



2022

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



VESON HOLDINGS LIMITED

銳信控股有限公司

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock Code 股份代號 : 01399)



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ESG REPORT

環境、社會及管治報告

A. ABOUT THIS ESG REPORT

Scope and Reporting Period

This is the Environmental, Social and Governance (“**ESG**”) report (the “**ESG Report**” or the “**Report**”) of Veson Holdings Limited (the “**Company**”, and together with its subsidiaries, the “**Group**”) with disclosures made pursuant to the ESG Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Main Board Listing Rules**”) (hereinafter referred to as the “**HKEx ESG Reporting Guide**”). Climate-related disclosures are aligned with the Task Force on Climate-Related Financial Disclosures (“**TCFD**”) framework.

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.

This Report has been published on the website of the Group (<http://www.vesonhldg.com/en/index.html>) and the Stock Exchange of Hong Kong Limited (www.hkexnews.hk).

As part of continuously improving communication with stakeholders, the Group has enhanced its ESG disclosures in accordance with the Global Reporting Initiative (“**GRI**”) Standards as issued by Global Sustainability Standards Board (“**GSSB**”) since 2021. This ESG Report has been prepared in accordance with the GRI Standards.

The Group complied with all the “comply or explain” provisions set out in the ESG Reporting Guide and the GRI Standards from 1 January 2022 to 31 December 2022 (the “**Reporting Period**”).

A. 關於本ESG報告

範圍與報告期間

本報告乃銳信控股有限公司(「**本公司**」，連同其附屬公司統稱「**本集團**」)的環境、社會及管治(「**ESG**」)報告(「**ESG報告**」或「**報告**」)，乃根據載於香港聯合交易所有限公司證券上市規則(「**主板上市規則**」)附錄二十七之ESG報告指引(「**聯交所ESG報告指引**」)披露。氣候相關披露與氣候相關財務披露工作組(「**TCFD**」)框架保持一致。

本報告已經本集團董事(「**董事**」)會(「**董事會**」)審閱及批准，包括重大主題、ESG表現及既定ESG目標。

本報告已於本集團網站(<http://www.vesonhldg.com/en/index.html>)及香港聯合交易所有限公司網站(www.hkexnews.hk)刊發。

作為不斷改善與持份者溝通的一部分，本集團自2021年起已根據全球可持續發展標準委員會(「**GSSB**」)頒佈的全球報告倡議組織(「**GRI**」)準則加強其ESG披露。本ESG報告根據GRI準則編製。

本集團於2022年1月1日至2022年12月31日期間(「**報告期間**」)已遵守ESG報告指引所載的所有「不遵守就解釋」條文及GRI準則。

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The main business of the Group is the provision of lithium-ion batteries for smart electronic products such as smartphones, tablets, smart wearables and power banks to well-known international and domestic mobile communication companies and internet technology companies. The outbreak of the COVID-19 pandemic (the “**Pandemic**”) inevitably has impact on the smartphone industry and the Group’s ODM business operations. As the Pandemic continued to rage globally during the Reporting Period, various countries have started vaccination against the novel coronavirus and eased restrictions. However, it still takes a certain period of time for the global economy to recover from the damages caused by the Pandemic. Although the Group’s ODM business has largely recovered at the start of the Reporting Period through industrial expansion, attracting more industry clients, and increasing numbers of raw material suppliers, another Pandemic outbreak in China has led to further lockdowns during the second half of the Reporting Period, thus complicating the economic environment and leading to uncertain market outlook. Further details shall be disclosed in financial highlights.

This ESG Report covers the Group’s overall performance in two subject areas, namely Environmental and Social, of its major business operations in the People’s Republic of China (the “**PRC**”), unless otherwise stated. The headquarters of the Group is located in Hong Kong; however, its operations are not included in this Report since they do not have significant environmental and social impact. The major business operations identified in the Reporting Period include:

- (i) Scud (Fujian) Electronics Co., Ltd. (“**Scud Electronics**”) in Fuzhou, Fujian province of the PRC; and
- (ii) Scud Battery Co., Ltd. (“**Scud Battery**”) in Fuzhou, Fujian province of the PRC.

There were no major operational changes in the scope of this Report compared with that for the period from 1 January 2021 to 31 December 2021 (the “**Last Reporting Period**”).

本集團的主要業務是為國內外知名移動通訊企業及互聯網科技企業提供智能手機、平板、智能穿戴、移動電源等智能電子產品鋰離子電池。新冠病毒疫情(「**疫情**」)的爆發不可避免地對智能手機行業及本集團ODM業務運營產生影響。由於於報告期間疫情繼續在全球肆虐，各國已開始接種新型冠狀病毒疫苗並放寬限制。然而，全球經濟仍需一定時間才能從疫情造成的損失中恢復。儘管通過產業擴張，吸引更多行業客戶，以及增加原材料供應商數量，本集團ODM業務於報告期間開始時已基本恢復，但中國的另一波疫情導致於報告期間後半段進一步封鎖，從而使經濟環境複雜化，並導致市場前景不明朗。進一步詳情將在財務摘要中披露。

除另有說明外，本ESG報告涵蓋本集團於中華人民共和國(「**中國**」)的主要業務營運在環境及社會兩個主要範疇之整體表現。本集團總部位於香港，但其業務並未載於本報告，因為其並無環境及社會影響。於報告期間識別之主要業務營運包括：

- (i) 位於中國福建省福州的飛毛腿(福建)電子有限公司(「**飛毛腿電子**」)；及
- (ii) 位於中國福建省福州的飛毛腿電池有限公司(「**飛毛腿電池**」)。

相 較2021年1月1日 至2021年12月31日 期 間 (「**上一報告期間**」)，本報告範圍並無重大營運變動。

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Reporting Principles

The contents covered in this ESG Report are in compliance with the four reporting principles of materiality, quantitativeness, balance and consistency required in Appendix 27 to the Listing Rules and their referred documentations as set out by the Stock Exchange of Hong Kong Limited. Combining the application of the eight reporting principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability as 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:

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.

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.

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.

Consistency and Comparability

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

報告原則

本ESG報告所涵蓋的內容符合上市規則附錄二十七所要求的重要性、量化、平衡及一致性四項報告原則，以及香港聯合交易所有限公司列示的相關引述文件。結合應用GRI準則載列的準確、平衡、清晰、可比性、完整、可持續發展背景、及時及可驗證八項報告原則，本集團確保報告資料的優質及適當呈現。

所應用的報告原則綜合如下：

準確及量化

ESG報告中的定性資料乃與現有證據一致報告。量化關鍵績效指標（「**關鍵績效指標**」）已經設立，並且可以計量及適用，以便在適當條件下進行有效比較；有關所使用的標準、方法、假設及／或計算工具的資料，以及所用換算係數的來源已在適用情況下予披露。

平衡

已不偏不倚地呈報本集團於報告期間的表現，避免可能會不恰當地影響讀者決策或判斷的選擇、遺漏或呈報格式。表現數據的報告方式可讓資料使用者能夠看到負面及正面的同比影響趨勢。

清晰

ESG報告中呈報的資料便於查閱及易於理解，並以簡潔的方式報告，並無遺漏必要的細節。內容索引已經編製，以便於瀏覽資料。

一致性及可比性

已就關鍵績效指標使用一致的統計方法及呈報形式，以便對一段時間內的相關數據進行有意義的比較。

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Completeness

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

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 section "Stakeholder Engagement" and "Materiality Assessment" in the ESG Report.

