, securities, valuables and high-expenditure entertainment activities from business partners, suppliers and merchants, etc.

To ensure proper internal control over the procurement process, the Group has implemented segregation of duties according to procurement phases to prevent conflict of interest, fraud or corruption in each stage of the procurement cycle. The Group provides anti-corruption training for all new hires to strengthen ethical awareness among employees. Ongoing anti-corruption and ethics training are delivered to directors and staff to maintain a strong corporate culture of ethics. In October 2020 and November 2021, the Group invited the Hong Kong Independent Commission Against Corruption ("ICAC") to provide a seminar on business ethics for its employees and directors in Hong Kong respectively. During the reporting period, the ICAC online training materials were distributed to all staff and directors. The training materials highlighted topics including corruption issues, fraud, conflict of interest, cross-boundary bribery, backdoor listing and insider dealing. Also, a total of 262 hours of training covered the topic of anti-corruption in Rayong Plant during the reporting period.

Regardless of seniority and employment nature, all employees are required to fully comply with the Code of Conduct and related policies formulated in accordance with the Anti-unfair Competition Law of the PRC, the Anti-money Laundering Law of the PRC and the Act Supplementing the Constitution Relating to the Prevention and Suppression of Corruption, B.E. 2561 (2018) of Thailand. The Group has also formulated the Corporate Responsibility Control Procedures (the "CRCP") and its effectiveness is reviewed annually. Management review meetings are held each year by the Board to discuss and review the Group's strategies and policies in fighting corruption. During the reporting period, the Group complied with applicable laws and regulations on prohibiting corruption and bribery. There was no concluded legal case regarding corrupt practices brought against the Group, its employees or its business partners.

反貪污政策

集團絕不容忍賄賂、欺詐及貪污行為。集團的《行為準則和商業道德規範》已經清楚列明並通報了集團的道德準則，要求僱員在所有業務活動都必須保持高度廉潔。集團的《內部監控程序及舉報政策》旨在確保集團的整體業務免受貪污之害。這些政策會在入職培訓中向新僱員闡釋，並在《員工手冊》內列明。僱員不得接受，亦不可要求商業夥伴、供應商及商人等給予任何不當的利益，包括禮品、股票、貴重物品及高消費娛樂活動等。

為了對採購流程進行妥善的內部監控，集團已在各採購階段實施職責分離，以防止在採購週期的各階段出現利益衝突、欺詐或貪污。集團為所有新僱員提供反貪污教育，以加強僱員的道德意識。持續向董事和員工提供的反貪及道德教育，以鞏固企業道德文化。2020年10月及2021年11月，集團分別邀請香港廉政公署（「廉政公署」）為香港的員工及董事進行商業道德講座。報告期內，向全體員工及董事派發廉政公署網上教育資料。培訓材料重點探討了貪污、欺詐、利益衝突、跨境賄賂、借殼上市、內幕交易等主題。此外，報告期內，羅勇工廠共進行了262小時的反貪污培訓。

不論資歷及僱傭性質，所有僱員均須完全遵守根據《中國反不正當競爭法》、《中國反洗錢法》以及泰國《關於預防及制止貪污憲法之補充法》B.E.2561 (2018)而制定的《行為準則》及相關政策。集團亦制定了《公司責任控制程序》（「公司責任控制程序」），並每年檢討其有效性。每年舉行管理層檢討會議，以討論和檢視集團打擊貪污的策略和政策。報告期內，本集團遵守有關禁止貪污賄賂的適用法律法規。本集團、其僱員或其商業夥伴均沒有涉及任何已審結之貪污訴訟案件。

CORPORATE GOVERNANCE

企業管治

As anti-corruption has always been considered as a material topic by the Board and their stakeholders, the Group has set a target of maintaining the number of corruption cases at two or below for each financial year. Any employee who has breached the CRCP, including involvement in bribery, fraud and corruption in any work activity, will be filed and considered as a corruption case. The filed corruption cases and the target are evaluated every year. There was no filed corruption case regarding the breach of the CRCP of employees or business partners during the reporting period.

Whistleblowing System

A whistleblowing system is established for employees and other relevant parties to report misconduct cases. Every reported case will be handled with confidentiality and followed through in accordance with the Whistleblowing Policy and related procedures. The Audit Committee is charged with the responsibility of monitoring and reviewing the effectiveness of the Whistleblowing Policy.

All violations of the Group's Code of Conduct and Business Ethics will be addressed and could lead to termination of the business relationship or employment. Employees and business partners can actively report grievances to the Group through the following channels:

Mr. Leung Tak Ho

梁德豪先生

Chief Financial Officer

首席財務官

Tel 電話: +852 2765 8787

Email 電郵: paulleung@trio-ieg.com

Additional information on the Group's corporate governance, internal control and risk management can be found in the "Corporate Governance Report" section of the Company's Annual Report 2022.

反貪污一直被董事會及其持份者視為重要議題。有見及此，集團已定下目標，每個財政年度發生的貪污事件要維持在兩宗或以下。任何僱員違反公司責任控制程序（包括在任何工作活動中涉及賄賂、欺詐和貪污）將被記錄在案並視為貪污個案。已立案的貪污事件及所設定的目標將每年進行檢討。報告期內，沒有因僱員或商業夥伴違反公司責任控制程序而被立案的貪污事件。

舉報制度

集團設有舉報制度讓僱員及其他有關方舉報行為不當事件。每宗舉報案件均會保密，並按照舉報政策及相關程序處理。審核委員會負責監督及檢討舉報政策的有效性。

所有違反集團行為準則及商業道德的行為，集團都會認真查處，並可能終止與有關方的業務關係或僱傭關係。僱員及商業夥伴可以通過以下途徑主動向集團舉報申訴：

Ms. Law Ying Wai Denise

羅瑩慧女士

Chairman of the Audit Committee

審核委員會主席

Tel 電話: +852 2765 8787

Email 電郵: deniselaw1981@gmail.com

更多有關本集團之企業管治、內部監控及風險管理的資訊，詳見集團《2022年年度報告》的「企業管治報告」部分。

VALUE CHAIN 價值鏈

4. VALUE CHAIN

Operational excellence is a core component in achieving business performance and pivotal to the Group's pursuit of a sustainable business. To achieve so, the Group continuously manages its manufacturing processes through the adoption of advanced technologies, minimising operational risks and ensuring that the Group provides quality products of the highest value to its customers and stakeholders.

Manufacturing Excellence

The Group continues to pursue manufacturing excellence within its production value chain to improve industrial processes and maintain its leading position in the EMS industry. With the application of industrial automation, digitalisation, real-time process monitoring and other related technologies, Industry 4.0 has helped the Group achieve an optimised, efficient workplace with higher productivity and enhanced competitiveness. In the near future, the Group will establish a system to facilitate business process integration and advance towards a higher maturity stage level in Industry 4.0.

The Group is an Advanced Certified Enterprise certified by the General Administration of Customs of the PRC under the Authorized Economic Operator ("AEO") programme. The AEO programme was first introduced by the World Customs Organisation to facilitate customs clearance. As an Advanced Certified Enterprise, the Group has demonstrated a high level of regulatory compliance, internal control and trade safety as assessed by the customs authority.

In addition, the Group joins industry associations to keep abreast of the latest market changes and trends. For instance, the Nansha Plant has remained an active member of the IPC Association Connecting Electronics Industries. The Group will continue to invest in smart manufacturing capabilities to enhance overall production efficiency.

Industry 4.0 Certification

Trio Engineering achieved the Industry 4.0 level 1i Maturity accreditation in 2019. The certification testifies the Group's capability in real time information generation including business operations, production and logistics.

4. 價值鏈

卓越運營是實現業務績效的關鍵，對達至業務可持續發展尤為重要。為了實現這目標，集團通過應用先進技術，降低運營風險，以及保證為客戶和持份者提供最優質產品，持續管理其製造流程。

卓越製造

集團持續追求卓越製造，改善其生產價值鏈的工業流程，並保持在電子製造服務行業的領先地位。通過工業自動化、數字化，實時流程監控及其他相關技術的應用，工業4.0協助集團建造出優化、高效的工作場所，並達至更高生產力和競爭力。在不久的將來，集團將建立一個促進業務工序整合的系統，並朝著工業4.0更高成熟的階段邁進。

集團是經中國海關總署授權經營者（「**授權經營者**」）計劃認證的高級認證企業。授權經營者計劃最初由世界海關組織推出，以方便清關。作為高級認證企業，集團經海關當局評定在監管合規、內部控制及貿易安全各方面均達到高水平。

此外，集團加入了行業協會，以了解最新的市場變化和動向。例如，南沙工廠一直是IPC國際電子工業聯接協會的活躍會員。集團將繼續投放資源於智能製造能力上，以提升整體生產效率。

工業4.0認證

致豐工程在2019年獲得了工業4.0級1i成熟度認證，印證了集團在業務營運、生產及物流上實時產生數據的能力。

VALUE CHAIN

價值鏈

Customer Satisfaction and Responsibility

The Group is committed to meeting customer needs and delivering products and services that exceed customer expectations. It upholds the three major principles of putting customers in top priority, delivering products at finest quality in high efficiency, and pursuing ongoing improvements. To this end, the Group protects the rights and well-being of the customers with quality assurance and recall processes, and handles all complaints and investigations in a prompt and efficient manner.

Listening to Customers

The Group regularly gauges customer satisfaction with its products and services through surveys and performance ratings. Based on the results of customer satisfaction surveys, the Nansha Plant achieved an average customer satisfaction score of 83 from our customers. The Group convenes regular meetings to review insights and develop action plans to better address the issues identified across the Group.

Handling of Customer Complaints

The Group has established clear protocols and operational procedures such as the Customer Communication Procedures for dealing with customer issues. A resolution system is in place to address complaints across the operating units, including a dedicated person from respective divisions to handle issues within a reasonable timeframe.

The Group's marketing team adopts an eight-step methodology ("**8D Method**") in handling customer complaints, which includes detailed investigation and documentation for each case. The Group received 25 complaints during the reporting period. All complaints were closed and resolved through the 8D Method, and prompt corrective actions and preventive measures were implemented accordingly. The Group's OEM products were manufactured according to its customer's specifications. The Group offers warranty for its products which lasts for a year. If a product was found faulty due to the Group's quality control, the Group will revamp the faulty product within its warranty period. There was no product recalled due to safety and health reasons and no material non-compliance with laws and regulations, or voluntary codes that have a significant impact on the Group in relation to product health and safety recorded during the reporting period.

顧客滿意度和責任

集團致力滿足客戶的需求，提供優於客戶要求的產品和服務，秉持以客為先、優質、高效、持續改善三大原則。為此，本集團通過質量保證和召回流程以保障客戶的權利和福祉，並迅速有效地處理所有投訴和調查。

聆聽客戶意見

集團通過調查及績效評級來定期評估客戶對我們產品和服務的滿意度。根據客戶滿意度調查的結果，南沙工廠所獲的客戶滿意度平均評分為83分。集團定期召開會議，以審視建議並制定執行計劃，以更妥善解決整個集團所發現的問題。

處理客戶投訴

集團已制定了明確的規定及操作程序例如「客戶溝通程序」來處理客戶問題。設立了解決制度來處理各個運營部門的投訴，包括各個部門指派一位專職人員在合理的時間內處理問題。

集團的市場營銷團隊採用了8D問題解決法（「**8D方法**」）來處理客戶投訴，其中包括詳細調查及記錄每宗投訴。報告期內，集團共收到25宗投訴；所有投訴均運用8D方法來處理並結案，迅速採取了糾正行動及預防措施。集團的代工產品乃按照客戶的規格製造。產品設一年保修期。若有產品因質量控制原因而出現問題，將在保修期內對有問題產品進行復修補救。報告期內，沒有因安全和健康原因召回產品，也沒有嚴重違反法律法規或自願守則而對本集團產品健康和 safety 產生重大影響。

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Product Quality and Safety

The Group sets high standards for product quality and reliability, and manufactures products which meet a range of international standards (e.g., ISO 9001, ISO 13485 and IATF 16949). The Group's quality control system covers the entire production process, from the selection of suppliers, procurement of raw materials, production, quality and reliability assurance, to maintenance of machineries and equipment. The effectiveness of the Group's quality management system is evaluated annually by the Management in the Management Audit Meeting, as well as through audits conducted by internal and external auditors. The following table sets out the major certifications in respect of our products:



Certification 認證

- | | |
|---|-----------------------------|
| • ISO 9001 Quality Management System | • ISO 9001 質量管理體系 |
| • ISO 13485 Quality Management System for Medical Devices | • ISO 13485 醫療器械質量管理體系 |
| • IATF 16949 Quality Management System for Automotive Industry | • IATF 16949 汽車行業質量管理體系 |
| • UL1446 Electrical Insulation Systems | • UL1446 絕緣材料系統 |
| • UL Certification for PCB Assembly | • 印刷電路板組裝UL認證 |
| • UL Traceability Requirement for Printed Circuit Board Assemblies (Category ZPVI2) | • 印刷電路板組件的UL可追溯性要求(類別ZPVI2) |
| • CCC Product Safety Certification | • CCC 產品安全認證 |

During different stages of production, the quality control team undertakes quality assurance inspections on incoming materials, intermediate products and finished products to assess their compliance with relevant quality standards as well as the environmental and safety requirements specified by customers of the Group. Dedicated teams have been assigned for incoming quality control, first article inspection, line quality control, and outgoing quality control. Quality and safety of the Group's products are controlled through a series of rigorous performance and quality tests, including laboratory tests, RoHS Directive spectrum inspections, automatic optical inspections, burn-in tests, and unit under tests. If the product is found defective, the team will perform further testing to identify the defective parts for replacement.

產品質量與安全

集團對產品質量及可靠性兩方面皆定下嚴格的標準，所製造的產品符合一系列國際標準(例如ISO 9001、ISO 13485和IATF 16949)。集團的質量控制系統涵蓋整個生產過程，從選擇供應商、原材料採購、生產、質量和可靠性保證以至機械設備的維護，均受嚴格監控。集團質量管理體系的成效，每年由管理層在管理評審會上進行評估，以及通過內部和外部審計師進行審計。下表列出了我們產品的主要認證：

在生產的不同階段，質量控制團隊對購入材料、半成品和成品進行質量保證檢查，以評估它們是否符合相關的質量標準並達至客戶指定的環境與安全要求。我們指派專責團隊進行進貨質量控制、首件檢驗、生產線質量控制和出廠質量控制。通過一系列嚴格的性能和質量測試來控制產品的質量和安全性，包括實驗室測試，RoHS 譜系檢測、自動光學檢測、老化測試及單元測試等。如果發現產品有缺陷，團隊將進行進一步的測試以識別有缺陷的零件，進行更換。

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In order to enhance production efficiency and achieve better product quality, the Group has developed T-MICS, a manufacturing execution system, which has been applied throughout the entire production process in the Nansha Plant since 2009. The system collects real time data and monitors the achievement of performance targets closely in relation to production and quality assurance. As one of the modules of T-MICS, the UL traceability record system allows the Group to, through the use of QR codes, efficiently retrieve production data and accurately trace our raw materials and products to their origins.

Intellectual Property Rights

As a primary holder of numerous patents, the Group is actively engaged in protecting the novel technologies and intellectual property (“IP”) used in its operations. The IP Rights Policy aims to manage and protect the handling of proprietary information and IP rights in pursuant to the following laws and regulations:

- Enterprise Intellectual Property Management (GB/T 29490-2013);
- the Patent Law of the PRC;
- the Trademark Law of the PRC;
- the Copyright Law of the PRC;
- Patent Act, B.E. 2522 (1979) of Thailand;
- Trademark Act B.E. 2534 (1991) of Thailand; and
- Copyright Act B.E. 2537 (1994) of Thailand.

The Group’s designated IP Team formulates strategies for IP rights management, reviews the management system, and ensures effective resources allocation. Before any research and development projects, the Group ensures that it does not violate existing IP rights. The IP Team works closely with the administration and procurement team to monitor IP protection among suppliers. Suppliers are required to observe IP regulations and act in accordance with the Supplier Code of Conduct developed by the Group. The Group signs confidentiality agreement with employees, suppliers and customers agreeing on terms of IP rights protection. Any unauthorised use of our IP rights may give rise to legal liability. During the reporting period, no case of IP infringement had been identified.

為了提高生產效率並達至更佳的产品質量，集團開發了製造執行系統「T-MICS」。自2009年起，南沙工廠已在整個生產過程中應用該系統，以收集實時數據，監控在生產及質量保證兩方面能否達至相關的績效目標。UL可追溯性記錄系統乃T-MICS其中一個模組，它能通過使用QR碼有效檢索生產數據，並準確追蹤我們的原材料及產品至源頭。

知識產權

作為眾多專利的主要持有者，集團致力保護應用於營運上的新技術及知識產權（「知識產權」）。知識產權政策旨在根據以下法律法規管理及保護專有資訊和知識產權的處理：

- 《企業知識產權管理(GB/T 29490-2013)》;
- 《中華人民共和國專利法》;
- 《中華人民共和國商標法》;
- 《中華人民共和國版權法》;
- 《泰國專利法，B.E. 2522 (1979)》;
- 《泰國商標法B.E. 2534 (1991)》; 及
- 《泰國版權法B.E. 2537 (1994)》。

集團的專責知識產權團隊制定知識產權管理策略，審查管理體系，確保資源有效配置。在開展任何研發項目之前，集團確保不侵犯已被註冊的知識產權。知識產權團隊與行政及採購團隊緊密合作，以監控供應商對知識產權的保護。供應商必須遵守知識產權法規及法律，並遵守集團制定的《供應商行為準則》。集團與員工、供應商及客戶簽訂保密協議，就知識產權保護條款達成協議。未經授權使用我們的知識產權可能要負上法律責任。報告期內，沒有出現知識產權侵權事件。

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The Group has consistently made registrations of IP rights for new inventions since the early stages of its establishment. As of 31 December 2022, the Group had obtained a total of 38 issued utility model patents and software copyrights.

Information Security and Data Privacy

The Group places strong emphasis on information security and spares no effort in preventing leaks of classified information and customer data. To this end, the Group has in place an Information Asset Control Policy to ensure adequate safeguards for customer and business data as well as compliance with data protection legislation and relevant industry-leading standards. All relevant documents and processes of the information security system is audited and evaluated annually to ensure that assets and risks are identified regularly. The Group's information security strategies and actions were communicated to suppliers and customers through surveys and on-site audits.

The Group began implementing the ISO 27001 Information Security Management System in 2018 to ensure effective enforcement of relevant policies and procedures as well as better protection of client information and corporate IP. Confidential agreements with employees and business partners are in place so that candid confidential discussions or confidential information shared are protected by legally binding contracts. The IT Department and a dedicated information security team oversee the quality and consistency of technology risk management and cybersecurity of the Group. Relevant control procedures are established to mitigate security threats and vulnerabilities identified during the risk assessment processes. To maintain stable network connection, the Group has developed a contingency plan and back-up servers in case of network instability and failures. In terms of technology, the Group has established internet firewalls, anti-virus systems and internet authorisation systems to safeguard cybersecurity. The effectiveness of information security management system is reviewed and approved annually by the Management.

自成立初期起，集團一直為其新發明進行知識產權註冊。截至2022年12月31日止，集團共獲得38項實用新型專利及軟件著作權。

資訊安全與數據私隱

集團高度重視資訊安全，致力防止機密資料及客戶數據外洩。為此，集團制定了信息資產控制政策，以充分保護客戶及業務數據，並遵守數據保護法規及相關之行業領先標準。每年對信息安全體系的所有相關文件和流程進行審核和評估，以確保定期識別資產和風險。集團通過問卷調查和現場審核，讓供應商和客戶了解集團的資訊安全策略及舉措。

集團於2018年開始實施ISO 27001信息安全管理体系，以確保有效執行相關政策和程序，並更妥善保護客戶資料及企業知識產權。集團與僱員及商業夥伴簽訂保密協議，讓我們在坦誠討論保密內容或共享保密信息時能受具法律約束力的合同保護。資訊科技部門及一支專責資訊安全團隊監察集團技術風險管理的質量和一致性，以及集團的網絡安全。集團建立了相關的控制程序，以解除於風險評估過程中發現的安全威脅，堵塞漏洞。為了維持網絡連接的穩定性，集團制定了應變計劃並備份服務器，以防網絡不穩定及故障。在技術層面，集團備有互聯網防火牆、防病毒系統及互聯網授權系統，以維護網絡安全。信息安全管理体系的有效性，每年由管理層審核。

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The Group provides basic information security training for all new hires as part of the orientation process, and conducts regular refresher training for current staff to strengthen information security awareness among employees. All access to customer data is subject to appropriate approvals and granted on a need-to-know basis, with recertification to confirm it remains correct. The Group requires all employees to abide by the Code of Conduct which fully complies with applicable data protection legislation and industry guidelines and prohibits them from disclosing customer information to unauthorised parties.

As one of its key performance indicators, the Group strives to maintain a zero loss of confidential information. There was no loss of customer data and privacy identified or non-compliance with laws and regulations that have a significant impact on the Group in relation to customer data protection and privacy recorded during the reporting period. No substantiated complaints concerning breaches of customer privacy was received during the reporting period.

Advertising and Labelling

The Group has no specific policy in relation to advertising and labelling of products and services as advertising and labelling of products and services were considered as immaterial to the Group's operation. There was no material non-compliance with relevant laws and regulations that have a significant impact on the Group regarding advertising and labelling recorded during the reporting period.

Responsible Supply Chain Management

As one of the leading electronics manufacturers in the industry, the Group aims to promote a responsible supply chain and develop stable and long-term relationships with our suppliers.

集團在迎新過程中，會向所有新僱員提供基本的資訊安全培訓，並為現有僱員提供定期進修培訓，以增強僱員的資訊安全意識。任何人存取客戶數據均須經適當的審批，並按「實際需要知道」的原則授權存取，然後要進行重新認證以確認授權仍然正確。本集團要求所有僱員遵守行為守則，該守則完全符合適用的數據保護法規及行業準則，並禁止僱員將客戶資料透露予未經授權的各方。

集團努力保持機密信息零丟失，以此作為關鍵績效指標之一。報告期內，沒有發現遺失客戶數據及私隱資料的情況，也沒有違反客戶數據保護和隱私的法律法規而對集團造成重大影響。報告期內，未收到關於侵犯客戶隱私的成立投訴。

廣告宣傳及標籤

由於廣告宣傳及產品和服務標籤對本集團的營運並不重要，因此集團沒有關於廣告宣傳及產品和服務標籤的具體政策。報告期內，本集團概無違反任何有關廣告和標籤的法律法規，而對集團有重大影響。

負責任的供應鏈管理

作為業內領先的電子製造商之一，本集團提倡負責任的供應鏈，並與供應商建立穩定、長遠的合作關係。

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All the Group's suppliers are required to comply with relevant laws and regulations and follow our requirements on business ethics, ethical conduct, human rights, environmental and safety compliance as set out in the Supplier Code of Conduct. As part of the Group's supply chain management strategy, they have incorporated the enterprise resource plan ("ERP") system, the supplier relationship management ("SRM") system and the self-developed T-MICS system to strengthen unified management of suppliers. Internally, the Group has strictly formulated and implemented policies such as the Procurement Procedure and the Guideline on Supplier Selection and Evaluation.

The Group carefully selects suppliers according to their overall performance over selection criteria including product specifications, product compliance, production capacity and compliance with quality standards (e.g., ISO 9001 and IATF 16949). The Code of Conduct for Suppliers has laid out the high standards of ethical conduct that suppliers should adhere to. This helps to minimise the environmental and social risks along the Group's supply chain. The Group also encourages suppliers to develop towards international standards, such as the SA8000 social accountability standard, ISO 14001 and ISO 45001 management systems. For specific materials (e.g., batteries and packing materials), suppliers are required to exercise controls over hazardous substances and submit relevant compliance information in accordance with the European Union's RoHS and REACH regulations and customer requirements.

The Group conducts factory audits and periodic assessments for its suppliers on their quality-related criteria as well as environmental and social performance. Key suppliers are audited once every three years while others are audited once every five years. Audit or post-audit improvement results must meet the requirements of the Group before suppliers can be included in its list of qualified suppliers. In cases where suppliers violate laws and regulations, fail to meet vendor requirements, commit misconduct, or fail to achieve satisfactory results during the contract period, the Group will downgrade or delist those suppliers from the approved vendor list. Due to the COVID-19 restrictions, the Group has not been able to conduct on-site assessments to all existing suppliers. During the reporting period, seven suppliers were assessed on site and passed the on site supplier audit.

我們所有的供應商均須遵守相關法律法規，並遵守《供應商行為準則》中關於商業道德、道德操守、人權、環境及安全合規性的要求。為貫徹集團的供應鏈管理策略，我們整合了企業資源計劃(「ERP」)系統、供應商關係管理(「SRM」)系統及自行開發的T-MICS系統，以加強對供應商的統一管理。在內部，集團嚴格制定並執行《採購程序》及《供應商選擇與評估指南》等政策。

本集團嚴格選擇供應商，會考慮供應商在各方面的整體表現，包括產品規格、產品合規性、生產能力和是否符合達到質量標準(例如，ISO 9001及IATF 16949)。集團的《供應商行為準則》要求供應商持守高標準的道德操守，以盡量減少集團在供應鏈領域的環境和社會風險。集團亦鼓勵供應商逐步引入國際標準，例如SA8000社會責任標準、ISO 14001及ISO 45001管理體系。對於特定的材料(例如電池及包裝材料)，供應商必須根據歐盟RoHS和REACH法規以及客戶的要求，監控有害物質並提交相關的合規資料。

集團會到供應商的工廠進行審計及進行定期評估，審視其質量相關標準及環境和社會績效。每三年審核主要供應商一次，其他供應商則每五年審核一次。供應商的審計或審計後的改善結果必須符合本集團的要求，才能被納入集團的合資格供應商名單內。如果供應商在合約期內違反法律法規、不符合招標要求、行為不當或無法取得滿意的評分，集團會將其降級或從合格供應商名單中除名。受新冠疫情所限，集團無法對所有現有供應商進行現場考核。報告期內，集團走訪了7家供應商進行現場考核，所有供應商順利通過考核。

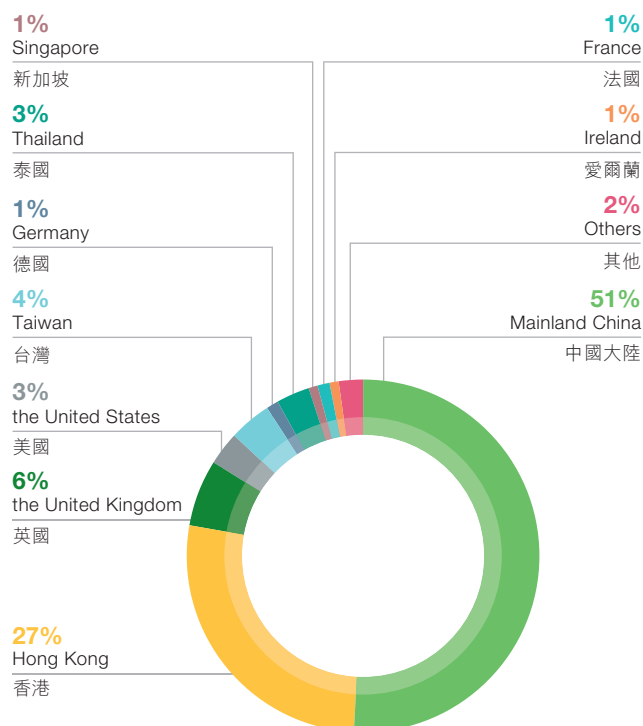
VALUE CHAIN

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During the reporting period, the Group had built collaborative relationships with 751 suppliers in total, the details of which are as follows:

報告期內，本集團共跟751家供應商合作，詳情如下：

Distribution of Suppliers by Geographical Region
供應商的地區分佈



The vast majority of our suppliers are from Hong Kong and Mainland China, which accounted for around 78% of our total suppliers. Other geographical regions include suppliers (less than 1% each) in Korea, Italy, Malaysia, Spain, Japan, Belgium, Israel, Canada, India, the Netherlands, Switzerland, and Sweden. The procured materials were mainly electronic components, metal, circuit boards and equipment.

供應商大多數來自香港及中國大陸，約佔供應商總數78%。其他地區的供應商包括韓國、意大利、馬來西亞、西班牙、日本、比利時、以色列、加拿大、印度、荷蘭、瑞士和瑞典（每地區佔不足1%）。採購的物料主要為電子元件、金屬、線路板及設備。

5. PEOPLE

The Group aims to create a people-oriented working environment that is free of discrimination and harassment, at the same time embraces diversity and prioritises wellness and safety. The Group is dedicated to investing in its people and providing fair opportunities and ample support for them to thrive as a high-performing team.

Caring for Our People

The Group adheres to principles of legality, fairness, impartiality, equality, honesty and credibility. The Group complies with the Labour Law of the PRC, Labour Contract Law of the PRC and other regulations related to work and labour practices in enhancing the human resources policies and protecting the legitimate rights and interests of its employees.

In recognition of the Group's efforts in proactively promoting a harmonious and connected workforce, the Nansha Plant was awarded "Guangzhou Harmonious Labour Relationship Enterprise A Level" (A級) by Guangzhou Municipal Human Resources and Social Security Bureau, Guangzhou Federation of Trade Unions, Entrepreneurs Association and Guangzhou Federation of Industry and Commerce during the reporting period.

The Group's ethical standards and expectations for its employees are clearly set out in the Code of Conduct and other relevant policies stipulated in the Staff Handbook, including the principles of human rights, anti-bribery and conflict of interests, anti-discrimination and proper ways for the handling of confidential information. Employment contract clearly stipulates the terms of employment, wages, benefits and termination clauses. For instance, any employee who leaves the Group is required to provide a written notice of termination to the Group.

5. 人

本集團旨在創建一個以人為本的工作環境，沒有歧視和騷擾，同時擁抱多元化並以健康與安全為優先考慮。集團積極投資於員工身上，給予平等機會和充份的支持，致力培育表現卓越的團隊。

關愛我們的員工

集團秉持合法、公平、公正、平等、誠實守信的原則。遵守《中國勞動法》、《中國勞動合同法》及其他與工作及勞工常規有關的法規，以完善人力資源政策並保障僱員的合法權益。

為表揚集團致力促進和諧團結的勞動關係，在報告期內，南沙工廠獲廣州市人力資源和社會保障局、工會聯合會、企業家協會及廣州市工商業聯合會授予「廣州市勞動關係和諧企業A級」榮譽。

集團對員工的道德標準和期望已在《行為守則》清楚列明，而其他相關政策載於《員工手冊》內，包括人權、反賄賂及利益衝突、反歧視及妥善處理保密資料的方法。僱傭合約明確闡述僱用條款、工資、福利及解僱條款。例如，任何離職僱員必須向集團提交書面終止合約通知。

PEOPLE

人

Employees are encouraged to engage in two-way communication with their supervisors and managers through channels including emails, intranet and hotlines. A confidential grievance mechanism is in place where employees can express concerns relating to any unwanted behaviour or harassment and to report work-related hazards and hazardous situations without any fear of reprisals.

A number of units are in place to support the Group in managing different aspects of employment and labour topics. The Human Resources Department reinforces and refines the Group's human resources policies. The Training Committee develops annual training plans pertaining to training needs and employees' feedback. The Health and Safety Unit in the Nansha Plant and the Human Resources Department in the Rayong Plant are responsible for monitoring health and safety performance and mitigating any potential risks in the daily operations. A Labour Dispute Mediation Committee has been set up to deal with labour disputes.

No material non-compliance in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare was recorded during the reporting period. There was no labour dispute cases recorded during the reporting period.

集團鼓勵僱員透過電子郵件、內聯網及熱線電話等渠道與主管及經理進行雙向溝通。集團設有保密的申訴機制，僱員可以就任何不當行為或騷擾表達憂慮，並舉報與工作有關的危害及危險情況，而不用擔心遭到報復。

集團多個部門支援有關管理僱傭及勞工多方面的事宜。人力資源部負責加強及完善集團的人力資源政策。培訓委員會因應培訓需求和員工反饋而制定相關的年度培訓計劃。南沙工廠的健康與安全部門負責監察健康與安全績效，並減輕日常運營中的任何潛在風險。成立了勞資糾紛調解委員會處理勞資糾紛。

報告期內，沒有發生與薪酬及解僱、招聘及晉升、工時、休息時間以及其他權益和福利有關的重大違規行為。報告期內沒有發生勞資糾紛事件。

PEOPLE
人

Human Rights

Human rights has gained increasing significance to achieving a sustainable economy. The Group is aware of the rights set out in the UN International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation (“ILO”) Declaration on Fundamental Principles and Rights at Work. The Group reviews the human rights policies and procedures on a regular basis to ensure that it conducts business in a way that reflects its commitment to supporting and respecting internationally proclaimed human rights.

It is more common that risks of human rights are discovered through the business’s supply chain. Along its employment and its value chain, the Group respects:

- Rights not to be subjected to slavery, servitude or forced labour;
- Rights to freedom of thought, conscience and religion;
- Rights to enjoy just and favourable conditions of work; and
- Rights to health.

The Group respects the rights of employees to join labour unions, and constantly convenes meetings with the labour union to discuss issues relating to employee rights and obligations. Its commitments and practices for respecting human rights are described in the sections “Creating an Inclusive Workplace” and “Eliminating Child and Forced Labours” of this Report.

人權

人權，對實現可持續經濟的重要性越來越大。集團了解《聯合國國際人權法案》中規定的權利，以及國際勞工組織(ILO)《關於工作中的基本原則和權利宣言》中規定的基本權利。集團定期檢討其人權政策和程序，以確保經營業務的方式能反映其支持和尊重國際公認的人權之承諾。

人權風險，較常見於企業的供應鏈上。在僱傭和價值鏈方面，集團尊重：

- 不受奴役、勞役或強迫勞動的權利；
- 思想、良心、宗教自由的權利；
- 享有公正、有利的工作條件的權利；及
- 健康權。

集團尊重僱員加入工會的權利，經常與工會召開會議，討論員工的權利與義務相關問題。本報告「創建具包容性的工作場所」及「消除童工及強迫勞動」部分闡述集團尊重人權的承諾和做法。

Creating an Inclusive Workplace

The Group is committed to creating an inclusive working environment. It believes that employees can only unleash their full potential when they are treated equally and justly with their views being heard and valued. The Group's approach to equal opportunity and respective anti-discrimination practices are clearly outlined in the Code of Conduct, which states that differential treatment and harassment is unacceptable, and will therefore not be tolerated in the workplace. Respective human resources policies are in place to assure the fairness in respect of recruitment, employment, job advancement, training and development, performance assessment and rewards for both applicants and employees.

At Trio, employees are not discriminated against or deprived of opportunities on grounds of race, nationality, religion, physical condition, disability, gender, pregnancy, sexual orientation, political status, age or any other discrimination prohibited by applicable laws and regulations. As a responsible employer, the Group follows the principle of pay equity and regularly reviews the market information to set up the competitive pay levels.

The Group holds management review meetings each year to discuss and review human resources policies; it also requires relevant departments to implement timely improvements to ensure the rights and benefits of employees. Employees who are found engaging in discriminatory behaviours will be subject to disciplinary actions. No material non-compliance in relation to relevant laws and regulations that have a significant impact on the Group regarding equal opportunity, diversity and anti-discrimination was recorded during the reporting period.