Sustainability Context

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

Timeliness

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

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 organized to facilitate verification processes.

完整

報告期間的活動、事件及影響已經呈列，並無遺漏對瞭解本集團的影響所必需的資料。

重要性

已進行重要性評估，以識別對投資者及其他持份者有重大影響的重大環境及社會議題，其重要持份者、程序及參與結果於ESG報告的「持份者參與」及「重要性評估」章節呈列。

可持續發展背景

就可持續發展目標及條件而言，有關本集團影響的資料已經報告。

及時

所報告資料的長度保持了一致性。ESG報告所涵蓋的時間段已明確列示。

可驗證

ESG報告所依據的決策過程已經記錄，以對關鍵決策及過程進行審查。已建立內部控制及組織編製文件，以促進驗證過程。

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The Chairman's Statement

On behalf of the Board of the Company, I am pleased to present the ESG Report of the Company for the year ended 31 December 2022.

The outbreak of the Pandemic in 2020 led to an unprecedented global crisis. The Pandemic is entering its fourth year, and the recurring Pandemic was a test to crisis management capabilities of enterprises. The Company's complete internal decision-making mechanism helped the Group to promptly adopt many effective measures in response to the Pandemic. Although there are still many uncertainties ahead, the Group will uphold its core values to work closely with its equity owners and stakeholders, and continue to strive for smart and sustainable lifestyle, green environment and social progress. The Group has actively promoted ESG management by establishing an ESG task force (the "Force") in 2021 to systematically plan and implement the sustainable development strategies of various departments and subsidiaries. Coordinated by the President of the Group, the Force is composed of personnel from the Finance Department, the Human Resources ("HR") and Administration Department and Operational Assurance department, which assists the Board in overseeing and maintaining effective ESG risk management and internal control systems, assesses material ESG issues and climate risks, and sets relevant targets for continuous improvement.

From the perspective of society, the Group is committed to creating values of sharing and win-win results for all stakeholders of the Company with an aim to provide customers with quality products and reliable services, and conduct business and corporate affairs with honesty and integrity. Through its long-term efforts to promote the development of responsible supply chain, the Group strives to achieve sustainable development together with its suppliers.

In the aspect of environmental protection, the Group has included carbon footprint reduction as one of its long-term goals, and has pledged to reduce greenhouse gas emissions of its operations as well as its supply chain. The Group is aware of the role which human activity has played in accelerating climate change, and agrees with the findings of the Intergovernmental Panel on Climate Change (the "IPCC") regarding future trends and effects of climate change. Rising to the call of the state, the Group has carried out strategic deployment and planning for medium and long-term energy conservation goals, and plans to achieve peak carbon emissions by 2028 and carbon neutrality by 2058.

主席致辭

本人謹代表本公司董事會欣然提呈本公司截至2022年12月31日止年度的ESG報告。

2020年疫情引發了一場前所未有的全球性危機，疫情正步入第四個年頭，反覆的疫情考驗了企業面臨危機時的敏捷度，本公司完善的內部決策機制幫助本集團針對疫情迅速採取了許多應對舉措。儘管前方還有許多未知，本集團秉持核心價值觀，與權益人及持份者緊密合作，繼續為實現智能可持續生活、綠色環境和社會進步而努力。本集團積極推進ESG管理，於2021年成立了ESG專責小組（「小組」），系統規劃和實施各部門及附屬公司的可持續發展戰略。該團隊由本集團總裁協調，由財務部、人力資源（「人力資源」）及行政部和運營保障部人員組成，支持董事會監督和維護有效的ESG風險管理和內部控制系統，評估重大ESG事項和氣候風險，並制定相關目標為持續改進。

在社會層面，本集團致力於公司的各個利益相關方創造共享共贏的價值。致力於為客戶提供優質的產品及可靠的服務，並誠實守信地開展業務及公司事務。通過長期努力促進負責任的供應鏈發展，本集團旨在與供應商一起實現可持續發展。

在環境保護層面，本集團已將減少碳足跡作為其長期目標之一，並承諾減少其業務營運及供應鏈的溫室氣體排放。本集團意識到人類活動在加速氣候變化方面所扮演的角色，並同意政府間氣候變化專門委員會（「IPCC」）關於氣候變化未來趨勢及影響的調查結果。本集團響應國家的號召，進行戰略部署和中長期節能目標的策劃，並計劃在2028年實現碳排放達到峰值，到2058年實現碳中和。

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Climate change is not only about mitigating risks, but also to explore new market opportunities and accelerate the transition of our products to be low-carbon, energy-efficient and climate-resilient. Consumer demand for low-carbon and energy-saving products is increasing. Furthermore, China's favourable sustainability policies encourage enterprises to provide clean energy and low-carbon solutions in the consumer and industrial sectors. In response, the Group has proposed to produce green and low-carbon products through green design and green manufacturing, and has obtained relevant national certificates for many products. In recent years, the Group has focused ESG management on topics important to the Group's operations and sustainable development, including talent development, product quality, environmental awareness promotion and supplier management. The Group has invested more management efforts and resources to cultivate value by paying more attention to details.

In the aspect of employee relations, the Group continuously invests in employee development to cultivate talents and meet various training needs of employees, pledges to create a corporate culture of lifelong learning and encourages employees to pursue further studies provided by various educational institutions. The Group attaches great importance to the management of production safety to protect the labour safety of employees, and pursues growth together with employees by continuously investing in resources for the improvement of employees' academic qualifications and skills.

Looking ahead, Veson will continue to maintain steady and efficient development, introduce more environmentally friendly and innovative energy-saving solutions, remain true to its original aspiration, and perform corporate social responsibility, so as to become a global enterprise with a strong sense of social responsibility.

氣候變化不僅是關於降低風險，也是探索新市場機會並加快其產品向低碳、節能和氣候適應型轉型的機會。消費者對低碳以及具有節能功能的產品的需求正在不斷增加。此外，中國有利的可持續政策鼓勵企業在消費和工業領域提供清潔能源和低碳解決方案。因應於此，本集團提出通過綠色設計和綠色製造，打造綠色低碳產品，多款產品獲得國家相關的證書認證。近年來，本集團已將ESG管理重點放在對本集團的運營和可持續發展重要的主題上，包括人才發展、產品質量、環境意識宣傳和供應商管理。本集團投入了更多的管理精力和資源，通過更加關注細節來挖掘價值。

在員工關係層面，本集團持續投資僱員發展，以培養人才並滿足僱員的各種培訓需求，承諾營造終身學習的企業文化，並鼓勵僱員繼續接受各種教育機構提供的進修課程。本集團重視安全生產的管理保障員工的勞動安全，與員工共同成長，為員工的學歷及技能提升持續投入資源。

展望未來，銳信將繼續保持穩健高效的發展，推出更綠色、更具創新性的節能解決方案，不忘初心，肩負企業社會責任，成為具有強烈社會責任感的全球企業。

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B. OUR APPROACH TO SUSTAINABILITY

Stakeholder Engagement and Materiality

The Group values engagement with its stakeholders as they provide valuable insights and identify areas of improvements. Through internal communication with stakeholders of different categories, the Group may further understand the needs of its stakeholders, and thus acknowledge and address these expectations accordingly. With this in mind, the Group has formulated the “Methods on Engaging and Communicating with Stakeholders” to identify communication channels with its key stakeholders.