創建具包容性的工作場所

本集團致力創建普惠的工作環境，認為只有當僱員受到平等和公正的對待，其意見獲傾聽和重視時，他們才能充分發揮潛能。集團的《行為守則》明確闡述了集團對平等機會及相應的反歧視措施，當中表明不平等的待遇和騷擾是不能接受的，因此不容許在工作場所內發生。集團制定了相應的人力資源政策，以確保在處理應徵者和僱員的招聘、僱用、工作晉升、培訓及發展、績效評估及獎勵各方面，都秉持公平的原則。

在致豐，僱員不會因種族、國籍、宗教、身體狀況、殘疾、性別、懷孕、性取向、政治地位、年齡或適用法律法規禁止的任何其他歧視而遭受歧視或剝奪機會。作為負責任的僱主，集團奉行薪資公平的原則，並定期檢討市場資訊，以提供具競爭力的薪酬水平。

本集團每年舉行管理層檢討會議，討論及檢討人力資源政策；還要求有關部門及時進行改善，以保障僱員權益。如僱員被發現有歧視行為，將受到紀律處分。報告期內，沒有發生違反有關平等機會、多元化及反歧視法律法規的情況而對集團有重大影響。

PEOPLE
人

Total Workforce

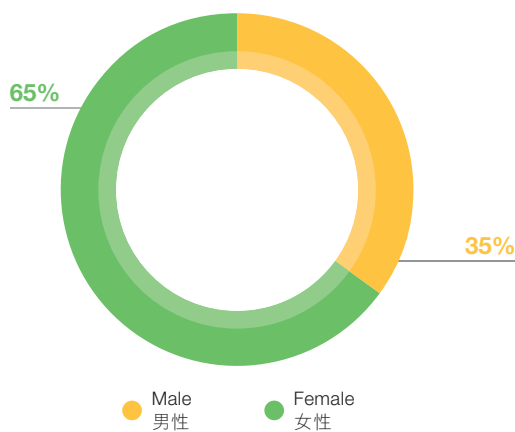
The Nansha and Rayong Plants of the Group had a total number of 1,577 employees of 31 December 2022 (2021: 1,446 employees), all of whom were permanent full-time employees. The total workforce by gender, age group, employee grade, and geographical region are shown below.

總勞動力

截至2021年12月31日，本集團南沙及羅勇工廠有1,577名僱員（2021年：1,446名僱員），均為長期全職僱員。下面顯示按性別、年齡組、員工級別及地區劃分的總勞動力。

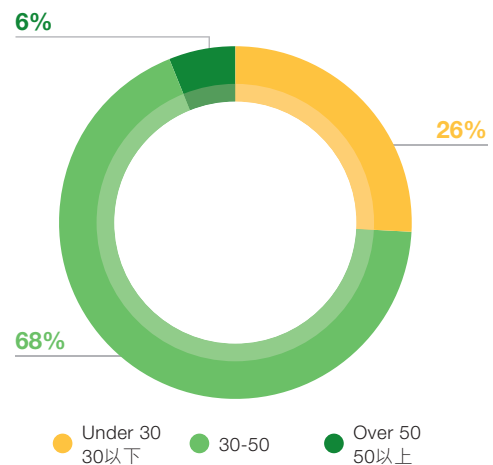
Gender Distribution

性別分佈



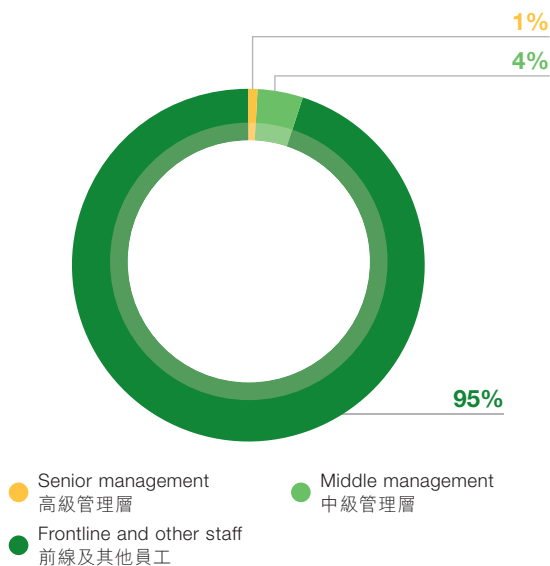
Age Group Distribution

年齡組分佈



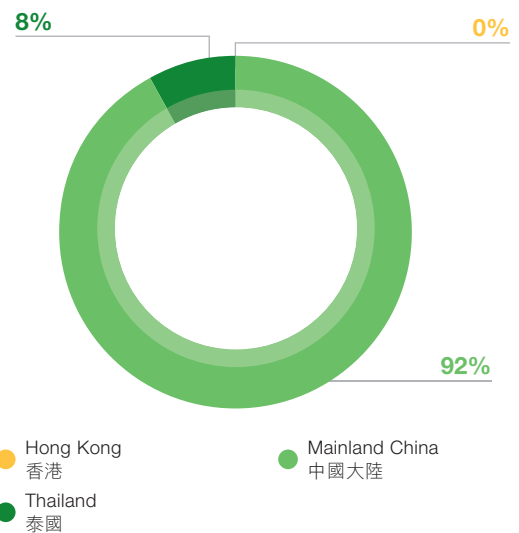
Employee Grade Distribution

僱員職級分佈



Geographical Region Distribution

地區分佈



Turnover

In 2022, a total of 597 employees left the Group in the reporting period. The overall turnover rate was 38 %². The reduced staff turnover partially resulted from the decrease in workforce mobility and uncertain business conditions due to COVID-19. To acquire and retain the best talents, the Group continues to review employees' remuneration packages as well as design and implement people-oriented policies.

Strategic Talent Centre ("STC")

Established in 2017, the STC of Nansha Plant has served as a platform to recruit and attract talents and professionals in specialised fields, including engineers, IT technicians, procurement specialists, accountants and internal auditors. As part of the Group's on-going business strategies, the Management of the Group will continue to recruit talents of necessary level and number at the STC for providing various value-added supports to the Group.

Competitive Remuneration and Benefits Package

The Group provides competitive remuneration and benefits to employees. The remuneration is reviewed annually to reflect employees' performance and contribution as well as market trends. In addition to basic wages and overtime pays, the Group provided a one-off allowance to frontline workers in the Nansha Plant during the reporting period. The Group cares about the wellness of employees, and strives to provide a decent working condition and competitive benefits. These include statutory holidays, paid annual leave, social insurance coverage, medical coverage, marriage leave, paternity leave, lactation break, and meal allowance offered by the Group. Workers at the Nansha Plant are entitled to a seniority bonus based on their length of services.

流失率

在2022年報告期內，共有597名僱員離職。整體流失率為38%²。員工流失率下降的部分原因是由於新冠疫情導致勞動力流動性減低以及市況不明朗。為了吸納及留住最優秀的人才，集團將繼續檢討僱員的薪酬待遇，並制定及實施以人為本的政策。

戰略人才中心

戰略人才中心於2017年成立，作為招募和吸引專業領域的人才及專業人士的平台，對象包括工程師、資訊科技人員、採購專才、會計師及內部審計師。配合集團長期的業務戰略，集團管理層將繼續招聘合適資歷和數量的人材，加入戰略人才中心，為集團提供各種增值支援服務。

具競爭力的薪酬福利計劃

本集團給予僱員具競爭力的薪酬及福利。每年，根據僱員的績效和貢獻以及市場趨勢，進行一次薪酬調整。報告期內，除基本工資及加班費外，集團還為南沙工廠前線工人提供了一筆過的津貼。集團關心僱員的健康，並努力提供體面的工作條件及具競爭力的福利，包括法定假日、帶薪年假、社會保險、醫療保險、結婚假、陪產假、哺乳小休及伙食津貼。南沙工廠的工人可根據其服務年資獲發資歷獎金。

² The overall turnover rate is calculated by the number of employees left during the reporting period/the number of employees as of 31 December of the reporting period *100%.

² 整體流失率是按報告期間離職員工數量／報告期末的員工數量×100%計算。入職一個月內離職的員工不計算在內。

Employee Relations

The Group strives to foster a strong sense of belonging of its staff and ensure that every voice is heard through transparent communication channels. To this end, the Group has established employee complaint mailboxes, message box, hotlines and social media platforms to collect employee opinions, suggestions, and complaints which are handled by dedicated personnel promptly. The Group will continue to keep an open dialogue with its employees through various channels such as meetings, surveys, and other platforms. Adequacy of communication is examined through random sampling surveys and interviews. During the reporting period, the sampling or interview rate conducted by the Nansha Plant was 98%.

Amidst COVID-19, the Group prioritised the wellbeing of its people and cancelled physical cultural and recreational activities. The Nansha Plant made use of WeChat Work, a widely used social media platform to communicate the latest information regarding COVID-19, employee newsletter, industry knowledge and other useful information to the staff to maintain positive and healthy employee relations.

Employee Health and Safety

The health and safety of our employees remain the Group's top priority. The Group has always been committed to complying with relevant occupational health and safety ("OHS") regulations and facilitating employee participation to improve OHS goals. To this end, the Group has comprehensive OHS systems, policies and safety protocols in place to manage relevant issues at its operation. The Group strictly complied with the Prevention and Control of Occupational Diseases Law of the PRC, the Work Safety Law of the PRC and the Occupational Safety, Health, and Environment Act, B.E. 2554 (2011) of Thailand. No material non-compliance in relation to laws and regulations that have a significant impact on the Group regarding occupational health and safety was recorded.

僱員關係

集團致力培養員工對公司的歸屬感，並確保員工可通過透明的溝通渠道發聲。為此，集團設立了僱員投訴信箱、意見收集箱、電話熱線及社交媒體平台，以收集僱員的意見、建議及投訴，並由專人迅速處理。集團將繼續通過各種渠道如會議、調查及其他平台等與僱員保持公開對話。通過隨機抽樣調查及面談檢討溝通是否足夠。報告期內，南沙工廠進行的抽樣調查或面談率為98%。

在新冠疫情肆虐期間，集團為員工的健康著想而取消了體能性文娛活動。南沙工廠採用了普遍使用的社交媒體（企業微信）發佈有關新冠疫情的最新消息、僱員通訊、行業知識以及其他有用資訊，以保持正面健康的僱員關係。

僱員健康與安全

僱員的健康與安全仍然是集團的重中之重。本集團一直恪守相關的職業健康和安全管理（「OHS」）法規，並鼓勵僱員參與，以提升OHS水平。為此，本集團備有完善的OHS系統、政策及安全規程，以在營業點管理相關事宜。集團嚴格遵守《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》和《泰國職業安全、健康與環境法B.E. 2554 (2011)》，並沒有錄得有關職業健康與安全法律法規的重大違規行為而對集團的造成重大影響。

Health and Safety Management

The Health and Safety Committee (the “**H&S Committee**”) comprised of management representatives from various departments has oversight of OHS-related policies, operational controls and performance and is responsible for the effective implementation of the ISO 45001 management system within the Nansha Plant. The management system was applied on all employees and management processes. Safety audits, internal and third-party risk assessments, and incident investigations are conducted for the operational processes in the Nansha Plant to identify and eliminate existing and potential physical and chemical hazards. During the reporting period, all inspection results adhered to applicable regulations and standards. The Group also performs indoor pollutant monitoring for every production unit of the plant annually. The monitoring results were up to standard during the reporting period. The H&S Committee proactively addresses existing risks through the hierarchy of controls, a systematic system focusing on eliminating high-risk tasks and improving engineering controls. At the Rayong Plant, the Human Resources Department ensures that effective safety policy, procedures and protocols are in place. A safety officer was appointed to ensure compliance with the local safety laws and regulations. An internal audit team was set up specifically for monitoring safety performances of the plant.

健康與安全管理

健康與安全委員會(「**H&S委員會**」)由各部門的管理人員代表組成，對與OHS相關的政策、運營控制及績效進行監督，並在南沙工廠內有效實施ISO 45001管理體系。該管理體系應用於所有僱員和管理流程上。集團對南沙工廠的運營流程進行安全審計、內部和第三方風險評估以及事件調查，以識別和消除現有及潛在的物理及化學危害。報告期內，所有檢查結果均符合適用法規和標準。集團每年對工廠的每個生產單元進行室內污染物監測。報告期內，監測結果達標。H&S委員會主動通過分層級控制、設立集中消除高風險任務的系統，以及改善工程控制處理現有的風險。在羅勇工廠，人力資源部確保有效的安全政策、程序和規程到位。任命了一名安全主任，以確保遵守當地的安全法律和法規，亦成立了內部審計小組，專門負責監督工廠的安全績效。

PEOPLE
人

The H&S Committee holds management review meetings each year to discuss and review health and safety performance as well as set targets for the next reporting period. There were no significant changes on the management approaches in relation to OHS during the reporting period.

Safety protocols have been developed for all production processes and safeguard the safe storage, labelling, usage and disposal of hazardous chemicals. The Group offers several channels through which employees can submit ideas, OHS concerns or complaints to their supervisors or managers directly. Workers may remove themselves from work situations that they believe are unsafe. Aside from periodic occupational health checks, workers in occupational hazards positions undergo pre – and post-employment medical examinations. Fire drills and chemical spill drills are carried out on a periodic basis to evaluate the effectiveness of evacuation and clean-up procedures. Personal protective equipment is distributed to frontline workers for safety protection pursuant to the Law of the PRC on the Prevention and Control of Occupational Diseases and the Production Safety Law of the PRC and the Occupational Safety, Health, and Environment Act, B.E. 2554 (2011) of Thailand.

Health and Safety Incidents

The Group conducts OHS disease examination for employees every year. Employees with occupational disease identified will be transferred to other roles immediately to ensure their health is taken care of. If an employee has concern about being injured or infected with occupational disease, the Group will arrange occupational disease examinations conducted by specialised medical institution for the concerned employee. At the same time, the Industrial Safety Management Unit of the Administrative Department will investigate, analyse and evaluate the incident by providing a safety hazard/accident rectification report. If the employee is diagnosed with occupation disease, the Group will declare a work-related injury in accordance with the applicable laws and regulations, and proceed to the compensation settlement.

H&S委員會每年舉行一次管理檢討會議，以討論及檢討健康與安全績效，並為下一個報告期設定目標。報告期內，有關OHS的管理方針並沒有重大變化。

集團已就所有生產流程制定了安全規程，並保證危險化學品被安全存儲、標籤、使用及處置。集團提供了數個渠道讓僱員直接向其主管或經理提出想法、有關OHS問題或投訴。若工人認為工作環境不安全，可以離開工作崗位。除了定期進行職業健康檢查外，任職具職業危害隱患崗位的工人須於入職前、後進行體檢。定期舉行消防演習及化學洩漏演習，以評估疏散及清理程序的有效性。集團遵照《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》及《泰國職業安全、健康和環境法案，B.E. 2554 (2011)》，分發個人防護裝備予前線工人，以提供安全保護。

健康與安全事故

集團每年為僱員提供OHS疾病檢測，發現患上職業病的僱員，會立即被調派到其他崗位工作，以照顧他們的健康。如僱員懷疑自己受了傷或感染了職業病，集團會安排專業醫療機構為僱員進行職業病檢查。同時，行政部門的工業安全管理單位會對事件進行調查、分析和評估，並提交安全隱患／事故整改報告。如僱員被診斷患有職業病，集團將根據適用的法律法規申報工傷，並進行賠償。

With the Group's continued focus on workplace safety through extensive training, no fatalities of the Group's employees have been recorded in the last three reporting years. The Group conducts incident investigation and root cause analysis according to the requirements of local regulations and ISO 45001 management system.

Health and Safety Training

The Group organises general trainings, safety orientation trainings, specific operation trainings and other relevant trainings for employees of different levels of seniority and roles based on legal requirements, standards and specific risks every year. It organises trainings in coordination with third-party professionals when appropriate to share up-to-date knowledge with employees. During the reporting period, 64% of the staff attended a total of 6,018 hours of health and safety training sessions, which covered topics such as the safe handling of hazardous materials, fire safety, industrial safety, general safety management, first-aid skills, and the safety management system.

The Group gives special attention to fire hazards in the workplace. An on-site fire station is set up at the Nansha Plant for providing prompt supports in case of fire accidents. Fire safety is ensured through periodic fire drills, fire safety training and continuous maintenance of fire installations and equipment. One fire drill was held during the reporting period in Nansha Plant; all employees evacuated safely and swiftly.

The Rayong Plant invited the Amata City Fire Service Team to provide fire safety training for its employees during the reporting period. The Fire Service Team also assessed the fire resistance of facilities in the plant. One fire drill was held in Rayong Plant during the reporting period.

由於集團持續針對工作場所的安全問題進行廣泛的培訓，在過去三個報告年度，皆沒有錄得僱員死亡事故。集團根據當地法規及ISO 45001管理體系的要求進行事故調查並分析發生原因。

健康與安全培訓

集團根據法律要求、標準及特定的風險，每年為不同資歷及職務的僱員安排一般培訓、安全指導培訓、特定操作培訓及其他相關培訓。在適當的情況下，會與第三方專業人士合辦培訓，與僱員分享最新的知識。報告期內，64%的員工參加了共計6,018小時的健康與安全培訓課程，涵蓋的主題包括：安全處理有害物質、消防安全、工業安全、一般安全管理、急救技能，以及安全管理系統。

本集團特別留意工作場所的火災隱患。南沙工廠內設有消防站，以便一旦發生火警，可迅速提供支援。為確保消防安全，集團定期進行消防演習、消防安全培訓並持續保養消防裝置及設備。在本報告期內，南沙工廠舉行了一次消防演習；所有員工都能安全、迅速地撤離。

報告期內，羅勇工廠邀請了阿瑪塔市消防隊為其員工進行消防安全培訓。消防隊還評估了工廠設施的耐火性。報告期內，羅勇工廠舉行了一次消防演習。

Food Health and Safety

The Group has its own regulations and traceability system in place to ensure that food served in the staff canteen is of high quality and is safe to eat. The regulation provides guiding principles and stringent standards for staff canteen operation and management in the areas of quality and cleanliness. It only purchases food materials that are fresh, clean and in compliance with all applicable national standards and regulations. Food samples are kept 48 hours every day for record and testing where necessary. There were no complaints regarding food quality during the reporting period.

Our Responses to COVID-19

In view of the COVID-19 pandemic, the Group has set up an emergency response team that swiftly responded to the prevention and control of the virus. The team mobilised resources from all sides to search and purchase essential materials including surgical masks, hand sanitisers and medical gloves for staff at work.