Key stakeholders and communication channels are as follows:

Stakeholder Group 持份者組別

Communication Channels 溝通渠道

Shareholders and Investors
股東及投資者

- Annual and Interim Reports
- 年度及中期報告

Non-Government Organisation (Scud Technical College)
非政府組織（飛毛腿技師學院）

- Ad-hoc Seminars
- 不定期研討會

Employees

- DingTalk (Includes Bulletin Board and General Manager Hotline)
- Employee Satisfaction Surveys
- Regular Communication Meetings with Employee Representatives

僱員

- 釘釘（包括公告欄及總經理熱線）
- 僱員滿意度調查
- 與僱員代表舉行定期溝通會議

Customers and Clients

- Customer Satisfaction Surveys
- Client Meetings
- Client Audits
- 顧客滿意度調查
- 客戶會議
- 客戶審計

顧客及客戶

Suppliers

- Signing of “Supplier Certification and Management Guidelines”
- Regular On-Site Inspections
- 簽訂「供應商認證及管理指引」
- 定期現場檢查

供應商

B. 我們的可持續發展方針

持份者的參與及重要性

本集團重視與持份者溝通，因為彼等可提供寶貴見解及識別需改進的領域。通過與不同類別持份者進行內部溝通，本集團可以進一步瞭解持份者的需求，從而相應地重視及應對該等預期。有見及此，本集團制定了「與持份者接觸及溝通的方法」，以識別與重要持份者的溝通渠道。

重要持份者及溝通渠道如下：

ESG REPORT 環境、社會及管治報告

Stakeholder Group 持份者組別

Communication Channels 溝通渠道

Industry Organisations and Professional Bodies

行業組織及專業機構

- Industry Meetings, Forums, and Working Groups
- Discussions on Standards
- Sustainable Development Collaboration Projects
- Academic Research Activities
- 行業會議、論壇及工作群組
- 標準討論
- 可持續發展合作項目
- 學術研究活動

Local Community

當地社區

- Local Recruitment and Procurement
- Community Investment (e.g. Poverty Alleviation)
- Company Website
- Social Media
- 當地招聘及採購
- 社區投資（如扶貧）
- 公司網站
- 社交媒體

Local Government and Regulators

當地政府及監管機構

- Annual Inspection Reports
- Random On-Site Inspections
- 年度檢查報告
- 隨機現場檢查

ESG REPORT 環境、社會及管治報告

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 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.

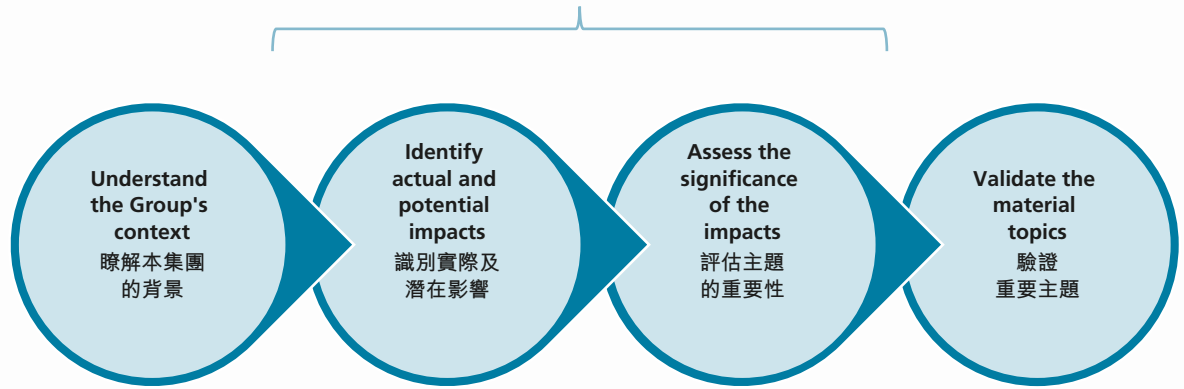
在整個報告期間內，通過與持份者持續對話及諮詢活動，本集團收到持份者的反饋和建議，對我們的可持續發展非常重要。

重要性評估程序在本集團及其環境、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，並決定優先次序。本集團於本年度根據更新的GRI準則修訂了其重要性評估流程，納入了對本集團背景、實際及潛在影響以及已確定影響的重要性的考慮。

ESG REPORT 環境、社會及管治報告



Stakeholder Engagement Process 持份者參與流程



- The Group's context was understood based on internal assessment, the Materiality Finder of Sustainability Accounting Standards Board ("SASB") Standards, and advice from external professionals
根據內部評估、可持續發展會計準則委員會（「SASB」）的重要性圖譜及外部專業人士的意見瞭解本集團的背景
- Topics with high relevance to the Group's actual and potential impacts were identified and considered
識別及考慮與本集團的實際及潛在影響高度相關的主題
- The Group's impacts have been assessed. Topics relevant to significant impacts of the Group have been determined as material topics
本集團的影響已經評估。與本集團的重大影響相關的主題被釐定為重要主題
- The Board and the management has reviewed the materiality matrix and impact assessment results, and validated the scope, topic boundaries and completeness of the material topics
董事會及管理層審閱重要性矩陣及影響評估結果，並驗證重要主題的範圍、主題邊界及完整性

ESG REPORT

環境、社會及管治報告

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.

於報告期間內，本集團特別委聘內部及外部持份者，包括本集團董事會、高級管理層、股東、前線及普通員工、供應商及承包商、客戶及顧客以及業務夥伴，從而瞭解與本集團營運相關的ESG重要主題及挑戰。在重要性評估中，邀請持份者就41個主題對本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，進行評級。