To contain the spread of COVID-19 in the community and better protect the staff, the Group implemented precautionary measures that were in line with the national and local government's virus control guidelines, which included,

- adopting flexible and/or remote working arrangements amongst office-based staff;
- encouraging employees to hold virtual meetings with customers, suppliers and business partners rather than physical meetings;
- sanitising its facilities more frequently and regularly;

食品健康與安全

本集團制定了內部守則和可追溯系統確保食堂所供應的食物品質優良，可安全食用。該守則就員工食堂的運營及食物質量和清潔衛生方面的管理，提供指導原則及嚴格的標準。食堂只購買新鮮、清潔、衛生的食材，並符合所有適用的國家標準和法規。每天抽取食物樣本，保存48小時，以便在有必要時進行記錄和化驗。在報告期內，沒有接獲關於食品質量的投訴。

應對新冠疫情

面對新冠病毒大流行，集團成立了應急小組，迅速防控病毒的傳播。該小組動用各方資源，為工作人員搜購必須的裝備，包括口罩、手部消毒劑及醫用手套等。

為了控制新冠病毒在社區中傳播並加強保護員工，集團採取了與國家及地方政府的病毒防控指引一致的預防措施，其中包括：

- 安排辦公室員工彈性及／或遙距工作；
- 鼓勵僱員與客戶、供應商及商業夥伴進行虛擬會議，取代面見會議；
- 更頻密、定期消毒設施；

PEOPLE

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- providing adequate personal protective equipment for employees, especially for those performing cleaning work;
 - encouraging employees to get the COVID-19 vaccines;
 - enforcing social distancing measures by setting up partitions on shared tables and limiting capacity of diners at staff canteen;
 - measuring body temperature of staff and guests at entrance of the workplace;
 - setting up the designated isolation room for isolating employees with COVID-19 symptoms;
 - requiring staff and guests to upload health codes before entering the workplace;
 - requiring self-quarantine for staff who have travelled overseas recently; and
 - requiring all staff and guests to wear masks within the workplace.
- 提供足夠的個人防護裝備予員工，特別是執行清潔工作的員工；
 - 鼓勵僱員接種新冠病毒疫苗；
 - 加強社交距離措施，在共用的桌子上設置分隔板及限制員工食堂的食客人數；
 - 在工作場所入口處測量員工及客人的體溫；
 - 設立指定隔離室，用於隔離出現感染新冠病毒病徵的員工；
 - 要求員工及客人在進入工作場所前上載健康碼；
 - 要求最近曾出國的員工進行自我隔離檢疫；及
 - 要求所有員工及客人在工作場所內佩戴口罩。

The Group closely monitored health conditions of staff and guests. When an employee has any COVID-19 symptoms, the employee will be isolated in the designated isolation room and send to the hospital. The Group will report the case to the relevant authorities according to the authorities' instructions. Due to the large number of workers at Nansha Plant, a nucleic acid testing station had been set up on site to facilitate employees to perform nucleic acid test with minimised impact to the production.

本集團密切監察員工及客人的健康狀況。當員工出現任何感染新冠病毒病徵時，該員工將被隔離在指定的隔離室並送往醫院。集團將根據當局的指示向有關當局報告事件。由於南沙工廠工人數量較多，集團在廠區設立了核酸檢測站，方便員工進行核酸檢測，盡量減少對生產的影響。

PEOPLE
人**Development and Training**

Employee development is vital to the sustainable growth of the Group. The Group provides employees with a wide spectrum of training opportunities to deepen their professional knowledge in the workplace and equip them with new skills and industry knowledge that can advance their careers and support the Group's operational needs.

Our Training Committee, led by the Board, senior executives and technical staff, oversees staff training and development at the PRC operation. The Human Resource and Training Control Procedure and other supporting policies are established for the effective implementation of training strategies. Depending on individual needs, team-specific goals and employee feedback, the Training Committee designs and organises internal training for staff covering a wide range of topics and skills, including strategic thinking skills and software-specific training. Senior executives are sponsored by educational subsidies to attend external courses in relation to project management. Employees are also welcome to map out their own training plans and discuss with their supervisors. They are entitled to the reimbursement of tuition or examination fee after the completion of course or examination relevant to their career development. Apart from classroom training, the Group also delivers training programmes through e-learning platform.

發展與培訓

僱員發展對集團的可持續發展至關重要。本集團為僱員提供廣泛的培訓機會，以深化其專業知識，學習新技能及行業知識，從而促進其職業發展並支持集團的運營需求。

由董事會、高管人員及技術人員領導的培訓委員會，負責監督中國業務的員工培訓及發展。為有效執行培訓策略，集團制定了人力資源及培訓控制程序以及其他輔助政策。根據個人需要、團隊特定目標及僱員反饋，培訓委員會為員工設計及舉辦內部培訓，涵蓋多方面的主題及技能，包括戰略思維技能及個別特定軟件培訓。高管人員可獲教育津貼補助，參加與項目管理有關的外部課程。集團歡迎僱員自訂專屬培訓計劃，並與其主管商量。在他們完成與其職業發展相關的課程或考試後，有權報銷學費或考試費支出。除課堂培訓外，集團還通過電子學習平台提供培訓計劃。

PEOPLE

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The Group develops its employees through diversified learning and development programmes, which include,

- a. Training for new employees – To introduce the Group's ethical standards, cultures, rules and regulations, safety and product-related knowledge on the first day of employment;
- b. Pre-job training – To familiarise new recruits or transferred employees with new roles and associated duties;
- c. On-the-job training – To maintain employees' professional competencies and to ensure that they keep abreast of the latest changes and developments in policies, market and industry; and
- d. Professional training – To ensure that employees performing specific functions obtain the necessary licences.

The Group had regulations of Internal Mentoring Regulations and Management. The regulation aims to foster an internal knowledge and experience sharing culture. The knowledge sharing focuses on upskilling employees in terms of problem solving and technical knowledge.

本集團通過多元化的學習及發展計劃以栽培僱員，包括：

- a. 迎新培訓－在首個工作天向新僱員介紹集團的道德準則、文化、規矩和守則，安全及產品相關的知識；
- b. 崗前培訓－讓新入職或轉崗的僱員熟悉新的職務及相關職責；
- c. 在職培訓－保持僱員的專業能力，並確保他們了解政策、市場及行業的最新變化及發展；及
- d. 專業培訓－確保執行特定職能的僱員獲必須的許可證。

集團設有內部指導規章制度和管理規定。該規定旨在培養內部知識和經驗共享文化。知識共享的重點是提高員工在解決問題和技術知識方面的能力。

PEOPLE 人

The Group holds management review meetings every year to discuss and track the target achievement rates as well as ensure the efficient deployment of resources. The Group also monitors the effectiveness of management approach to ensure that the training strategies meet relevant requirements of applicable laws and ISO standards. During the reporting period, all employees as of 31 December 2022 received trainings. The total training hours and the average training hours per employee were 13,641 hours and 8.65 hours per employee, respectively. The average training hours per employee have decreased significantly compared with the previous reporting period due to the COVID-19 restricted arrangements.

本集團每年舉行管理檢討會議，討論及追蹤目標達標率，並確保資源有效調配運用。集團還監察管理方法的有效性，以確保培訓策略符合適用法律及ISO標準的相關要求。報告期內（截至2022年12月31日），所有僱員皆接受了培訓。僱員總受訓時數及平均受訓時數分別為13,641小時及每名僱員8.65小時。由於COVID-19的限制安排，與上一個報告期相比，每位員工的平均培訓時間顯著下降。

Training percentage³ 受訓百分比³ by gender 按性別

Male: 103% 男：103%

Female: 101% 女：101%

Average training hours⁴ 平均受訓時數⁴ by gender 按性別

Male: 7.55 hours 男：7.55小時

Female: 9.25 hours 女：9.25小時

Training percentage 受訓百分比 by employee grade 按僱員職級

Frontline employees 前線僱員：102%

Middle management 中級管理層：107%

Senior management 高級管理層：100%

Average training hours 平均受訓時數 by employee grade 按僱員職級

Frontline employees 前線僱員：8.75 hours 小時

Middle management 中級管理層：7.91 hours 小時

Senior management 高級管理層：2.74 hours 小時

³ Training percentage in the specific category was calculated by trained employees in the specific category during the reporting period/ total number of employees as of 31 December of the reporting period x 100%. The training percentage included trained employees who have left the Group during the reporting period, which contributed to data with percentages over 100%.

³ 特定類別的受訓百分比由報告期內接受培訓的特定類別僱員總數／報告期內12月31日的僱員總數x100%計算。受訓百分比包括報告期內接受過培訓的已離職員工，使整體數字超過100%。

⁴ The average training hours in the specific category was calculated by total trained hours for the specific category of employees during the reporting period/ total number of employees in the specific category as of 31 December of the reporting period x 100%

⁴ 特定類別的平均受訓時數由特定類別接受培訓的總受訓時數／截至報告期內12月31日的特定類別僱員總數x100%計算。

Eliminating Child and Forced Labours

Child and forced labours are strictly prohibited in the workplace according to the employment rules and regulations in the employee handbook. Concept relating to prevention of child and forced labours has been integrated into the Group's recruitment principles and processes, which underpins the Group's commitment in eliminating human rights violation within the Group and from supply chains.

Pursuant to the Labour Law of the PRC and the Labour Protection Act B.E. 2541 (1998) of Thailand, the Human Resources Department verifies the credentials of candidates and conducts background checks to ensure that each employee hired by the Group meets the minimum age requirement. The Group also adopts an intelligent identification system to identify fake identification documents. At Nansha Plant, the management procedures on eliminating child and forced labours are evaluated annually in the annual audit for Guangzhou Harmonious Labour Relationship Enterprise.

The Group prohibits unauthorised overtime work. The employment contract clearly sets out the hours of work and terms and conditions of employment relating to overtime work, including the pre-agreed overtime pay rate for working hours beyond the standard working hours. Employees working overtime must get prior approval from line managers.

The Group has complied with applicable laws, regulations and customer requirements in relation to the prevention of child and forced labours. There were no non-compliance incidents regarding child and forced labour within the Group or our suppliers during the reporting period. No operations or suppliers have been identified to have significant risk for incidents of child or forced labours. If employees discovered any non-compliance regarding child and forced labour, they can report their concerns or complaint through the CRCP. If any child or forced labour is discovered in the Group's operation, the Group will terminate the contract with the child or forced labour immediately and review the incident to avoid reoccurrence.

消除童工及強迫勞動

根據員工手冊內僱傭規章及規則，嚴禁在工作場所使用童工及強迫勞動。防止童工及強迫勞動已成為集團的招聘原則並於招聘流程中落實，構成集團致力在內部及供應鏈上嚴禁侵犯人權的基礎。

人力資源部根據《中華人民共和國勞動法》及《泰國勞動保護法B.E. 2541(1998)》核實候選人的資格證書並進行背景調查，以確保集團僱用的每名僱員均符合最低年齡要求。本集團亦採用智能識別系統識別假身份證明文件。南沙工廠的消除童工和強迫勞動管理程序，每年經廣州市勞動關係和諧企業年度審核進行評估。

本集團禁止未經批准而加班工作。僱傭合約清楚地列明工作時間，以及有關加班工作的僱傭條款和條件，包括事先商定之超時工作可獲的加班工資。僱員加班工作必須事先獲直屬經理批准。

集團遵守有關防止童工及強迫勞動的適用法律、法規及客戶要求。報告期內，集團內部或供應商皆沒有涉及童工及強迫勞動的違規事件。沒有發現任何運營或供應商存在嚴重的童工或強迫勞動事件風險。如果員工發現任何關於童工和強迫勞動的違規行為，他們可以通過公司責任控制程序匯報他們關注的問題或投訴。如集團在業務運營中發現任何童工或強迫勞動，集團會立即終止與該童工或強迫勞工的合同，並檢討事件以避免事情再次發生。

ENVIRONMENT 環境

6. ENVIRONMENT

The Group has given priority to environmental protection principles since establishment and simultaneously operates environmental treatment facilities to ensure that its wastewater, exhaust emissions, and waste materials comply with national regulatory requirements.

Environmental Management

The Group is in strict compliance with the national standards and regulations relating to environmental protection, including but not limited to:

- Emission Limits of Air Pollutants (DB44/27-2001) of Guangdong Province;
- Emission Standard of Cooking Fume (GB 18483-2001);
- Discharge Limits of Water Pollutants (DB44/26-2001) of Guangdong Province;
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste
- Standard for fugitive emission of volatile organic compounds (GB37822-2019);
- Environmental Protection Tax Law of the PRC;
- The Enhancement and Conservation of National Environmental and Quality Act, B.E. 2535 (1992) of Thailand;
- Factory Act, B.E. 2535 (1992) of Thailand; and
- Regulations issued by the Industrial Estate Authority of Thailand (“IEAT”).

The Rayong Plant is located in the IEAT’s industrial estate. IEAT is established by the Industrial Estate Authority of Thailand, B.E. 2522 (1979) of Thailand that controls and oversees all factories situated in the IEAT’s industrial estate. The Rayong Plant strictly abided by the regulations issued by the IEAT.

6. 環境

自成立以來，集團一直重視環境保護，同時設有環境處理設施，以確保其廢水、廢氣排放及廢料符合國家法規要求。

環境管理

本集團嚴格遵守有關環境保護的國家標準和法規，包括但不限於：

- 廣東省大氣污染物排放限值 (DB44/27-2001)；
- 飲食業油煙排放標準 (GB 18483-2001)；
- 廣東省水污染物排放限值 (DB44/26-2001)；
- 中華人民共和國固體廢物污染環境防治法；
- 揮發性有機化合物的逸散排放標準 (GB37822-2019)；
- 中華人民共和國環境保護稅法；
- 泰國加強和保護國家環境和質量法案，B.E. 2535 (1992)；
- 泰國工廠法，B.E. 2535 (1992)；及
- 泰國工業園區管理局（「IEAT」）頒佈的法規。

羅勇工廠位於IEAT的工業區內。IEAT由負責控制和監督位於IEAT工業區的所有工廠的泰國工業區管理局，B.E. 2522(1979)成立。羅勇工廠嚴格遵守IEAT頒佈的規定。

ENVIRONMENT

環境

Beyond compliance, the Group aims to constantly improve the environmental performance of its operations. The Group has established management procedures and implemented ISO 14001 management system in daily operations, and constantly reviews the effectiveness of management systems to minimise our impacts on the environment.

Significant impacts of the Group's activities to the environment include air emissions and greenhouse gas ("GHG") emissions from consumption of fuel and purchased electricity, energy and water consumption, and the generation of hazardous and non-hazardous wastes and effluents. Whenever significant environmental impacts are identified or predicted through assessments and audits, the Group will implement mitigation measures to reduce environmental consequences on the natural environment. In terms of air and wastewater control, the Group has obtained all necessary discharge permits, installed electrostatic precipitators, carbon adsorption systems, grease trap and wastewater treatment facility. Additionally, the Group has engaged an environmental engineering company and continuously employed advanced technologies for wastewater monitoring and treatment. A dedicated technician has stationed at the Nansha Plant to monitor treated effluent quality, ensure discharge compliance and to provide emergency support and maintenance for the wastewater treatment facility. When choosing energy-consuming or water-consuming equipment, the Group places preferences to energy efficient and water-saving equipment according to its management policy on energy and resources use. There was no major non-compliance relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. The Group will continue to explore all possibilities to advance its environmental management so as to pursue better environmental performance and minimise environmental impacts caused by its business operation.

集團不單遵守法規，更持續提升其業務營運的環境績效。集團已制定管理程序，並於日常運營中實施ISO 14001管理體系，還不斷檢討管理體系的有效性，以令業務的環境影響減至最低。

集團活動對環境的重大影響包括：因消耗燃料和外購的電力而產生的氣體排放及溫室氣體（「GHG」）排放；消耗能源和水；以及產生有害和無害廢棄物及污水。每當在考評及審計過程中發現或預測會出現重大的環境影響，集團便會採取緩解措施以減少對自然環境的影響。在空氣排放及廢水控制方面，集團已取得所有必須的排放許可證；並安裝了靜電除塵器、碳吸附系統、隔油池和廢水處理設施。此外，集團委聘一家環境工程公司採用先進技術不斷進行廢水監測和處理。一名專責的技術人員派駐南沙工廠，以監控處理後的廢水質量，確保排放合規，並為廢水處理設施提供緊急支援和維護。在選購耗能或耗水設備時，集團根據其能源和資源使用管理政策，優先選擇節能和節水設備。沒有出現有關空氣及溫室氣體排放、向水和土地排放，以及產生有害和無害廢物嚴重違規的情況。集團將不斷探討各種可行方法，以提升其環境管理，追求更佳的环境績效，並將其業務運營對環境的影響降至最低。

ENVIRONMENT
環境

Emissions

Greenhouse Gas Emissions

During the reporting period, the Group's business activities contributed to the GHG emission of 4,190.7 tonnes of carbon dioxide equivalent ("tCO₂eq."), mainly carbon dioxide, methane, nitrous oxide and hydrofluorocarbons. The overall intensity of the GHG emissions for the Group was 0.17 tCO₂eq./m² with reference to the total floor area of the Group's business operations, which remained the same when compared with that of 2021. For details of the GHG emissions in the previous reporting period, please refer to Appendix I – Key Performance Summary.

排放

溫室氣體排放

報告期內，集團的業務活動導致溫室氣體排放量為4,190.7噸二氧化碳當量（「tCO₂eq.」），主要為二氧化碳、甲烷、一氧化二氮和氫氟碳化合物。以集團業務運營的總建築面積計，溫室氣體總排放密度為0.17噸二氧化碳當量／平方米，與2021年相若。上一個報告期的溫室氣體排放量詳見「附錄一關鍵績效摘要」。

Scope of GHG Emissions 溫室氣體排放範疇	Emission Sources 排放來源	Emission (in tCO ₂ eq.) 排放 (噸二氧化碳當量)	Total Emission (in %) 總排放量 (%)
Scope 1 Direct Emission 範疇1直接排放			
Combustion of fuel for stationary source 燃料燃燒(固定源)	Natural gas 天然氣	71.8	11%
Combustion of fuel for mobile sources 燃料燃燒(移動源)	Petrol 汽油	19.5	
	Diesel 柴油	20.7	
	LPG 液化石油氣	1.1	
Refrigerants and fire suppression agents 製冷劑及滅火劑		308.7	
Scope 2 Energy Indirect Emission 範疇2能源間接排放			
Purchased electricity 購買電力		3,686.1	87%
Scope 3 Other Indirect Emission 範疇3其他間接排放			
Electricity used for freshwater processing 用於淡水處理的電力		35.1	2%
Electricity used for sewage processing 用於污水處理的電力		17.0	
Business air travel 商務飛行旅程		10.3	
Paper disposal 棄置紙張		20.4	
Group Total 集團總量		4,190.7	100%

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Note 1: Emission factors were referred to Appendix 27 to the Listing Rules and their referred documentation as set out by the Stock Exchange unless stated otherwise. Scope 3 emissions were only calculated based on the available emission factors from the referred documentation.