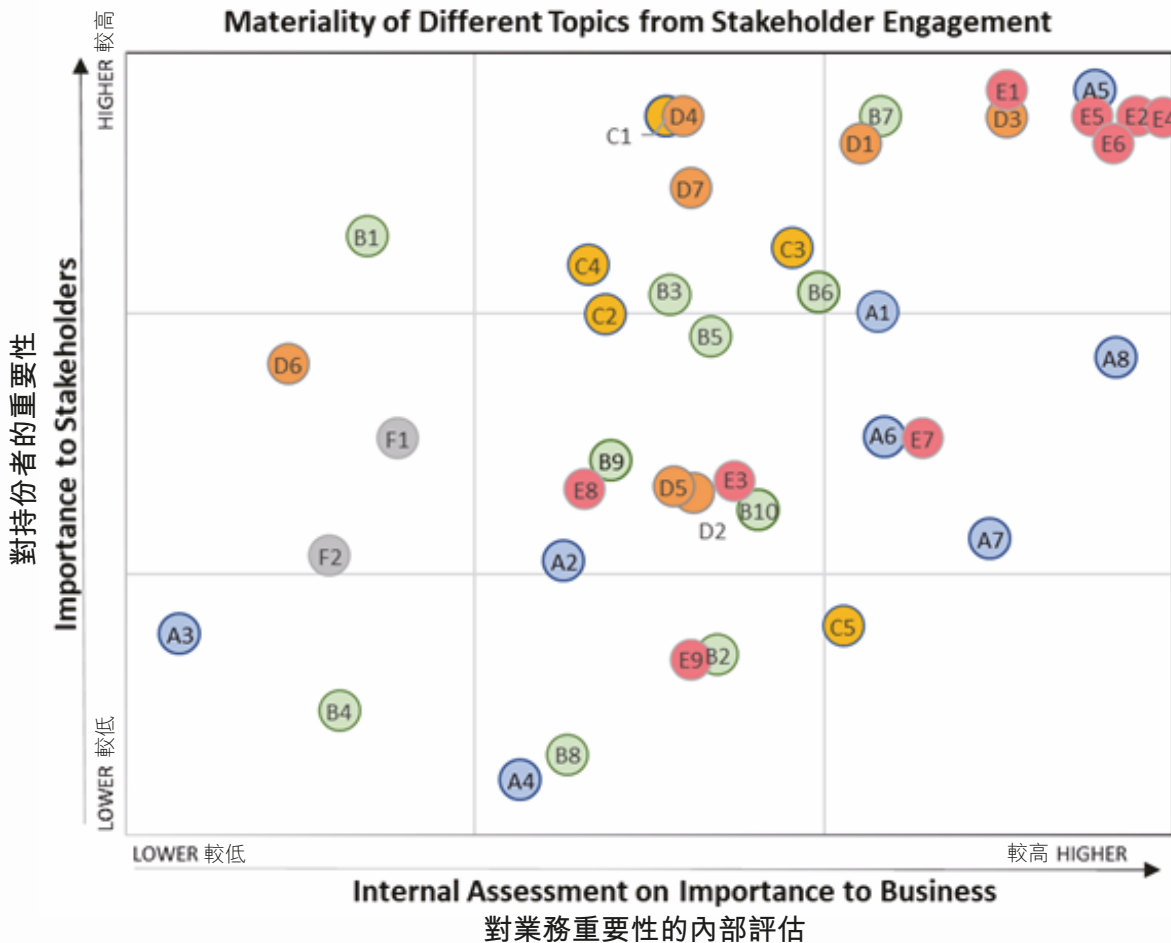
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Materiality Matrix

重要性矩陣

持份者參與所確定不同主題的重要性

Materiality of Different Topics from Stakeholder Engagement



A Economic and Corporate Governance

經濟及公司治理

- 1 Economic Performance
經濟績效
- 2 Market Presence
市場地位
- 3 Indirect Economic Impacts
間接經濟影響
- 4 Procurement Practices
採購實務
- 5 Anti-corruption
反貪污

C Labour Management

勞工管理

- 1 Employment
僱傭
- 2 Labor/Management Relations
勞/資關係
- 3 Occupational Health and Safety
職業健康與安全
- 4 Training and Education
訓練與教育
- 5 Diversity and Equal Opportunity
員工多元化及平等機會

E Product Responsibility

產品責任

- 1 Product Quality
產品質量
- 2 Customer Health and Safety
客戶健康及安全
- 3 Marketing and Labeling
市場推廣及標籤
- 4 Customer Satisfaction and Responsibility
客戶滿意度及責任
- 5 Consumer Privacy and Interest Protection
消費者私隱及權益保護

ESG REPORT 環境、社會及管治報告

- 6 Anti-competitive Behavior
反競爭行為
- 7 Tax
稅務
- 8 Socioeconomic Compliance
社會經濟合規

B Environmental 環境

- 1 Material Consumption
物料使用
- 2 Energy Management
能源管理
- 3 Water and Effluents Management
水及污水管理
- 4 Biodiversity
生物多樣性
- 5 Emissions
排放
- 6 Waste Management
廢棄物管理
- 7 Environmental Compliance
環境合規
- 8 Climate Change Responses
應對氣候變化
- 9 Environmental Protection Policies
環境保護政策及措施
- 10 Green Product Research and Development
綠色產品研發

D Human Rights 人權

- 1 Non-discrimination
非歧視
- 2 Freedom of Association and Collective Bargaining
結社自由及集體談判
- 3 Preventing Child Labor
防止童工
- 4 Preventing Forced or Compulsory Labor
防止強迫勞動或強制勞動
- 5 Rights of Indigenous Peoples
原住民權利
- 6 Human Rights Assessment
人權評估
- 7 Security Personnel Practices
安保人員實務

I Information Security

- 資訊安全
- 7 Intellectual Property Rights
知識產權
- 8 Supplier Environmental Assessment
供應商環境評估
- 9 Supplier Social Assessment
供應商社會評估

F Social Participation 社會參與

- 1 Community Investment
社區投資
- 2 Public Policy
公共政策

ESG REPORT 環境、社會及管治報告

Assessment of Impacts

Apart from engaging the Group's stakeholders, the Board and the management of the Group 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 considered when assessing the materiality of topics.

Among the environmental and social aspects, the following twelve topics are identified as the most important material issues based on stakeholder engagement and Board assessment:

- Anti-corruption
- Waste Management
- Environmental Compliance
- Employment
- Occupational Health and Safety
- Preventing Child Labor
- Human Rights Assessment
- Product Quality
- Customer Health and Safety
- Customer Satisfaction and Responsibility
- Customer Privacy and Interest Protection
- Information Security

Compared to last year's findings, all seven originally identified topics have continued to be deemed as material topics by stakeholders, while "Preventing Child Labor", "Human Rights Assessment", "Customer Health and Safety", "Customer Satisfaction and Responsibility", and "Customer Privacy and Interest Protection" are newly identified by stakeholders and the Board.

影響評估

除諮詢本集團持份者的意見外，董事會及本集團管理層亦根據外部專業人士的建議及SASB準則的重要性圖譜，評估本集團營運可能帶來的實際及潛在影響。在評估主題的重要性時，亦考慮了影響的重要性。

在環境及社會方面，根據持份者參與的意見及董事會評估，以下十二個主題被識別為對持份者而言最重要的議題：

- 反貪污
- 廢棄物管理
- 環境合規
- 僱傭
- 職業健康與安全
- 防止童工
- 人權評估
- 產品質量
- 客戶健康及安全
- 客戶滿意度及責任
- 客戶私隱及權益保護
- 資訊安全

相較去年的調查結果，所有七個原始識別主題繼續被持份者視為重大主題，而「防止童工」、「人權評估」、「客戶健康及安全」、「客戶滿意度及責任」及「客戶私隱及權益保護」乃由持份者及董事會新釐定。

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The corresponding impact boundaries and management approach of the identified material topics are presented in the table below:

已識別重大主題相應的影響邊界及管理辦法如下表所示：

Category	Material Topics	Impact Boundaries 影響邊界					Management Approach
		Employees	Shareholders	Suppliers or Contractors	Clients	Visitors or Consumers	
類別	重大主題	僱員	股東	供應商或分 包商	客戶	訪客或消 費者	管理辦法
Economic and Corporate Governance 經濟及公司治理	Anti-corruption 反貪污	✓		✓	✓		<ul style="list-style-type: none"> The Group has formulated the "Code of Business Ethics and Conduct" and the "Management Regulations on Anti-corruption and Anti-bribery" 本集團已制定《商業道德與行為守則》及《反貪污及反賄賂管理規定》 The Group has followed the "Code of Conduct" as set out by the Responsible Business Alliance (RBA), which stipulates business integrity through practices of fair business, advertising, and competition 本集團已遵守負責任商業聯盟(RBA)制定的《行為準則》，其中規定通過踐行公平交易、廣告及競爭實現商業誠信 The Group has required employees to sign anti-corruption and anti-bribery commitments and self-reflections as part of staff development and training 本集團已要求僱員簽署反貪污及反賄賂承諾和自我反省，作為僱員發展及培訓的一部分 The Group is committed to complying with applicable laws, regulations, rules and requirements, and the highest standards of ethics to carry out business activities which would create a fair business environment 本集團致力於遵守適用的法律、法規、規則及規定以及最高道德標準開展業務活動，從而創造公平的營商環境 The Group aims to establish a business philosophy centred on fair competition, integrity management, and quality service to ensure that the business activities of the Group create value for society and achieve a win-win situation 本集團力求樹立以公平競爭、誠信經營、優質服務為核心的經營理念，以確保本集團的業務活動能為社會創造價值及實現雙贏

ESG REPORT 環境、社會及管治報告

Category	Material Topics	Impact Boundaries 影響邊界					Management Approach
		Employees	Shareholders	Suppliers or Contractors 供應商或分包商	Clients 客戶	Visitors or Consumers 訪客或消費者	
類別	重大主題	僱員	股東	包商	客戶	費者	管理辦法
Environmental 環境	Waste Management 廢棄物管理	✓		✓			<ul style="list-style-type: none"> The Group has formulated the “Management Plan on Solid Waste” for achieving effective waste reduction and recycling 本集團已制定《固體廢棄物管理辦法》，以實現有效的廢棄物減量及循環利用 The Group keeps record of its generation and storage of hazardous waste through tracking in its internal registry 本集團通過其內部註冊表的跟蹤記錄其有害廢棄物的產生及儲存 As per national regulations, disposal and treatment of hazardous waste is managed by external qualified waste handlers 根據國家法規，有害廢棄物的處置及處理由外部合資格廢棄物處理方執行 Recycling and incineration of non-hazardous waste is managed by designated handlers 無害廢棄物的回收及焚燒由指定處理方管理 The Group has adopted further waste management strategies across various operations to promote a green and paperless environment 本集團已在各項業務中採取進一步廢棄物管理策略，以促進綠色及無紙化環境
	Environmental Compliance 環境合規	✓	✓	✓	✓		<ul style="list-style-type: none"> The Group has formulated the “Procedures on Compliance with Rules, Regulations, Standards, and Other Requirements” to identify and review environmentally related national rules and regulations to ensure that its business activities are compliant 本集團已制定《法律法規、標準及其他要求控制程式》，以識別及檢視與環境相關的國家規則及法規，確保其業務活動合規 The Group has implemented the “Procedures on Identifying and Evaluating Compliance” to monitor its business activities with hazardous waste emissions and its environmental compliance performance 本集團已實施《檢測與測量控制程式》對具有重大危害的運行與活動的關鍵特性進行監督和測量，以監督其環境合規表現

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Category	Material Topics	Employees	Shareholders	Impact Boundaries			Management Approach
				Suppliers or Contractors	Clients	Visitors or Consumers	
類別	重大主題	僱員	股東	供應商或分包商	客戶	訪客或消費者	管理辦法
Labour Management 勞工管理	Employment 僱傭	✓					<ul style="list-style-type: none"> - The Group has formulated the "Management Regulation on Recruitment" to provide guidelines to recruitment personnel on recruiting talent 本集團已制定《招聘管理規定》，以就招聘人才為招聘人員提供指引 - The Group has formulated the "Procedure on Prohibiting Forced Labour, Discrimination, and Harassment" to ensure that staff rights and benefits are never violated or compromised 本集團已制定《禁止強制勞工、歧視及騷擾的程序》，以確保員工的權利及權益不受侵犯或損害 - The Group has formulated the "Management Regulation on Attendance" to manage and assess attendance of its employees 本集團已制定《考勤管理辦法》，以對員工考勤情況進行管理及考核 - The Group has carried out a significant amount of employee training and staff interviews to encourage its employees to voice their opinions to the Group without fear of retribution 本集團已進行大量僱員培訓及員工訪談，以鼓勵僱員向本集團表達意見，而不必擔心遭到報復

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Category	Material Topics	Impact Boundaries 影響邊界					Management Approach
		Employees	Shareholders	Suppliers or Contractors 供應商或分 包商	Clients 客戶	Visitors or Consumers 訪客或消 費者	
類別	重大主題	僱員	股東	包商	客戶	訪客或消費者	管理辦法
	Occupational Health and Safety 職業健康與安全	✓		✓			<ul style="list-style-type: none"> - The Group has formulated the "Procedure on Safe Production Hazard Identification and Risk Management" to further manage the process of identifying hazards at sites of production 本集團已制定《安全生產危害識別與風險管理程序》，進一步管理生產場所的危害識別流程 - As per the "Measures on Labour Protection Equipment Management" and the "Standards on Labour Protection Equipment Configuration", all necessary labour protection equipment has been identified and distributed to production staff 根據《勞保用品管理辦法》及《勞保用品配置標準》，已確定所有必要的勞保用品並分發給生產人員 - In accordance with the "Control Procedure on Health and Safety Target Indicators and Management Plan", on-site production staff in specialised positions receive health management 根據《健康與安全目標指標控制程序及管理方案》，特種崗位的現場生產人員會接受健康管理 - In compliance with national regulations, the Group performs occupational health inspection of its workplaces on an annual basis, and publishes relevant findings in the "Occupational Health Hazard Inspection Report" 根據國家規定，本集團每年對其工作場所進行職業健康檢查，並於《職業健康危害檢查報告》中公佈相關結果

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Category	Material Topics	Employees	Shareholders	Impact Boundaries			Management Approach
				Suppliers or Contractors	Clients	Visitors or Consumers	
類別	重大主題	僱員	股東	供應商或分 包商	客戶	訪客或消 費者	管理辦法
Human Rights 人權	Preventing Child Labor 防止童工	✓		✓			<ul style="list-style-type: none"> - The Group has formulated the "Child Labor Management Procedure" to strictly prohibit the use of child labor in its operations, which entails conducting annual internal review of the Group's business, and adopting corrective and preventative measures for any identified or potential issues 本集團已制定《童工管理程序》，以嚴格禁止於業務營運中使用童工，其需要對本集團業務進行年度內部審查，並對任何已識別或潛在問題採取糾正及預防措施 - As per national laws and regulations, the HR Department of the Group verifies the identity and employment eligibility of candidates against records available on the database system to ensure that no children under the age of 16 are employed 根據國家法律法規，本集團人力資源部根據數據庫系統中的記錄驗證候選人的身份及僱傭資格，以確保不僱用16歲以下的兒童 - The Group conducts corporate social responsibility evaluation to confirm there are no incidences of child labor in its supply chain; if the use of child labor was confirmed at any supplier, they shall be downgraded to E Rank and future transactions shall be cut off 本集團進行企業社會責任評估，以確認其供應鏈中不存在使用童工事件；如確認任何供應商使用童工，其將被降為E級，且未來的交易將被終斷