Note 2: Emissions from stationary combustion of natural gas was calculated based on the GHG Emissions from Stationary Combustion (Chinese) calculation tool provided by GHG Protocol.

Note 3: Emission factor of 0.58 tCO₂/MWh and 0.51 tCO₂/MWh were used for purchased electricity in Guangdong Province of the PRC and Thailand respectively, referring to the emission factors from the Ministry of Ecology and Environment of PRC and Electricity Generating Authority of Thailand (“EGAT”) Sustainability Report 2021.

Note 4: Energy indirect emissions from purchased natural gas was not calculated due to unavailable emission factors from the natural gas supplier.

註1: 除另有說明外，排放因子參照聯交所上市規則附錄二十七及其指定文件而編製。範疇3排放僅根據參考文件中的可用排放因子進行計算。

註2: 固定燃燒天然氣而產生的排放量是以溫室氣體協議提供的固定燃燒產生的溫室氣體排放量(中文)計算工具來計算出來。

註3: 參照中國生態環境局和泰國電力局(「EGAT」)2021年可持續發展報告公佈的排放因子，在中國廣東省及泰國所購買電力的排放分別以排放因子0.58噸二氧化碳/兆瓦時及0.51噸二氧化碳/兆瓦時計算。

註4: 由於無法獲得天然氣供應商的排放因子，所以沒計算外購天然氣的能源間接排放。

Air Emissions

The Group-owned, fossil-fuelled vehicles and mobile machineries were used for daily business operations and natural gas was consumed for staff canteen operation, which contributed to the emissions of nitrogen oxides (“NO_x”), sulphur oxides (“SO_x”) and respiratory suspended particles (“RSP”).

空氣排放

用於日常業務的集團自置化石燃料車輛及移動機械，以及員工食堂運營所消耗的天然氣，導致氮氧化物(「NO_x」)、硫氧化物(「SO_x」)及可吸入懸浮粒子(「RSP」)的排放。

Air emissions (non-GHG) from stationary and mobile combustion 固定和移動燃燒產生的空氣排放(非溫室氣體)				
Fuel source	Usage	NO _x (in kg)	RSP (in kg)	SO _x (in kg)
燃料來源	用途	氮氧化物 (千克)	可吸入 懸浮粒子 (千克)	硫氧化物 (千克)
Natural gas 天然氣	For staff canteen operation 用於員工食堂營運	5.04	N/A 不適用	0.03
Petrol and diesel 汽油及柴油	For vehicles 用於車輛	28.52	2.50	0.23
LPG 液化石油氣	For forklift truck 用於叉車	0.07	N/A 不適用	<0.01
Total 總量		33.63	2.50	0.26

Note: Emission factors for calculations on environmental parameters throughout the report were made reference to Appendix 27 of the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

註: 除另有說明外，本報告全文中用於計算環境參數的排放因子均參照香港交易及結算有限公司《主板上市規則》附錄27及其指定文件而編製。

Measures to Mitigate Emissions

The Group endeavours to identify sources of high energy consumption, material consumption and environmental pollution in its plant and implement measures for improvement, ensuring compliance with the Cleaner Production Promotion Law of the PRC and the Enhancement and Conservation of National Environmental and Quality Act, B.E. 2535 (1992) of Thailand.

Waste gas generated in the course of the Group's business activities mainly include exhaust discharged during the combustion of fuels, volatile organic compounds ("VOCs") discharged during the use of solvent-based paint by the plant and oily fume emitted during the cooking processes in the staff canteen operation. The Group proactively adopts different air pollution control measures, including installation of activated carbon absorption devices for treatment of VOCs and adoption of electrostatic precipitators for removal of exhaust fume. In order to meet the latest requirements of VOCs regulations, the Group has conducted routine maintenance of VOCs treatment facilities and replaced activated carbon more frequently for higher removal efficiency of VOCs.

減排措施

集團積極查找工廠內高能耗、高物料消耗及高環境污染的源頭，並採取改善措施，以確保符合《中華人民共和國清潔生產促進法》及《泰國加強和保護國家環境和質量法案，B.E. 2535 (1992)》的規定。

在集團業務活動中產生的廢氣主要包括燃料燃燒排放的廢氣、工廠使用溶劑型塗料排放的揮發性有機化合物（「VOCs」）以及員工食堂烹煮食物過程中排放的油煙。集團主動採取不同的空氣污染控制措施，包括安裝用於處理VOCs的活性碳吸收裝置，以及採用靜電除塵器消除廢氣。為了符合有關VOCs法規的最新要求，集團定期保養VOCs處理設施，更頻繁更換活性碳，以提高去除VOCs的效率。

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Apart from the stringent control on VOCs emission, the Group also keeps track of employees' business air travels and avoids travelling by air whenever possible to reduce GHG emissions. The use of tele-conferencing tools, such as Zoom, Microsoft Teams, and WeChat are encouraged for meetings with colleagues, customers, suppliers, and business partners to reduce travelling. GHG emissions associated from business travels had a substantial increase when compared with the last reporting period. The business air travels increased significantly due to the lower travel activities in 2020-2021 amid COVID-19 control restrictions, and an increase in necessary business travels during the reporting period.

The Group has continued to enhance combustion efficiency of stoves at the canteen in the Nansha Plant. This has reduced around 2000 m³ of natural gas consumption during the reporting period. However, It is expected that there will be limited room for reduction in natural gas consumption in the future.

Going forward, the Group expects to expand its production bases, which will increase its energy consumption and the associated emissions in the coming years. In light of the unpredictable surge in emission, the Group has not set any emission reduction targets during the reporting period. Having said that, the Group strives to mitigate emissions and has planned to set emission targets after its expansion of production bases.

除嚴格控制VOCs的排放外，集團還密切留意僱員的商務飛行旅程，儘可能避免乘搭飛機出差以減少溫室氣體排放。鼓勵員工使用網上會議工具如Zoom、Microsoft Teams、微信等與同事、客戶、供應商及商業夥伴開會，以減少出差。與上一報告期相比，商務飛行旅程產生的溫室氣體排放量大幅增加。商務飛行旅程顯著增多，是因為2020至2021年的新冠病毒防控限制使商旅活動減少，以及報告期內必要的差旅增加所致。

集團持續提升南沙工廠食堂內爐灶之燃燒效率。報告期內，天然氣消耗量因而減少了約2000立方米。不過，預計未來天然氣消耗量下調的空間有限。

展望未來，集團將擴充生產基地，因此在未來數年其能源消耗及相關排放將會增加。鑑於排放量的激增尚無法預測，報告期內集團未設定任何減排目標。儘管如此，集團致力減少排放，並已計劃在擴充生產基地後設定排放目標。

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To respond to climate change impacts, the Group has identified the key risks and opportunities that climate change has brought to its business operations, and developed relevant strategies to minimise climate risks as set out in the Procedure for Risks and Opportunities Control. Climate risks include disruption of production as well as damage to production base, raw materials and products caused by extreme weather, flooding and typhoons, etc. To better cope with extreme weather events, the Group has put in place the Management Rules for Severe Weather Preparedness and Response, and purchased property liability insurance for its properties. The Group has also commenced its production in Thailand to avoid solely relying on the production in the PRC. To reduce carbon emissions, the Group has actively adopted different approaches, including initiatives to reduce waste, conserve energy and water, and enhance environmental awareness.

This year, the Group has taken its first step to disclosing its climate-related information aligning with the four core elements, namely, Governance, Strategy, Risk Management and Metrics and Targets of TCFD recommendations on climate-related financial disclosure.

Governance

Overseen by the Board, a Management and the Group divisions are held accountable for climate risk assessment and management. The governance structure of the Group is shown in "Sustainability Governance" of this report.

氣候變化

為應對氣候變化帶來的影響，集團已確定氣候變化給其業務營運所帶來的主要風險和機遇，並於制定了盡量降低氣候風險的相關策略，載於《風險與機遇控制程序》內。氣候風險包括由於極端天氣、洪水及颱風等造成的生產中斷以及生產基地、原材料和產品的損壞。為了更充分準備應對極端天氣的威脅，集團制定了《危險天氣應急預警管理規定》，並為其財產購買財產責任保險。本集團亦已開始在泰國生產，以避免單純依賴中國的生產。為了減少碳排放，集團積極採取不同的方法，包括減少廢物、節約能源和水的措施，以及加強環保意識。

今年，集團邁出了第一步，首次披露其氣候相關資料，披露內容遵照TCFD建議的氣候相關財務披露，包含了四個核心元素，即管治、策略、風險管理、指標及目標。

管治

在董事會的監督下，管理層和集團分部負責氣候風險評估和管理。上述各方的主要職責，本集團治理架構見本報告「可持續發展管治」部分。

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Strategy

The Group has identified relevant climate-related risks and assessed their potential financial impacts. The climate risks identified, their time horizon, trend, and the potential financial impacts affecting the Group are shown below.

策略

集團已確定與其相干的氣候相關風險並評估其潛在財務影響。已確定的氣候風險、其時間跨度、趨勢及對集團的潛在財務影響如下。

	Climate Risks 氣候風險	Time horizon 時間跨度	Trend 趨勢	Potential financial impact 潛在財務影響
Physical Risks 實體風險	Acute 緊急	Short term 短期	Increase 增加	Extreme weather events with increased severity during cyclones, hurricanes, storm surges and floods can cause supply chain interruption by bringing damage to local infrastructure, potential damage to production plants and its machinery, and human resources disruption. 發生氣旋、颶風、風暴潮及洪水期間出現嚴重極端天氣的情況增加，會破壞當地基礎設施、可能對生產工廠及其內的機械設備造成破壞並損害人力資源，從而可能令供應鏈中斷。
	Chronic 長期	Long term 長期		Longer-term shifts in climate patterns can increase capital costs, operating costs, costs of human resources and increased insurance premiums and potential for reduced availability of insurance on assets in locations with high exposure to natural disasters. 氣候模式的長期轉變會增加資本成本、營運成本、人力資源成本和保險費。在易受自然災害影響的地區，資產保險的可用性有可能會降低。
Transition Risks 過渡風險	Policy and Legal 政策及法律	Long term 長期	Increase 增加	Upon implementation of tightened environmental laws and the carbon pricing system, the Group will expect increased operating costs, increased costs resulting from fines and legal proceedings if non-compliance with newly implemented regulations occurs. 在實施更嚴格的環境法和碳定價制度後，集團預計會增加運營成本（如集團未能符合新實施的法規，會因罰款和法律訴訟而導致成本增加）。
	Technology 科技	Long term 長期	Increase 增加	During the transitional period, the Group expects increased R&D and/or procurement expenditures to introduce new and alternative technologies in minimising environmental externalities of its products, and additional cost of adopting/deploying new practices and processes. 在過渡期內，集團預期會因引入新技術及替代技術以盡量減低其產品的環境外部效應，而增加研發及／或採購的開支，亦因採用／部署新做法和流程而產生額外成本。

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	Climate Risks 氣候風險	Time horizon 時間跨度	Trend 趨勢	Potential financial impact 潛在財務影響
	Market 市場	Medium term 中期	Increase 增加	The Group's industry relies on numerous critical materials as key inputs for finished products. If materials shortages, supply disruptions, price volatility are not well managed, the supply risk increases and will lead to inability to access necessary materials, reduced margins, constrained revenue growth, and/or high costs or capital. 集團從事的工業，依賴多種關鍵材料作為成品生產的主要的輸入。如材料短缺、供應中斷、價格波動的情況沒得到妥善管理，供應風險勢將會增加，並導致無法獲得必要的材料、利潤率下降、收入增長受限及／或出現高成本或資本情況。
	Reputation 聲譽	Long term 長期	Increase 增加	As principal bankers of the Group might include climate risks in their due diligence process, lending criteria are expected to be tightened. The Group will face additional barriers to securing loans in the future, affecting the Group's cash flow and liquidity if no strategy has been set accordingly. If materials are sourced from supply chains lacking transparency, stakeholders' concerns and negative news on the supply chain might dampen the investment sentiment of investors, impacting the stock price and market capitalisation of the Group, and hence increasing the liquidity risk. 集團的主要銀行可能會將氣候風險納入盡職調查的範圍內，預計貸款標準將收緊。如果沒有制定相應的策略，集團未來貸款將面對額外的障礙，影響現金流和流動性。如材料的供應來自缺乏透明度的供應鏈，持份者的顧慮及有關供應鏈的壞消息可能會打擊投資者的投資意欲，影響集團的股價及市值，從而增加流動性風險。

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Risk Management

An ESG risk assessment was conducted based on assessing the possibility and impact of each identified risk into three levels: high, medium and low. The overall risk levels are then classified into the risk levels, high, medium and low based on the possibility and impact ratings. The overall risk level was then prioritised by the Group.

風險管理

ESG風險評估是就每個已確定的相關風險，評估其發生的可能性和影響，評估分為高、中、低三個級別。根據可能性和影響評級，對整體風險進行排序並分為高、中和低風險級別。然後總體風險級別根據出現風險的整體可能性和影響而定。

Risk levels 風險級別	Definition of the overall risk levels 總體風險水平的定義
High 高	Risks at this level may have serious consequences. It is highly likely that there will be some impacts to the Group and hindrance for the Group to achieve strategic goals. 此級別的風險可能會引致嚴重後果。極有可能對集團造成一定影響，有礙集團實現戰略性目標。
Medium 中	Risks at this level may have serious consequences, but they are less likely to occur. Conversely, the consequences could be minor in nature, but the probability of occurrence is higher 此級別的風險可能會引致嚴重後果，但出現的可能性較低。反之，亦可能產生輕微後果，但發生的機率較高。
Low 低	Risks at this level have limited harm and consequences for the Group to achieve its strategic goals, and the probability of occurrence is low. 此級別的風險對本集團實現戰略性目標的危害和後果有限，發生的機率較低。

The Group has identified its risk profile based on the climate-related risks suggested by the TCFD recommendations on climate-related financial disclosure. The relevant climate risks, their overall risk levels and management approach are shown below.

集團已根據TCFD就氣候相關財務披露建議提出的氣候相關風險，確定了其風險狀況。根據風險評估，相關的氣候風險、其整體風險水平和管理方法如下。

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	Climate risks 氣候風險	Overall risk level 總體風險水平	Management Approach 管理方針
Physical Risks 實體風險	Acute 緊急	High 高	<ul style="list-style-type: none"> - Developed relevant strategies set out in the Procedure for Risks and Opportunities Control, Environmental Management System Risk and Opportunity Form and Business Continuity Plan - 制定了相關策略，載於風險與機遇控制程序、環境管理體系的風險和機遇表格，以及業務持續性計劃內 - Has in place the Management Rules for Severe Weather Preparedness and Response - 制定了惡劣天氣準備和應對管理規則 - Purchased property liability insurance for its properties - 為其財產投購財產責任保險
	Chronic 長期		
Transition Risks 過渡風險	Policy and Legal 政策及法律	High 高	<ul style="list-style-type: none"> - Developed relevant strategies set out in the Procedure for Risks and Opportunities Control, Environmental Management System Risk and Opportunity Form and Business Continuity Plan - 制定了相關策略，載於風險與機遇控制程序、環境管理體系的風險和機遇表格，以及業務持續性計劃內 - Appointed professionals to provide advice on climate-related issues - 委託專業人士就氣候相關問題提供建議 - Continuously monitored the latest climate-related regulations and trend - 持續監察最新的氣候相關法規和趨勢

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	Climate risks 氣候風險	Overall risk level 總體風險水平	Management Approach 管理方針
	Technology 科技	Low 低	<ul style="list-style-type: none"> - Grasped business opportunities of the rise of the low-carbon product market - 把握低碳產品市場興起的商機
	Market 市場	Low 低	<ul style="list-style-type: none"> - Grasped business opportunities of the rise of the low-carbon product market - 把握低碳產品市場興起的商機 - Diversified supply chain and customer base - 使供應鏈和客戶群多元化 - Developed relevant strategies set out in the Business Continuity Plan - 制定了相關策略，載於業務持續性計劃內
	Reputation 聲譽	Medium 中	<ul style="list-style-type: none"> - Ensured compliance of environmental laws and regulations - 確保遵守環境法律法規 - Continuously monitored the latest climate-related regulations and trend - 持續監察最新的氣候相關法規和趨勢

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The physical risks and the policy and legal risk during the transition to a low-carbon economy have greatest impact to the Group's operation. However, the Group remained optimistic its formulated strategies, policies, control systems and management plans in place. The management approaches will be reviewed and enhanced when necessary to ensure the effectiveness of the management of climate risks.

Risks associated with technology and the market were considered as low risks since they offer opportunities for the growth of the Group's business. The renewable energy programmes and policies in the PRC and Europe, have brought business opportunities to the Group. The rapid evolution of the electric vehicle market and changes in consumer preference enable the Group to develop towards low-carbon products. Particularly, the Group has been providing smart charging and kiosk solutions through its self-developed brand "DELTRIX" in Europe. This in turn diversified the Group's product portfolio and increased its revenue. The Group has also expanded its production capacity and upgraded existing production facilities to prepare for future opportunities.

Metrics and Targets

To measure the level and impact of the Group's climate-related risks, the Group monitors metrics and indicators to ensure an effective and quantitative assessment. The Group monitors and reviews its Scope 1, Scope 2, Scope 3 GHG emissions (in tCO₂eq.), total GHG emissions (in tCO₂eq.) and the GHG emission intensity (in tCO₂eq./m²) regularly. The GHG emission data and information about target setting are shown in the section "Emissions" of this Report.