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Category	Material Topics	Impact Boundaries 影響邊界					Management Approach
		Employees	Shareholders	Suppliers or Contractors 供應商或分 包商	Clients 客戶	Visitors or Consumers 訪客或消 費者	
類別	重大主題	僱員	股東	包商	客戶	訪客或消費者	管理辦法
	Human Rights Assessment 人權評估	✓	✓	✓			<ul style="list-style-type: none"> - The Group has implemented the "Procedure on Protecting Whistle-Blowers" to encourage its employees to voice their opinions and report human rights issues to the Group without fear of retribution 本集團已實施《舉報人保護程序》，鼓勵僱員向本集團表達意見及報告人權問題，而不必擔心遭到報復 - The Group has formulated the "Procedure on Prohibiting Forced Labour, Discrimination, and Harassment" to ensure that employees may voluntarily resign or work overtime, thus protecting the human rights of its employees 本集團已制定《禁止強制勞工、歧視及騷擾程序》，以確保僱員可自願辭職或加班，從而保障僱員的人權 - The Group conducts corporate social responsibility evaluation to confirm there are no incidences of human rights violation in its supply chain; if human rights violation was confirmed at any supplier, the Group may cut off future transactions depending on the severity 本集團進行企業社會責任評估，以確認其供應鏈中沒有侵犯人權的事件；如確認任何供應商侵犯人權，本集團會根據嚴重程度終斷未來的交易

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Category	Material Topics	Employees	Shareholders	Impact Boundaries			Management Approach
				Suppliers or Contractors	Clients	Visitors or Consumers	
類別	重大主題	僱員	股東	供應商或分 包商	客戶	訪客或消 費者	管理辦法
Product Responsibility 產品責任	Product Quality 產品質量	✓		✓	✓	✓	<ul style="list-style-type: none"> - The Group maintains product quality assurance in accordance with ISO 9001 Quality Management System, TL 9000 Quality Management System for Telecommunications, and IECQ QC080000 Hazardous Substance Process Management (HSPM) System, all of which are externally certified on an annual basis 本集團根據ISO 9001質量管理體系、TL 9000電信質量管理體系及IECQ QC080000有害物質過程管理（危險物品進程管理系統要求）體系維護產品質量保證，每年均進行外部認證 - The Group has implemented the “Control Procedure on Failed- Quality Products” to review its production process in the event of discovering low quality products 本集團已實施《不合格品控制程式》，以在發現低質量產品時審查其生產流程 - The Group has formulated the “Management Method on Customer Complaints, Feedback, and Returns” to handle problems that arise from low quality products which have already been delivered to customers 本集團已制定《客戶投訴、反饋及退貨管理辦法》，以處理已交付給客戶的低質量產品引起的問題 - The Group has signed the “Supplier Certification and Management Guidelines” with its suppliers to ensure the quality of its raw materials 本集團已與供應商簽署《供應商認證及管理指引》，以確保原材料的質量

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Category	Material Topics	Impact Boundaries 影響邊界					Management Approach
		Employees	Shareholders	Suppliers or Contractors or 分 包商	Clients 客戶	Visitors or Consumers 訪客或消 費者	
類別	重大主題	僱員	股東	包商	客戶	費者	管理辦法
	Customer Health and Safety 客戶健康及安全	✓			✓	✓	- The Group assures the health and safety of its customers by maintaining product quality in accordance with ISO 9001 Quality Management System, TL 9000 Quality Management System for Telecommunications, and IECQ QC080000 Hazardous Substance Process Management (HSPM) System, all of which are externally certified on an annual basis 本集團確保客戶的健康及安全，根據ISO 9001質量管理體系、TL 9000電信質量管理體系及IECQ QC080000有害物質過程管理（危險物品進程管理系統要求）體系維護產品質量，所有這些體系每年均進行外部認證 - The Group has formulated the “Management Method on Customer Complaints, Feedback, and Returns” to handle health and safety concerns that arise from low quality products which have already been delivered to customers 本集團已制定《客戶投訴、反饋及退貨管理辦法》，以處理已交付給客戶的低質量產品引起的健康及安全憂慮
	Customer Satisfaction and Responsibility 客戶滿意度及責任	✓	✓		✓	✓	- As per the “Management Method on Customer Satisfaction Surveying” and the “Control Procedure on Customer Satisfaction” implemented by the Group, the Group shall send customer satisfaction surveys to its customers every six months to tabulate and analyse customer satisfaction levels, the results of which shall be used to help the Group improve its products and services 根據本集團實施的《客戶滿意度調查管理辦法》及《客戶滿意度控制程序》，本集團應每六個月向客戶發送客戶滿意度調查，以製表及分析客戶滿意度水平，其結果將用於幫助本集團改進其產品及服務 - The Group has formulated the “Management Method on Customer Complaints, Feedback, and Returns” to assign responsibility to different departments for handling dissatisfaction from customers 本集團已制定《客戶投訴、反饋及退貨管理辦法》，將處理客戶不滿的責任分配給不同部門

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Category	Material Topics	Employees	Shareholders	Impact Boundaries			Management Approach
				Suppliers or Contractors	Clients	Visitors or Consumers	
類別	重大主題	僱員	股東	供應商或分包商	客戶	訪客或消費者	管理辦法
	Customer Privacy and Interest Protection 客戶私隱及權益保護	✓			✓	✓	<ul style="list-style-type: none"> - Under authorisation of its clients or customers, the Group shall only use their patents, trademarks, technologies, and other intellectual property rights within legal constraints 根據客戶或顧客的授權，本集團僅在法律約束範圍內使用其專利、商標、技術及其他知識產權 - The Group promises to protect the security of its customers and client information, and it shall not embezzle nor infringe on their patents, trademarks, technologies, and other intellectual property rights 本集團承諾保護顧客及客戶資料的安全，不得盜用或侵犯其專利、商標、技術及其他知識產權 - The Group has signed the "Employee Confidentiality and Non-Solicitation Agreement" with its employees to protect the privacy and interest of its customers and clients 本集團已與員工簽署《僱員保密及禁止招攬協議》，以保護顧客及客戶的私隱及權益 - The Group has formulated the "Regulation on Confidentiality Management" to prepare necessary precautions for data leakage 本集團已制定《保密管理規定》，以為數據洩露制定必要預防措施