向低碳經濟轉型過程中的實體風險和政策及法律風險對集團經營影響最大。然而，集團對其製定的戰略、政策、控制系統和管理計劃保持樂觀。必要時將審查和加強管理方法，以確保氣候風險管理的有效性。

與技術和市場相關的風險被視為低風險，因為它們為本集團的業務增長提供了機會。然而，中國及歐洲的可再生能源計劃及政策為本集團帶來商機。電動汽車市場的快速發展和消費者偏好的變化使本集團向低碳產品發展。特別是，本集團一直在歐洲通過其自主開發的品牌「DELTRIX」提供智能充電和自助服務亭解決方案。這反過來又豐富了集團的產品組合增加了收入。本集團亦已擴充其產能及升級現有生產設施以迎接未來機遇。

尺度與目標

為了衡量集團氣候相關風險的級別和影響，集團監控尺度與指標以確保評估有效和量化。集團定期監測及檢討範疇一、範疇二、範疇三溫室氣體排放量（以噸二氧化碳當量計）、溫室氣體排放總量（以噸二氧化碳當量計）及溫室氣體排放密度（單位為噸二氧化碳當量／平方米）。溫室氣體排放數據及有關目標設定的資訊，請參見本報告「排放」部分。

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Waste Management

During the reporting period, the Group generated a total of 11.81 tonnes of hazardous waste during various production activities, contributing to an intensity of 0.47 kg/m². Due to the increased order, the hazardous waste generation during the reporting period associated with production has increased by 41% compared with the last reporting period. Activated carbon, organic solvent waste and organic solvent-containing waste, and mineral oil and mineral oil-containing wastes were the major constituents which made up about 88% of the total amount of hazardous waste. Hazardous wastes were collected and treated by qualified hazardous waste collectors and recyclers. The figure below shows the breakdown of hazardous waste generated and the treatment methods.

廢棄物管理

報告期內，集團在各項生產活動中共產生有害廢棄物11.81噸，密度為0.47千克／平方米。由於訂單增加，報告期內與生產相關的危險廢物產生量較上一報告期增加41%。主要有害廢棄物包括活性炭、廢有機溶劑和含有機溶劑的廢棄物、礦物油和含礦物油的廢棄物，約佔有害廢棄物總量的88%。有害廢棄物由合資格有害廢棄物收集商和回收商收集和處理。下圖顯示有害廢棄物的分類和處理方法。

Hazardous Waste generated in FY2022 2022年財政年度產生的有害廢棄物	
Type of Hazardous Wastes 有害廢棄物類別	Waste Generated (%) 產生廢棄物 (%)
Activated carbon 活性炭	34%
Organic solvent waste & organic solvent-containing waste 廢有機溶劑及含有機溶劑的廢棄物	42%
Oil/water or hydrocarbon/water mixtures or emulsion 油／水或碳氫化合物／水混合物或乳液	4%
Others (i.e., metal containers for thinner and paint, and cloths) 其他(即：盛載稀釋劑和油漆的金屬容器和布)	6%
Mineral oil waste & mineral oil-containing waste 廢礦物油及含礦物油的廢棄物	12%
Mercury-containing waste 含水銀廢棄物	<1%
Organic resin waste 廢有機樹脂	1%
Grand total 累計	100%

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The Group generated a total of 114.65 tonnes of non-hazardous waste, representing an intensity of 4.53 kg/m² of non-hazardous waste during the reporting period. Food waste, generated from the canteen operation, continued to be the largest component of domestic waste and transferred to designated recycling and treatment facilities for further processing. Other recyclable materials (including waste packaging) were either sent to recyclers or suppliers. During the reporting period, 49% of the non-hazardous waste generated was recycled.

The non-hazardous waste intensity increased by 15% from 3.95 kg/m² to 4.53 kg/m² when compared to the last reporting period. It was mainly due to an overall increase in generation of non-hazardous waste from the Rayong Plant contributed by the increased order during the reporting period.

Waste Reduction and Initiatives

The Group aims to prevent generation of hazardous waste through adoption of advanced technologies and to minimise non-hazardous waste generation (mainly paper and food waste) at source whenever possible. The Group has waste management policy to regulate the collection, storage, disposal and treatment of different types of wastes. Hazardous wastes with appropriate labelling are temporarily stored on-site and transferred to licensed collectors for further handling. In the Rayong Plant, the hazardous and non-hazardous wastes generation and handling data are reviewed by the general manager every month. The safety officer monitors generation and handling of wastes. To achieve further waste reduction, the Group has set a target of reducing 3% waste generation⁵ by 2026, with 2021 as a base year. The Nansha Plant actively promotes source separation of domestic waste and has been listed as a demonstration unit for waste sorting in Dongchong Town, Nansha District. To support the local government's waste management plan, the Nansha Plant replaced all rubbish bins with waste separation bins and set up designated waste collection points at the plant during the reporting period.

5 The waste generation refers to total waste generation including hazardous and non-hazardous wastes.

報告期內，集團共產生無害廢棄物114.65噸，無害廢棄物密度為4.53千克／平方米。生活廢物最主要是食堂營運產生的廚餘，被移送到指定的回收及處理設施作進一步處理。其他可回收材料(包括廢包裝材料)被送往回收商或供應商。報告期內，無害廢棄物回收率達到49%。

與上一報告期相比，無害廢棄物密度增加了15%(從3.95千克／平方米增至4.53千克／平方米)。主要是因為在報告期內羅勇工廠訂單增加，令無害廢棄物量增加所致。

減少廢物及相關措施

集團擬透過採用先進技術來防止產生有害廢棄物，並盡可能從源頭減少產生無害廢棄物(主要是紙張和廚餘)。集團制定了廢棄物管理政策，以規範各類廢棄物的收集、儲存、處置和處理。帶有適當標籤的有害廢棄物會被臨時存放在工廠，然後轉送到領有執照的收集商作進一步處理。在羅勇工廠，總經理會每月審視有害和無害廢棄物的產生及處理數據。安全主任監控廢物的產生和處理。為進一步減少廢物，集團以2021年為基準年，要在2026年產生廢棄物量⁵減少達3%的目標。南沙工廠積極推動生活廢物源頭分類，並被南沙區東涌鎮列為廢物分類示範單位。為支持地方政府的廢物管理計劃，南沙工廠在報告期內將所有垃圾桶替換為廢物分類桶，並在工廠設立了指定的廢物收集點。

5 產生廢棄物量是指產生廢棄物總量，包括有害廢棄物和無害廢棄物。

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During the reporting period, the Board and the management has reviewed the following target. The Group has an increase in waste generation during the reporting period. The major reason was due to the increased order during the reporting period, the Group will continue to monitor the progress and review the necessity to update the target.

報告期內，董事會和管理層已檢討以下目標。報告期內，集團產生的廢棄物有所增加。主要原因是由於報告期內訂單增加，本集團將繼續監察進度及檢討更新目標的必要性。

Target Indicator 目標指標	2021 baseline 2021年基線	Target 目標	Progress during the reporting period 報告期內進展	Target status 目標狀況
Waste generation 產生廢棄物量	108.34 tonnes 108.34噸	Achieve a 3% reduction in waste generation by 2026, which is 105.09 tonnes 到2026年廢棄物量減少3%至105.09噸	126.46 tonnes 126.46噸	In progress 進行中

Reducing Paper Waste

The Group tracks paper usage and distributes paper according to the monthly paper consumption of different divisions/departments. During the reporting period, a total of 4.25 tonnes of paper had been used for the Group's daily office operation for the printing of documents, contracts, order forms, technical drawings and meeting notes, which had been reduced by 7% compared with the last reporting period. To step towards a paperless office, the Group developed software systems on human resources management, quality assurance, material management, incoming material assessment during the reporting period. All systems have been registered as copyrights. The Group has continued to promote electronic administrative procedures as well as the use of telecommunication. It reduces paper consumption by:

- using recycled paper;
- adopting double-sided printing; and
- regular maintenance of printers, copiers, and fax machines to avoid wastage of paper due to poor printing quality.

減少廢紙

集團跟蹤紙張的使用情況，並根據不同分部／部門的每月紙張消耗量分配紙張。報告期內，本集團的日常辦公室運作例如打印文件、合同、訂單、技術圖紙和會議記錄等，共使用了4.25噸紙張，與上一報告期相比減少了7%。為實現無紙化辦公，報告期內，集團開發了人力資源管理、質量保證、物資管理、來料評估等軟件系統。所有系統均已進行版權註冊。集團繼續提倡行政程序電子化以及使用電話通訊，亦通過以下方式減少紙張消耗：

- 使用再造紙；
- 採用雙面打印；及
- 保養打印機、複印機和傳真機，避免因打印效果欠佳而浪費紙張。

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Recycling bins are placed at office areas to advocate paper recycling. Office waste paper involving confidential information was shredded and disposed of. Waste paper packaging materials were collected by licensed recyclers for recycling. With a current paper consumption intensity of 2.69 kg/employee, the Group targets to achieve a 10% reduction in paper consumption per employee by 2026, which will be tracked against 2021.

During the reporting period, the Board and the management has reviewed the following target. The paper consumption intensity was lower than expected due to the lower consumption of paper during the COVID-19 flexible work arrangement. The target will remain unchanged and will be reviewed continuously.

在辦公區域設置了回收箱，以鼓勵紙張回收。涉及機密資料的辦公室廢紙先粉碎再棄置。廢包裝紙由持牌回收商收集以進行回收。目前，集團的用紙密度為2.69千克／僱員，我們設下目標要在2026年達至每名員工減少用紙量10%(以2021年用紙量為基準)。

於報告期內，董事會及管理層檢討以下目標。由於在COVID-19靈活工作安排期間紙張消耗量較低，因此紙張消耗強度低於預期。目標將保持不變，集團將會不斷檢討目標。

Target Indicator 目標指標	2021 baseline 2021年基線	Target 目標	Progress during the reporting period 報告期內進展	Target status 目標狀況
Paper consumption per employee 每名僱員用紙量	3.18 kg/ employee 3.18 千克/ 僱員	Achieve a 10% reduction in paper consumption per employee by 2026, which is 2.86 kg/employee 到2026年，每名僱員的用紙量減少10%，即2.86 千克／僱員	2.69 kg/ employee 2.69 千克／僱員	In progress 進行中

Reducing Waste from Canteen

In the canteen operation, the Group has fully phased out the use of disposable tableware. Food purchase is managed through the self-developed ordering system. Employees must order their meals through the digital ordering system, enabling the Group to more accurately estimate food portion needs and reduce food waste at source. Employees can also order smaller portions according to their needs to avoid food wastage. The Group had not separately recorded the total amount of food waste generated or reduced, therefore results achieved from reducing canteen waste were not available.

減少食堂廢棄物

在食堂的營運方面，本集團已完全淘汰一次性餐具。食品的訂購經由自行開發的訂餐系統管理。僱員必須使用電子訂餐系統訂購餐食，讓集團能更準確估算所需食物量，從源頭避免浪費食物。僱員還可以根據自己的需要訂購較少食物量，以避免食物浪費。集團沒有單獨記錄所產生或減少的廚餘量，因此未能報告減少廚餘的成果。

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Energy Management

Total Energy Consumption

The total energy consumption of the Group was 6,815 MWh during the reporting period (2021: 6,484 MWh), representing an intensity of 0.27 MWh/m² (2021: 0.26 MWh/m²). The administration department keeps track of the Group's energy consumption and will notify related divisions/departments if there is unusual increase in energy consumption. As electricity remained the largest energy source (93%), the Group closely monitors its electricity consumption and implements various efficient energy use initiatives as described in the below sections.

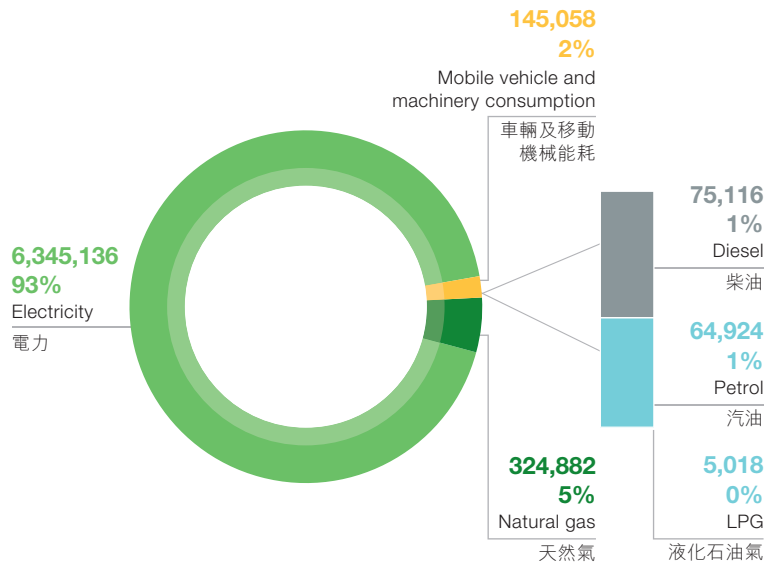
能源管理

總能源消耗

報告期內，本集團的總能源消耗為6,815兆瓦時(2021年：6,484兆瓦時)。強度為0.27兆瓦時/平方米(2021年：0.26兆瓦時/平方米)。行政部門會跟蹤集團的能源消耗，如果能源消耗異常增加，會通知相關部門。由於電力仍然是最大的能源來源(93%)，集團將密切監控其電力消耗並實施各種優化能源效率措施，詳見下面章節。

Sources of Energy Consumption (kWh, %)

能源消耗來源 (千瓦時, %)



Energy Use Efficiency Initiatives

The administration department, the electrical and mechanical technicians and the logistics department have been working together to avoid wastage of fuel due to malfunctioned or deteriorated equipment, generators and vehicles. Pipeline infrared laser detection is used for detection of pipeline leakage. There have been no quality issues or leakages identified in the natural gas pipelines and equipment during the reporting period. Since the pipelines at the canteen of the Nansha Plant has been aging, the Group has upgraded the pipelines during the reporting period.

The production areas are fitted with energy efficient LED lighting system which uses less energy than that of traditional lighting. To conserve more energy resources, the Group has controlled lightings and temperature of air conditioners, and used evaporative coolers rather than air conditioners in the staff canteen. The T-MICS manufacturing execution system developed by the Group has a power measuring module that monitors the high power consumption devices. The system reviews energy consumption of the devices and adjust accordingly to achieve optimum power efficiency. In light of the unpredictable increase of energy consumption from the expansion of production bases, as mentioned above, the Group has not set any energy reduction targets during the reporting period but has planned to set relevant targets upon expansion of production bases.

At the Nansha Plant, an electricity monitoring system was installed to track real-time electricity consumption and to identify abnormal electricity consumption patterns at the earliest stage. Monthly energy data is reviewed and analysed regularly to further explore the possibility of energy savings. At the Rayong Plant, energy wastage report is submitted to the IEAT for audit purpose biannually. Compared with the last reporting period, the electricity consumption intensity remained unchanged at 236 kWh/m².

優化能源效率措施

行政部門、機電技師以及後勤部門協力避免因設備、發電機及車輛故障或老化而造成燃料浪費。集團利用紅外激光檢測管道，以防洩漏。報告期內，天然氣管道和設備沒有出現質量問題或洩漏。由於南沙廠食堂管道老化，集團在報告期內進行了管道升級。

生產區域安裝了比傳統照明較高能效的LED照明系統，減少能源消耗。為節省更多能源，集團監控照明及空調溫度，並在員工食堂使用蒸發冷卻器而非空調。本集團研發的T-MICS製造執行系統設有功率測量模塊，監控高耗電裝置。系統會檢查設備的能耗並進行相應調整以實現最佳電源效率。鑑於擴展生產基地帶來的能源消耗增加無法預測，如上所述，集團在報告期內未設定任何節能目標，但已計劃在生產基地擴建時設定相關目標。

南沙工廠安裝了用電監控系統，實時跟蹤用電情況，及早發現異常用電模式。每月的能源數據會定期審查和分析，以進一步探索節能的可能性。羅勇工廠每半年向IEAT提交能源消耗報告以供審計。與上一報告期相比，用電密度維持不變，仍然是236千瓦時／平方米。

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Water Resources Management

Total Water consumption

Freshwater consumed for daily business operations is supplied by municipal freshwater supplier. Water is mainly used for domestic use and the daily operation of staff canteen. During the reporting period, the Group's total water consumption was 81,945 m³ (2021: 82,687 m³), contributing to a water consumption intensity of 3.24 m³/m² (2021: 3.27 m³/m²). The Group did not encounter any issues in sourcing water that is fit for the purpose of its daily operation.

Water Use Efficiency Initiatives

Although the Group's business operations are not water intensive, the Group aims to continuously improve its water management practice and foster water conservation awareness among its employees. The Group has assigned key personnel to conduct regular inspections and maintenance of the water supply network in a bid to reduce water wastage whenever possible. Water sub-meters are installed at different production units which allow for more effective monitoring of water usage and thereby facilitate the assessment of water use patterns. Compared with the last reporting period, the annual water consumption and the water consumption intensity dropped by 1%.

Since the Group's operation involves no consumption of water for industrial purpose, the water consumption of its business operation is relatively insignificant. Therefore, no target was set for water consumption reduction.

Wastewater Management

Wastewater is treated on-site until it meets discharge standards, after which it enters the municipal wastewater treatment system for further treatment and disinfection. The management of the on-site wastewater treatment facility is outsourced to a professional environmental engineering company. The engineering company is responsible for the routine inspection, maintenance and stable operation of the wastewater treatment facility. During the reporting period, the treated effluent met the permitted discharge limits as set out in the statutory effluent discharge standard.

水資源管理

總用水量

日常業務運作耗用的淡水由市政淡水供應商提供，主要作內部使用及員工食堂的日常營運。報告期內，集團的總用水量為81,945立方米（2021年：82,687立方米），耗水密度為3.24立方米／平方米（2021年：3.27立方米／平方米）。在採購合適的日常營運用水方面沒有遇到任何問題。

優化用水效率措施

儘管本集團的業務營運毋須大量用水，但仍會持續改進水管理措施，並加強僱員節約用水的意識。本集團已指派要員定期檢查及保養供水網絡，以盡可能減少水資源浪費。在各生產單元安裝分水錶，以更有效地監測用水量，從而有助評估用水模式。與上一報告期相比，年度耗水量及耗水密度減少了1%。

由於集團的運作不涉及工業用水，其業務運營的用水量相對較小。因此，沒有設定減少用水量的目標。

廢水管理

廢水先在工廠現場處理直至達到排放標準，之後才排進市政廢水處理系統作進一步處理和消毒。現場廢水處理設施的管理外判予專業的環境工程公司負責。該工程公司負責廢水處理設施的例行檢查、維護並確保穩定操作。在報告期內，處理後的廢水達到法定廢水排放標準所規定的許可排放限值。

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Packaging Material

With our customers' agreement, the Group adopts eco-friendly packaging materials, which include carton boxes and wooden boxes that are made of recycled materials.