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Category	Material Topics	Impact Boundaries 影響邊界					Management Approach
		Employees	Shareholders	Suppliers or Contractors 供應商或分 包商	Clients 客戶	Visitors or Consumers 訪客或消 費者	
類別	重大主題	僱員	股東	包商	客戶	費者	管理辦法
	Information Security 信息安全	✓		✓	✓	✓	<ul style="list-style-type: none"> - The Group has formulated the "Information Security Management Manual" to establish its information security management system, to ensure the secure operation of company business system, and to protect employee and confidential data of the Group 本集團已制定《信息安全手冊》，以建立其信息安全管理體系，確保公司業務系統的安全運行，並保護本集團的僱員及保密數據 - The Group has developed the "Management Procedure on Information Security Risk Assessment" to implement its assessment of information security risk within the Group, and to control any information security risk at an acceptable level 本集團已制定《信息安全風險評估管理程序》，以在本集團內部實施信息安全風險評估，並將任何信息安全風險控制在可接受的水平 - In accordance with the "Procedure on Project Information Security Management" and the "Management Procedure on Information Security Incidents", the Group seeks to contain information security incidents in a consistent and effective manner; the Group shall establish an Information Security Reporting, Response, and Handling Mechanism to minimise any losses, and to adopt corrective and preventative measures 根據《項目信息安全程序》及《信息安全事故管理程序》，本集團力求以一致及有效的方式遏制信息安全事件；本集團應建立信息安全報告、回應及處理機制，以盡量減少任何損失，並採取糾正及預防措施

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Stakeholders' Feedback

The Group welcomes stakeholders' feedback on its ESG approach and performance. Please give your suggestions or share your views with us via email: coso@scud.cn or phone: (86) 591-63159773.

The Group's ESG Commitment

The Board has overall responsibility for the Group's ESG strategy and reporting. The Group is committed to integrating emerging ESG risks into existing risk management frameworks and incorporating ESG factors into business strategies and strategic financial planning. Management of the Group is responsible for identifying ESG risks and opportunities in the Group's operations and value chains.

To strive for continued excellence in ESG practices, the Group holds regular meetings to review ESG material issues, track target achievement rates and discuss ways of strengthening ESG performance. ESG goals are achieved through the Group's continuous efforts and implementation of ESG-related policies and effective mitigation plans.

As a corporate citizen, the Group is committed to upholding international environmental protection initiatives, and has accordingly set its strategic goals in line with climate response actions. The Group has set long-term reduction targets in regards to its emissions and consumption of natural resources, and, based on progress against these targets, shall implement further measures as necessary to meet its ESG-related goals.

持份者的意見反饋

本集團歡迎各持份者就本集團的ESG方針及表現提供反饋。請透過電郵：coso@scud.cn或電話：(86) 591-63159773提供閣下之建議或與我們分享閣下之想法。

本集團的ESG承擔

董事會對本集團的ESG策略及報告全面負責。本集團致力將新出現的ESG風險整合至現有的風險管理框架中，並將ESG因素納入業務策略及策略財務規劃中。本集團管理層負責識別本集團營運及價值鏈中的ESG風險及機遇。

為在ESG方面持續取得卓越成就，本集團會定期舉行會議以審查ESG重大議題，跟蹤目標達成率及討論增強ESG表現的方法。經過本集團不懈努力以及實施與ESG相關的政策及有效的緩解計劃，ESG目標得以實現。

作為企業公民，本集團致力維護國際環保倡議，並據此制定與氣候應對行動相一致的戰略目標。本集團已就其排放及天然資源的消耗設定長期減低目標，並將根據該等目標的進展採取必要的進一步措施，以實現其ESG相關目標。

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The Group's ESG Approach

Since 2017, Scud Electronics has been registered on the Responsible Business Alliance (“RBA”) online platform. In August 2020, Scud Electronics passed the RBA Code of Conduct Audit. Throughout the years, Scud Electronics has adhered to the RBA Code of Conduct, promoted and implemented corporate social responsibilities (“CSR”) regulations, and audited relevant suppliers to ensure that they also comply with the Group's sustainability policies and the RBA Code of Conduct. The Group's RBA Management Guide was first released in July 2014. After several revisions, the Group began fully implementing the latest version of the RBA Management Guide in 2019 for fulfilling CSR. During 2022, the Group had received the “Factory of Choice Award”. In addition, the Group continuously keeps track of updates on the RBA Code of Conduct Guidelines, and has updated its management procedures as per the newest version (Version 7.0) accordingly during the Last Reporting Period.

Furthermore, the Group sets specific and measurable RBA targets to better evaluate progress and drive good performance. Internal audits for labour, ethics, health and safety, environment, and management systems are conducted within Scud Electronics in accordance with RBA standards to ensure compliance with CSR policies and guidelines.

The Group upholds principles of fairness, honesty, and integrity when conducting business. The Group has formulated the Code of Business Conduct and Ethics as an internal management procedure. The Code of Business Conduct and Ethics stipulates preventive measures for unethical conduct, penalties and grievance procedure and sets forth penalties for violation of the Code of Conduct and the grievance channels for reporting any violation.

本集團的ESG方針

自2017年起，飛毛腿電子已在負責任商業聯盟（「RBA」）在線平台註冊。於2020年8月，飛毛腿電子通過RBA行為準則審核。多年來，飛毛腿電子一直遵守RBA行為準則，推進及實施企業社會責任（「企業社會責任」）法規，並對相關供應商進行審核，以確保彼等亦遵守本集團的可持續發展政策及RBA行為準則。本集團的RBA管理指引於2014年7月首次發佈。經多次修訂後，本集團於2019年開始全面實施最新版RBA管理指引，以履行企業社會責任。於2022年，本集團榮獲「最佳工廠獎」。此外，本集團持續追蹤RBA行為準則指引的更新，並於上一報告期間根據最新版本（7.0版）相應更新其管理程序。

此外，本集團設定了特定及可計量的RBA目標，以更好地評估進度及推動良好的表現。飛毛腿電子根據RBA標準對勞工、道德、健康及安全、環境及管理體系進行內部審核，以確保符合企業社會責任制度及指引。

本集團在開展業務時秉承公平、誠信及正直原則。本集團已制定商業行為及道德守則作為內部管理程序。商業行為及道德守則規定了對不道德行為的預防措施、處罰及投訴程序，並訂明瞭對違反行為守則的處罰及舉報任何違規行為的投訴渠道。

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The Group's Sustainability Mission and Vision

The Group unwaveringly adheres to the path of sustainable development. The Group is dedicated to strengthening operational risk management, maximising business growth while achieving sustainability development.

The Group endeavours to fulfil CSR through close linkage with the RBA, and by rolling out policies and initiatives to conserve the environment and facilitate staff development.

The Group strives to meet the needs and expectations of the stakeholders. To this end, the Group listens carefully to the opinions of the employees and actively adopts any feasible solutions proposed by the employees to improve the workplace environment and working processes. During the Reporting Period, critical concerns have been communicated to the Board through emails and meetings, of which topics included issues in human resources, supply chain problems, concerns with pandemic response, and company financing.