Starting from the reporting period, wooden packaging materials are regularly examined whether these contain pests in accordance with the requirement from the International Plant Protection Convention. During the reporting period, the Group consumed a total of 645 tonnes of packaging materials for product packaging, which comprises paper, wooden crates, cushioning sponge, plastic blisters and plastic bags. The consumption intensity remained the same at 0.03 tonnes/m² as the last reporting period and the consumption intensity per revenue was 0.66 tonnes/million HKD of the Group's total revenue.

The following chart shows the breakdown of packaging materials used, by material type.

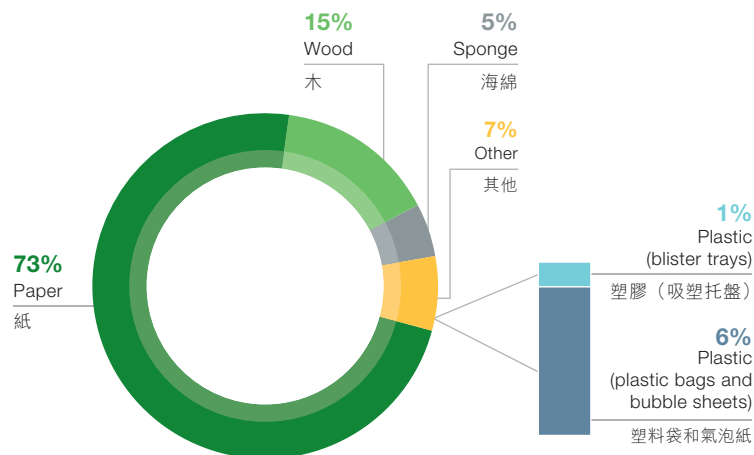
包裝材料

經客戶同意，集團採用環保包裝材料，包括由回收材料製成的紙箱和木箱。

自本報告期開始，按照《國際植物保護公約》的要求，定期檢查木質包裝材料是否含有害蟲。報告期內，集團共消耗了645噸用於產品包裝的包裝材料，包括紙張、木板箱、緩衝海綿、塑料泡罩和膠袋。消耗密度為0.03噸／平方米，與上一個報告期相若。以集團總收益計的消耗密度為0.66噸／港幣一百萬元集團總收益。

下圖顯示按包裝材料分類的包裝材料耗用明細。

Annual Packaging Materials Consumption, by Material Type (%)
年度各類包裝材料消耗 (%)



SOCIAL PARTICIPATION 社會參與

7. SOCIAL PARTICIPATION

The Group is committed to being a responsible corporate citizen and takes initiative to support local activities, care for the underprivileged and improve the relationships with nearby communities through employee volunteering and employment supports. During the reporting period, Trio Engineering Company Limited is awarded the Caring Company Logo by the Hong Kong Council of Social Service, recognising its contributions in caring for the community.

Community Support

The Group has continued to hold blood donation activities at the Nansha Plant. In August 2022, a total of 55 employees participated in the blood donation activity.

Local Recruitment

The Group always pays attention to the employment situation in which its staff operates in. During the reporting period, the Nansha Plant created a total of 283 job opportunities for the residents of Shiji Village.

7. 社會參與

本集團致力成為負責任的企業公民，並通過僱員的志願服務及就業支援，主動支持當地活動，照顧弱勢群體，並改善與附近社區的關係。在報告期內，致豐工程有限公司獲香港社會服務聯會頒授「商界展關懷」標誌，以表揚該公司在關愛社區方面所作出的貢獻。

社區支援

集團繼續在南沙工廠舉辦捐血活動。2022年8月，共有55名員工參與捐血活動。

本地聘用

集團一直關注營運地區的就業情況。報告期內，南沙工廠共為石基村居民創造了283個就業機會。

APPENDICES 附錄

8. APPENDICES

Appendix I – Key Performance Summary

Environmental Performance

Environmental 環境	Unit 單位	2022	2021
Air Pollutant Emissions 空氣污染物排放			
Nitrogen Oxides 氮氧化物(“NO _x ”)	kg 千克	33.63	32.02
Sulphur Oxides 硫氧化物(“SO _x ”)	kg 千克	0.26	0.28
Respiratory Suspended Particles 可吸入懸浮粒子(“RSP”)	kg 千克	2.50	2.39
GHG Emissions 溫室氣體排放			
Direct GHG emissions (Scope 1) 直接溫室氣體排放(範疇1)	tCO ₂ eq. 噸二氧化碳當量	421.8	375.9
Indirect GHG emissions (Scope 2) 間接溫室氣體排放(範疇2)	tCO ₂ eq. 噸二氧化碳當量	3,686.1	3,605
Other indirect GHG emissions (Scope 3) 其他間接溫室氣體排放(範疇3)	tCO ₂ eq. 噸二氧化碳當量	82.8	73.8
Total GHG Emissions 總溫室氣體排放	tCO ₂ eq. 噸二氧化碳當量	4,190.7	4,054.7
GHG emission intensity 溫室氣體排放密度	tCO ₂ eq./m ² 噸二氧化碳當量/平方米	0.17	0.16
Waste 廢棄物			
Total hazardous waste generated 產生有害廢棄物總量	t 噸	11.81	8.34
- intensity 密度	kg/m ² 千克/平方米	0.47	0.33
Total non-hazardous waste generated 產生無害廢棄物總量	t 噸	114.65	100
- intensity 密度	kg/m ² 千克/平方米	4.53	3.95
Paper Consumption 紙張消耗			
Paper consumption 紙張消耗	t 噸	4.25	4.59
- intensity 密度	kg/employee 千克/僱員	2.69	3.18

8. 附錄

附錄一：關鍵績效摘要

環境績效

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Environmental 環境	Unit 單位	2022	2021
Energy Consumption 能源消耗			
Electricity 電力	kWh 千瓦時	6,345,136	5,971,564
Natural gas 天然氣	m ³ 立方米	32,868	34,807
	kWh 千瓦時	324,882	344,048
Petrol 汽油	L 公升	7,326	7,184
	kWh 千瓦時	64,924	63,668
Diesel 柴油	L 公升	7,513	9,779
	kWh 千瓦時	75,116	102,482
LPG 液化石油氣	kg 千克	360	180
	kWh 千瓦時	5,018	2,504
Total energy consumption 總能源消耗	MWh 兆瓦時	6,815	6,484
- energy intensity 能源密度	MWh/m ² 兆瓦時/平方米	0.27	0.26
Water Consumption 耗水			
Total water consumption 總耗水	m ³ 立方米	81,945	82,687
- water intensity 水密度	m ³ /m ² 立方米/平方米	3.24	3.27
Packaging Material Consumption 包裝材料消耗			
Paper 紙	kg 千克	472,394	491,969
Wood 木	kg 千克	96,411	93,331
Plastic (blister trays) 塑料(吸塑托盤)	kg 千克	6,466	45,592
Plastic (plastic bags and bubble sheets) 塑料(塑料袋和氣泡紙)	kg 千克	38,796	8,138
Sponge 海綿	kg 千克	31,181	25,038
Total packaging material consumption 包裝材料消耗總量	t 噸	645	664
- intensity 密度	t/million HKD of the Group's revenue 噸/百萬港元集團總收入	0.66	0.89

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Notes:

1. Emission factors were made reference to Appendix 27 to the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise. Scope 3 emissions were only calculated based on the available emission factors from the referred documentation.
2. Emission data in the reporting period was calculated with updated emission factors available at the time of report preparation.
3. Emission factor of 0.58 tCO₂/MWh and 0.51 tCO₂/MWh were used for purchased electricity in Guangdong Province of the PRC and Thailand respectively in 2022. Emission factor of 0.61 tCO₂/MWh and 0.50 tCO₂/MWh were used for purchased electricity in Guangdong Province of the PRC and Thailand in 2021 respectively.
4. Emission factors of 0.417 kgCO₂eq./m³ and 0.2 kgCO₂eq./m³ were used for calculating the electricity used for freshwater and sewage processing respectively in both 2021 and 2022.
5. The packaging material consumption intensity per area was both 0.03 t/m² in 2022 and 2021. During the reporting period, the Group has updated the approach to calculate packaging material consumption intensity per revenue to ensure effective monitoring of the intensity.

註:

1. 除另有說明外，排放因子乃參照香港交易及結算所有限公司《主板上市規則》附錄27及其指定文件而編製。範疇3排放僅根據參考文件中的可用排放因子進行計算。
2. 報告期內的排放數據是根據報告編制時可用的最新排放因子計算得出的。
3. 中國廣東省和泰國的購買電力分別以排放因子0.58噸二氧化碳/兆瓦時和0.51噸二氧化碳/兆瓦時計算。
4. 在2021年及2022年，用於淡水及污水處理的電力分別以排放係數0.417千克二氧化碳當量/立方米及0.2千克二氧化碳當量/立方米計算。
5. 2022年和2021年以單位面積計的包裝材料消耗密度均為0.03噸/平方米。報告期內，本集團更新了以集團總收入計算包裝材料消耗密度，確保有效監測包裝材料消耗密度。

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Social Performance		社會績效			
Total Workforce 總勞動力	Unit 單位	2022		2021	
Group total (in Nansha and Rayong Plants) 集團總數(南沙及羅勇工廠)	no. of people 人數	1,577		1,446	
By employment contract¹ 按僱傭合約¹		Male 男	Female 女	Male 男	Female 女
Permanent 長期	no. of people 人數	15	116	513	885
Temporary/Fixed term 臨時/固定工作期	no. of people 人數	-	-	1	47
Non-guaranteed hours 無時數保證	no. of people 人數	-	-	-	-
Full-time 全職	no. of people 人數	541	905	514	932
Part-time 兼職	no. of people 人數	-	-	-	-
By geographical region 按地區					
Mainland China 中國大陸	no. of people (%) 人數(%)	1,446 (92%)		1,347 (93%)	
Thailand 泰國	no. of people (%) 人數(%)	130 (8%)		97 (7%)	
Hong Kong 香港	no. of people (%) 人數(%)	1 (0%) ²		2 (0%)	
By gender 按性別					
Male 男	no. of people (%) 人數(%)	556 (35%)		514 (36%)	
Female 女	no. of people (%) 人數(%)	1,021 (65%)		932 (64%)	
By age group 按年齡組別					
Below 30 30以下	no. of people (%) 人數(%)	404 (26%)		342 (24%)	
30 – 50	no. of people (%) 人數(%)	1,082 (68%)		1,035 (72%)	
Over 50 50以上	no. of people (%) 人數(%)	91 (6%)		69 (5%)	
By employee grade 按僱員職級					
Senior management 高級管理層	no. of people (%) 人數(%)	19 (1%)		25 (2%)	
Middle management 中級管理層	no. of people (%) 人數(%)	57 (4%)		59 (4%)	
Frontline staff and others 前線員工及其他	no. of people (%) 人數(%)	1,501 (95%)		1,362 (94%)	

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Employee Turnover^{3,4} 僱員流失率^{2,3}	Unit 單位	2022 Turnover 2022流失率	2021 Turnover 2021流失率
Group total 集團總數	no. of people 人數	597	490
Overall Turnover Rate 平均流失率	%	38 ⁵	34% ⁶
By geographical region 按地區			
Mainland China 中國大陸	no. of people (%) 人數(%)	461 (32%)	478 (35%)
Thailand 泰國	no. of people (%) 人數(%)	135 (104%)	12 (12%)
Hong Kong 香港	no. of people (%) 人數(%)	1 (100%)	0 (0%)
By gender 按性別			
Male 男	no. of people (%) 人數(%)	215 (39%)	233 (45%)
Female 女	no. of people (%) 人數(%)	382 (37%)	257 (28%)
By age group 按年齡組別			
Below 30 30以下	no. of people (%) 人數(%)	319 (79%)	271 (79%)
30 – 50	no. of people (%) 人數(%)	265 (24%)	212 (20%)
Over 50 50以上	no. of people (%) 人數(%)	13 (14%)	7 (10%)

Occupational Health and Safety 職業健康與安全	Unit 單位	2022	2021
Number of recordable work-related injuries ⁷ 可記錄的工傷事故數量 ⁷	cases 宗	10	10
Recordable work-related injury rate 可記錄的工傷事故率	per 1,000 employees ⁸ 每1,000名僱員 ⁸	6.34	6.92
Number of lost days ⁹ 損失日數 ⁹	days 日	49	31
No. of work-related injury case with lost days more than 3 days 損失日數超過3日的工傷事故	cases 宗	6	4
No. of work-related injury case with lost days equal to or less than 3 days 損失日數為3日或以下的工傷事故	cases 宗	4	6
Number of work-related fatalities 因工死亡人數	cases 宗	0	0
Fatality rate 死亡率	%	0	0 (fatality rate in 2021 and 2020 were both 0) 0(2019/20及2020/21的死亡率均為0)

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Development and training 發展與培訓	Unit 單位	2022	2021
Average training hours per employee 每僱員平均受訓時數			
Total training hours 總受訓時數	hours 小時	13,641	27,983
Average training hours 平均受訓時數	hours 小時	8.65	19.4
By gender 按性別			
Male 男	hours/employee 小時/僱員	7.55	24.1
Female 女	hours/employee 小時/僱員	9.25	16.7
By employee grade 按僱員職級			
Senior management 高級管理層	hours/employee 小時/僱員	2.74	3.9
Middle management 中級管理層	hours/employee 小時/僱員	7.91	8.9
Frontline staff and others 前線員工及其他	hours/employee 小時/僱員	8.75	20.1
Percentage of employees trained 僱員受訓百分比			
All employees 所有僱員	%	102%	99.4%
By gender 按性別			
Male 男	%	103%	104%
Female 女	%	101%	97%
By employee grade 按僱員職級			
Senior management 高級管理層	%	100%	92%
Middle management 中級管理層	%	107%	93%
Frontline staff and others 前線員工及其他	%	102%	100%

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Anti-discrimination 反歧視		Unit 單位	2022	2021
Number of incidents of discrimination 歧視事件宗數	no. of cases 宗數		0	0
Anti-corruption 反貪污		Unit 單位	2022	2021
Concluded legal case regarding corrupt practices 已審結之貪污訴訟	no. of cases 宗數		0	0
Suppliers by Geographical Region 供應商所屬地區分佈		Unit 單位	2022	2021¹⁰
Mainland China 中國大陸	no. (%) 數目(%)		381 (51%)	341 (46%)
Hong Kong 香港	no. (%) 數目(%)		203 (27%)	225 (30%)
the United Kingdom 英國	no. (%) 數目(%)		47 (6%)	48 (7%)
the United States 美國	no. (%) 數目(%)		20 (3%)	29 (4%)
Taiwan 台灣	no. (%) 數目(%)		27 (4%)	20 (3%)
Germany 德國	no. (%) 數目(%)		12 (1%)	13 (2%)
Thailand 泰國	no. (%) 數目(%)		22 (3%)	12 (1%)
Singapore 新加坡	no. (%) 數目(%)		8 (1%)	10 (1%)
France 法國	no. (%) 數目(%)		7 (1%)	8 (1%)
Korea 韓國	no. (%) 數目(%)		Included in "Others" 包含在「其他」	5 (1%)
Ireland 愛爾蘭	no. (%) 數目(%)		4 (1%)	5 (1%)
Others 其他	no. (%) 數目(%)		20 (2%)	22 (3%)

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Notes:

1. The Group did not hire seasonal and part-time employees during the reporting period.
2. The Group's Rayong Plant employed the employee whose geographic region was Hong Kong.
3. Turnover rate refers to the total number of employee in the specific category who left the Group during the reporting period/total number of employees of the corresponding category as of 31 December of the reporting period *100%. Employees who leave the Group within a month is not counted.
4. The definition of employee turnover refers to employees who leave the Group voluntarily or due to retirement, dismissal or other reasons.
5. The calculation method of the turnover rate has been updated during the reporting period. The overall turnover rate in 2022 was calculated by the number of employees left during the reporting period/the number of employees as of 31 December of the reporting period *100%.
6. The overall turnover rate in 2021 has been restated due to an unified calculation method during the reporting period. The original average monthly rate in 2021 was 4.2%, which was calculated based on averaging the monthly turnover rates. Monthly turnover rate is calculated by number of employees who left the Group in a specific month/total number of employees in the previous month*100%. Employees who leave the Group within a month is not counted.
7. Recordable work-related injury rate refers to work-related injury that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional.
8. Injury rate per 1,000 employees = Total number of injury* 1000/ total workforce
9. Lost days refer to sick leave due to all types of work-related injuries.
10. Supplier numbers and percentages in 2021 of the United Kingdom, Thailand, Singapore and Ireland have been restated to reflect the actual situation. The restatement has not affected the overall number of suppliers engaged in 2021.

註:

1. 報告期內，集團沒有僱用季節性及兼職員工。
2. 本集團之羅勇工廠僱用了一名於香港工作的員工。
3. 流失率是指報告期內特定組別內員工流失的總數除以報告期年終相應組別內員工的總數*100%計算。一個月內離職的員工不計算在內。
4. 員工流失的定義是指自願離職或因退休、解僱或其他原因而離開本集團的員工。
5. 離職率的計算方法已在報告期內更新。整體離職率是根據報告期間離職員工數量/報告期末的員工數量*100%計算的。
6. 由於報告期內統一了計算方法，因此已對2021年整體離職率進行了重述。原始的2021年平均月離職率為4.2%，該比率是通過平均每月的離職率計算得出的。每月的離職率是根據離開集團的員工數量/上一個月的總員工數*100%計算的。在一個月內離開集團的員工不計算在內。
7. 可記錄的工傷事故是指因工傷而導致以下任何一種情況：死亡、不能上班數天、限制工作或轉到另一份工作、接受急救以外的醫學治療，或失去知覺；或由醫生或其他持牌醫療保健專家診斷為嚴重傷害或健康不良。
8. 每1,000名僱員的受傷率=受傷事故總數x1000/總勞動力
9. 損失工作日是指由於各種工傷而請病假。
10. 英國、泰國、新加坡和愛爾蘭2021年的供應商數量和百分比已被重述以反映實際情況。重述並未影響2021年的供應商總數。

Appendix II – HKEx ESG Reporting Guide Index

附錄二 – 聯交所ESG報告指引索引

General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) 部份
Environmental 環境		
Aspect A1: Emissions 層面A1：排放物		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 資料內容：有關廢氣及溫室氣體排放、向水及土地排污、產生有害及無害廢棄物的(a)政策；及(b)遵守對發行人有重大影響的相關法律及法規之情況。	Environmental Management 環境管理
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量及(如適用)密度。	Emissions 溫室氣體排放
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生有害廢棄物總量及(如適用)密度。	Waste Management 廢棄物管理
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced and, where appropriate, intensity. 所產生無害廢棄物總量及(如適用)密度。	Waste Management 廢棄物管理
KPI A1.5 關鍵績效指標 A1.5	Description of emission target(s) set and steps taken to achieve them. 描述設定的排放目標及為實現這些目標而採取的步驟。	Emissions 排放
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述如何處理有害及無害廢棄物，並描述設定的減廢目標及為實現這些目標而採取的步驟。	Waste Management 廢棄物管理

General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) 部份
Aspect A2: Use of Resources 層面A2：資源使用	General disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源包括能源、水和其他原材料的政策。
KPI A2.1 關鍵績效指標 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	Environmental Management 環境管理 Energy Management 能源管理 Water Resources Management 水資源管理
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity. 總耗水量及密度。	Energy Management 能源管理 Water Resources Management 水資源管理
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述能源使用效益目標及為實現這些目標而採取的步驟。	Energy Management 能源管理
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題、設定的用水效益的目標及為實現這些目標而採取的步驟。	Water Resources Management 水資源管理
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及(如適用)每生產單位佔量。	Packaging Material 包裝材料

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) 部份
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 有關減低發行人對環境及天然資源造成重大影響的政策。	Energy Management 能源管理
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Energy Management 能源管理
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 有關識別和緩解已影響（及可能影響）發行人的重大氣候相關問題的政策。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已影響（及可能影響）發行人的重大氣候相關問題，以及為管理這些問題而採取的行動。	Climate Change 氣候變化

General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) 部份
Social 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment 層面 B1 : 僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 資料內容：有關薪酬及解僱、招聘及晉升、工時、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法規之情況。	Caring for Our People 關愛我們的員工
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的總勞動力。	Caring for Our People – Total Workforce, Turnover 關愛我們的員工 – 總勞動力，流失率
KPI B1.2 關鍵績效指標 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。	

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General Disclosures and KPIs 一般披露及關鍵績效指標		Description 描述	Section(s) 部份
Aspect B2: Health and Safety 層面 B2：健康與安全			
General Disclosure 一般披露		Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 資料內容：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法規之情況。	Employee Health and Safety 僱員健康與安全
KPI B2.1 關鍵績效指標 B2.1		Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 在過去三年每年(包括本報告年)因工作關係而死亡的人數及比率。	Employee Health and Safety 僱員健康與安全 Key Performance Summary 關鍵績效摘要
KPI B2.2 關鍵績效指標 B2.2		Lost days due to work injury. 因工傷損失工作日數。	Key Performance Summary 關鍵績效摘要
KPI B2.3 關鍵績效指標 B2.3		Description of occupational health and safety measures adopted, 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。	Employee Health and Safety 僱員健康與安全

General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) 部份
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展與培訓
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Development and Training 發展與培訓
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員接受培訓的平均時數。	Key Performance Summary 關鍵績效摘要
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour. 資料內容：有關防止童工或強迫勞動的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及法規的情況。	Eliminating Child and Forced Labours 消除童工及強迫勞動
KPI B4.1 關鍵績效指標 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迫勞動。	
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時會採取的步驟以杜絕有關情況。	

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) 部份
Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 有關管理供應鏈環境及社會風險的政策。	Responsible Supply Chain Management 負責的供應鏈管理
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Responsible Supply Chain Management 負責的供應鏈管理 Key Performance Summary 關鍵績效摘要
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關委聘供應商的慣例、向其執行有關慣例的供應商數目、以及此等慣例的實施情況及監控方法。	Responsible Supply Chain Management 負責的供應鏈管理
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述用於識別供應鏈中環境和社會風險的慣例，以及此等慣例的實施情況及監控方法。	Responsible Supply Chain Management 負責的供應鏈管理
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在選擇供應商時用以鼓勵有利環境產品及服務的慣例，以及此等慣例的實施情況及監控方法。	Responsible Supply Chain Management 負責的供應鏈管理

General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) 部份
Aspect B6: Product Responsibility	層面B6：產品責任	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 資料內容：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法規的情況。	Value Chain 價值鏈
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已付運產品總數中因安全與健康理由而須回收的百分比。	Product Quality and Safety 產品質量與安全
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Customer Satisfaction and Responsibility 客戶滿意度和責任
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Intellectual Property Rights 知識產權 Product Quality and Safety 產品質量與安全
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量保證流程及產品回收程序。	Manufacturing Excellence 卓越製造 Product Quality and Safety 產品質量與安全
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Information Security and Data Privacy 資訊安全與數據私隱

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) 部份
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 資料內容：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情況。	Ethical Culture 道德文化 Key Performance Summary 關鍵績效摘要
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	
KPI B7.2 關鍵績效指標 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。	
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事和員工提供的反貪污培訓。	

General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) 部份
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關通過社區參與以了解發行人營運所在社區的需要及確保其業務活動會考慮社區利益的政策。	Social Participation 社會參與
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution. 重點貢獻領域。	
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area. 在重點貢獻領域所投放的資源。	

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附錄三 – GRI 準則內容索引

Appendix III – GRI Standards Content Index

Statement of use 使用聲明	Trio Industrial Electronics Group Limited has reported in accordance with the GRI Standards for the period 1 January 2022 to 31 December 2022. 致豐工業電子集團有限公司根據 GRI 標準報告 2022 年 1 月 1 日至 2022 年 12 月 31 日期間的情況。
GRI 1 used 使用部份	GRI 1: Foundation 2021
Application GRI Sector Standard 應用 GRI 行業標準	Not Applicable 不適用

GRI Standard/other sources GRI 準則/其他來源	Disclosure 披露	Location 位置	Omission 省略 Requirement(s) Omitted 省略的要求	Reason 原因	Explanation 解釋
General Disclosures – 一般披露					
The organization and its reporting practices 組織及其報告做法					
GRI 2: General Disclosure 2021 一般披露 2021	2-1 Organizational details 組織詳情	About Trio Industrial Electronics Group Limited 關於致豐工業電子集團有限公司			
	2-2 Entities included in the organization's sustainability reporting 組織的可持續發展報告內包含的實體	About this Sustainability Report – Reporting Approach 關於本可持續發展報告 – 報告取向			
	2-3 Reporting period, frequency and contact point 報告期、頻率 and 聯絡人	About this Sustainability Report – Reporting Approach 關於本可持續發展報告 – 報告取向			
	2-4 Restatements of information 重述資訊	No information restatement 沒有資料重述			
	2-5 External assurance 外部審核	The Sustainability Report was reviewed and approved by the Board. 本可持續發展報告已獲董事會審閱及批准。			

GRI Standard/other sources GRI 準則/其他來源	Disclosure 披露	Location 位置	Omission 省略 Requirement(s) Omitted 省略的要求	Reason 原因	Explanation 解釋
Activities, value chain and other business relationships 活動、價值鏈及其他業務關係	2-6 Activities, value chain and other business relationships 活動、價值鏈及其他業務關係	About Trio Industrial Electronics Group Limited 關於致豐工業電子集團有限公司 Performance Review and Highlights 績效回顧及概要			
	2-7 Employees 僱員	Caring for Our People – Total Workforce 關愛我們的員工 – 總勞動力			
	2-8 Workers who are not employees 非受僱的工人	The Group does not have workers who are not employees. 本集團沒有非員工的工作者。			
	Governance 管治				
	2-9 Governance structure and composition 管治架構與組成	Sustainability Governance – Governance Structure and Composition 可持續發展管治 – 管治架構與組成 “Biographies of Directors and Senior Management” and “Directors’ Service Contracts” of Annual Report 2022 2022年年報的「董事和高級管理人員履歷詳情」及「董事服務合約」部份			
	2-10 Nomination and selection of the highest governance body 最高管治機構的提名與遴選	Sustainability Governance – Board Selection and Diversity 可持續發展管治 – 董事會遴選與多元化			

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GRI Standard/other sources GRI 準則/其他來源	Disclosure 披露	Location 位置	Omission 省略 Requirement(s) Omitted 省略的要求	Reason 原因	Explanation 解釋
	2-11 Chair of the highest governance body 最高管治機構主席	Sustainability Governance – Governance Structure and Composition 可持續發展管治—管治架構與組成			
	2-12 Role of the highest governance body in overseeing the management of impacts 最高管治機構在監督影響管理方面的角色	Sustainability Governance – The Board's Engagement, Due Diligence 可持續發展管治—董事會的參與·盡職調查			
	2-13 Delegation of responsibility for managing impacts 授權管理影響	Sustainability Governance 可持續發展管治			
	2-14 Role of the highest governance body in sustainability reporting 最高管治機構在可持續性報告的角色	Sustainability Governance – The Board's Engagement 可持續發展管治—董事會的參與			
	2-15 Conflicts of interest 利益衝突	Sustainability Governance – The Board's Engagement 可持續發展管治—董事會的參與			
	2-16 Communication of critical concerns 重要關注問題的溝通	Sustainability Governance 可持續發展管治			
	2-17 Collective knowledge of the highest governance body 最高管治機構的集體知識	Sustainability Governance – Governance Structure and Composition 可持續發展管治—管治架構與組成			

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GRI Standard/other sources GRI 準則/其他來源	Disclosure 披露	Location 位置	Omission 省略		Explanation 解釋
			Requirement(s) Omitted 省略的要求	Reason 原因	
	2-18 Evaluation of the performance of the highest governance body 最高管治機構績效評價	Sustainability Governance – Governance Structure and Composition 可持續發展管治 – 管治架構與組成			
	2-19 Remuneration policies 薪酬政策	"Remuneration Policy" of Annual Report 2022 2022年年報「薪酬政策」部份	GRI 2-19 (a)	Confidentiality constraints 保密規定限制	Remuneration policies for members of the highest governance body and senior executives, including payments and benefits were not disclosed due to confidentiality constraints. 由於保密限制，未披露最高治理機構成員和高級管理人員的薪酬政策，包括薪酬和福利。
	2-20 Process to determine remuneration 決定報酬過程	Sustainability Governance – Remuneration Policies 可持續發展管治 – 薪酬政策			
	2-21 Annual total compensation ratio 年度總薪酬比例	"Directors' Emoluments" and "Remuneration Committee" sections of Annual Report 2022 2022年年報的「董事酬金」和「薪酬委員會」部份	GRI 2-21	Confidentiality constraints 保密規定限制	Compensation ratios were not disclosed due to confidentiality constraints. 由於保密限制，未披露薪酬比例。

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GRI Standard/other sources GRI 準則/其他來源	Disclosure 披露	Location 位置	Omission 省略 Requirement(s) Omitted 省略的要求	Reason 原因	Explanation 解釋
Strategy, policies and practices 策略、政策及實踐					
2-22 Statement on sustainable development strategy 可持續發展策略聲明	Message from the Chairman 主席致辭 Sustainability Strategy 可持續發展策略 Supporting the United Nations Sustainable Development Goals 支持聯合國可持續發展目標				
2-23 Policy commitments 政策承諾	Sustainability Strategy 可持續發展策略 Corporate Governance 企業管治 Value Chain 價值鏈 People 人 Environment 環境				
2-24 Embedding policy commitments 納入政策承諾	Corporate Governance 企業管治 Value Chain 價值鏈				

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GRI Standard/other sources GRI 準則/其他來源	Disclosure 披露	Location 位置	Omission 省略		
			Requirement(s) Omitted 省略的要求	Reason 原因	Explanation 解釋
	2-25 Processes to remediate negative impacts 補救負面影響的流程	Ethical Culture – Whistleblowing System 道德文化—舉報制度 Value Chain 價值鏈 People 人 Environment 環境			
	2-26 Mechanisms for seeking advice and raising concerns 尋求建議及提出疑慮的機制	Ethical Culture – Whistleblowing System 道德文化—舉報制度			
	2-27 Compliance with laws and regulations 遵守法律法規	Value Chain 價值鏈 People 人 Environment 環境			
	2-28 Memberships associations 會員制協會	Manufacturing Excellence 卓越製造			

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GRI Standard/other sources GRI 準則/其他來源	Disclosure 披露	Location 位置	Omission 省略	Requirement(s) Omitted 省略的要求	Reason 原因	Explanation 解釋
Stakeholder engagement 持份者參與						
	2-29 Approach to stakeholder engagement 諮詢持份者的方法	Stakeholder Engagement 持份者參與				
	2-30 Collective bargaining agreements 集體談判協議	There are no formal collective bargaining agreements in place within Trio. However, our employees can enjoy the freedom to take part in trade unions and collective bargaining if they wish. 致豐內部沒有正式的集體談判協議。可是，僱員可根據自己的意願，自由加入工會及參與集體談判。				
Material Topics 重大主題						
GRI 3: Material Topics 重大主題 2021	3-1 Process to determine material topics 確定重大主題的過程	Materiality Assessment 重要性評估				
	3-2 List of material topics 重大主題列表	Materiality Assessment 重要性評估				
GRI 205: Anti-corruption 反貪污 2016						
GRI 3: Material Topics 重大主題 2021	3-3 Management of material topics 重大主題管理	Ethical Culture 道德文化				
GRI 205-3	Confirmed incidents of corruption and actions taken 確認的貪污事件及採取的行動	Ethical Culture 道德文化				

GRI Standard/other sources GRI 準則/其他來源	Disclosure 披露	Location 位置	Omission 省略	Requirement(s) Omitted 省略的要求	Reason 原因	Explanation 解釋
Socioeconomic Compliance 社會經濟合規						
GRI 3: Material Topics 重大主題 2021	3-3 Management of material topics 重大主題管理	People 人 Value Chain 價值鏈				
Environmental Compliance 環境合規						
GRI 3: Material Topics 重大主題 2021	3-3 Management of material topics 重大主題管理	Environment 環境				
GRI 401: Employment 僱傭 2016						
GRI 3: Material Topics 重大主題 2021	3-3 Management of material topics 重大主題管理	Caring for Our People 關愛我們的員工				
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees 只供全職僱員(不包括臨時或兼職員工)的福利	Caring for Our People – Competitive Remuneration and Benefits Package 關愛我們的員工 – 具競爭力的薪酬福利計劃				
GRI 403: Occupational Health and Safety 職業健康與安全 2018						
GRI 3: Material Topics 重大主題 2021	3-3 Management of material topics 重大主題管理	Employee Health and Safety 僱員健康與安全				
GRI 403-1	Occupational health and safety management system 職業健康與安全管理體系	Employee Health and Safety – Health and Safety Management 僱員健康與安全 – 健康與安全管理				
GRI 403-2	Hazard identification, risk assessment, and incident investigation 危害識別、風險評估和事故調查	Employee Health and Safety – Health and Safety Management, Health and Safety Incidents 僱員健康與安全 – 健康與安全管理、健康與安全事故				

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GRI Standard/other sources GRI 準則/其他來源	Disclosure 披露	Location 位置	Omission 省略 Requirement(s) Omitted 省略的要求	Reason 原因	Explanation 解釋
GRI 403-3	Occupational health services 職業健康服務	Employee Health and Safety - Health and Safety Management, Health and Safety Training 僱員健康與安全—健康與安全管理、 健康與安全培訓			
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety 工人參與、諮詢及有關職業健康與安 全的溝通	Employee Health and Safety - Health and Safety Management 僱員健康與安全—健康與安全管理			
GRI 403-5	Worker training on occupational health and safety 有關職業健康與安全的工人培訓	Employee Health and Safety - Health and Safety Training 僱員健康與安全—健康與安全培訓			
GRI 403-6	Promotion of worker health 促進工人健康	Employee Health and Safety - Health and Safety Management 僱員健康與安全—健康與安全管理			
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防及減輕與業務關係直接關連的職 業健康與安全影響	Employee Health and Safety - Health and Safety Management 僱員健康與安全—健康與安全管理			
GRI 403-8	Workers covered by an occupational health and safety management system 職業健康與安全管理體系涵蓋的工人	Employee Health and Safety - Health and Safety Management 僱員健康與安全—健康與安全管理			

GRI Standard/other sources GRI 準則/其他來源	Disclosure 披露	Location 位置	Omission 省略	Requirement(s) Omitted 省略的要求	Reason 原因	Explanation 解釋
GRI 408: Child Labour 童工 2016						
GRI 3: Material Topics 重大主題 2021	3-3 Management of material topics 重大主題管理	Eliminating Child and Forced Labours 消除童工及強迫勞動				
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour 存在重大童工風險的營運點及供應商	Eliminating Child and Forced Labours 消除童工及強迫勞動				
GRI 409: Forced or Compulsory Labour 強迫或強制勞動 2016						
GRI 3: Material Topics 重大主題 2021	3-3 Management of material topics 重大主題管理	Eliminating Child and Forced Labours 消除童工及強迫勞動				
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour 存在重大強迫勞動風險的營運點及供應商	Eliminating Child and Forced Labours 消除童工及強迫勞動				
Product Quality 產品質量						
GRI 3: Material Topics 重大主題 2021	3-3 Management of material topics 重大主題管理	Product Quality and Safety 產品質量與安全				
Information Security 資訊安全						
GRI 3: Material Topics 重大主題 2021	3-3 Management of material topics 重大主題管理	Information Security and Data Privacy 資訊安全與數據私隱				
Intellectual Property Rights 知識產權						
GRI 3: Material Topics 重大主題 2021	3-3 Management of material topics 重大主題管理	Intellectual Property Rights 知識產權				

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