本集團可持續發展使命及願景

本集團堅定不移地走可持續發展之路。本集團致力於加強營運風險管理，在實現可持續發展的同時實現業務增長最大化。

本集團通過與RBA的緊密聯繫，並透過制定政策及措施保護環境及促進員工發展，竭力履行企業社會責任。

本集團盡力滿足持份者的需求及期望。為此，本集團認真聽取員工的意見，並積極採納員工提出的任何可行解決方案，以改善工作環境及工作程序。於報告期間，已通過電子郵件及會議向董事會傳達了關鍵議題，其中主題包括人力資源問題、供應鏈問題、疫情應對問題及公司融資。

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C. CORPORATE GOVERNANCE

Governance Structure

The Board of the Group is comprised of four committees, including (1) Audit Committee, (2) Remuneration Committee, (3) Nomination Committee, and (4) Corporate Governance Committee.

Details of the Board are as follows:

	Feng Ming Zhu 馮明竹	Lian Xiu Qin 連秀琴	Loke Yu 陸海林	Victor Heng 邢家維	Laurence Lam 林友耀	Gary Cheung 張為國
Position in the Board	Executive Director	Executive Director	Non-Executive Director	Independent Non-Executive Director	Independent Non-Executive Director	Independent Non-Executive Director
於董事會的職位	執行董事	執行董事	非執行董事	獨立非執行董事	獨立非執行董事	獨立非執行董事
No. of Years Serving in the Company	15.5 years	24.5 years	11.5 years	6 years	4 years	2.5 year
於本公司服務年限	15.5年	24.5年	11.5年	6年	4年	2.5年
Other Significant Positions or Commitments	Chairman, Corporate Governance Committee	Chief Executive Officer	Corporate Governance Committee	Audit Committee (Chairman), Remuneration Committee (Chairman), Nomination Committee, Corporate Governance Committee	Audit Committee, Remuneration Committee, Nomination Committee, Corporate Governance Committee (Chairman)	Audit Committee, Remuneration Committee, Nomination Committee (Chairman), Corporate Governance Committee
其他重要職位或承擔	主席、企業管治委員會	行政總裁	企業管治委員會	審核委員會（主席）、薪酬委員會（主席）、提名委員會、企業管治委員會	審核委員會、薪酬委員會、提名委員會、企業管治委員會（主席）	審核委員會、薪酬委員會、提名委員會（主席）、企業管治委員會
Gender	Male	Female	Male	Male	Male	Male
性別	男	女	男	男	男	男
Age	46-59	46-59	60+	36-45	46-59	60+
年齡	46-59歲	46-59歲	60+歲	36-45歲	46-59歲	60+歲
Competencies	Corporate Management, Strategic Management, Operations Management, Investment Management, Board of Directors, Legal & Regulatory, Risk Management, Corporate Governance	International Business, Corporate Management, Strategic Management, Production Management, Operations Management, Board of Directors, Engineering, Technology	International Business, Corporate Management, Strategic Management, Board of Directors, Finance & Accounting, Risk Management, Corporate Governance	Corporate Management, Board of Directors, Finance & Accounting	Board of Directors, Finance & Accounting, Corporate Management, Corporate Governance	International Business, Corporate Management, Strategic Management, Operations Management, Investment Management, Board of Directors, Finance & Accounting, Legal & Regulatory, Risk Management, Corporate Governance
能力	企業管理、戰略管理、經營管理、投資管理、董事會、法律及監管、風險管理、公司治理	國際業務、企業管理、戰略管理、生產管理、經營管理、董事會、工程技術	國際業務、企業管理、戰略管理、董事會、財務及會計、風險管理、公司治理	企業管理、董事會、財務及會計	董事會、財務及會計、企業管理、公司治理	國際業務、企業管理、戰略管理、經營管理、投資管理、董事會、財務及會計、法律及監管、風險管理、公司治理

C. 企業管治

治理架構

本集團董事會由四個委員會組成，包括(1)審核委員會、(2)薪酬委員會、(3)提名委員會及(4)企業管治委員會。

董事會詳情如下：

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The Board has formulated the “Director Nomination Policy” and “Director Diversification Policy” to ensure that all nominations of directors are fair and transparent, and to ensure the composition of the Board balances skills, experience, and diversity in line with the company’s business requirements. The Nomination Committee selects new director candidates, to which the Board shall decide whether the nominated candidate may be appointed as a director of the Group. For the re-election of directors of the Board, the Nomination Committee shall conduct a selection procedure based on the criteria such as reputation, accomplishments, professional knowledge, and diversity, after which it shall make recommendations for the Board to consider whether the director may be re-elected. If an independent non-executive director is up for re-election, then shareholders of the Group shall also participate in the re-election process in accordance with the “Procedure on Shareholder Nomination of Director Candidates”.

As a senior executive of the Group, the Chairman of the Board is also responsible for developing business strategy, risk management, and managing legal affairs of the Group. The Group has formulated the “Anti-corruption Policy and Code of Business Conduct and Ethics” to manage the Group’s expectations for ethical behaviour and to address ethical violations if it arises. To avoid conflict of interest of the Board, the Board has included 3 Independent Non-executive Directors (“INED”) to provide objective oversight and constructive advice to the executive directors. 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.

董事會已制定《董事提名政策》及《董事多元化政策》，以確保所有董事提名均公平及透明，並確保董事會的組成可平衡技能、經驗及多元化，符合公司業務要求。提名委員會甄選新董事候選人，董事會須決定是否委任提名人選為本集團董事。就董事會董事的連選連任而言，提名委員會應根據聲譽、成就、專業知識及多元化等標準進行遴選程序，其後應提出推薦建議，供董事會考慮董事可否連選連任。如獨立非執行董事連選連任，本集團股東亦須按照《股東提名董事候選人程序》參與重選程序。

作為本集團的高級行政人員，董事會主席亦負責制定本集團的業務戰略、風險管理及管理法律事務。本集團已制定「反貪污政策與商業行為及道德守則」，以管理本集團對道德行為的預期，並在出現違反道德的行為時加以處理。為避免董事會的利益衝突，董事會已納入三名獨立非執行董事（「獨立非執行董事」），為執行董事提供客觀監督及建設性意見。雖然跨董事會成員資格及與供應商及其他持份者交叉持股被視為不適用，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、其關係、交易及未償還結餘（如存在該等實體）。

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Sustainability Governance

The Board has overall responsibility for the Group's sustainability strategy and reporting. The sustainability plan of the Group is developed based on results of ESG Reports and regular reports from senior management of its subsidiaries, which is reviewed on an annual basis and adjusted as needed to align with the long-term business strategy of the Group.

The Board has also set up an ESG task force team to promote the management of ESG issues within the Group's operations. Whenever ESG issues have been identified, the ESG task force team shall report directly to the Operations Director. If deemed necessary, the Operations Director shall bring up the ESG issue during the Group's monthly business meetings for discussion. During the meeting, the Group's management shall identify risks and opportunities in relation to the ESG issue at hand, and shall incorporate the ESG issue into the Group's risk management policy and system.

Furthermore, multiple independent professional organisations have been engaged to provide counsel on various sustainability-related issues, from which their input forms the basis of the Group's management approach on these issues, of which including, but not limited to, waste management, occupational health and safety, and energy and resource management.

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 "F. Value Chain", "E. People", and "D. Environment" respectively.

可持續發展管治

董事會對本集團的可持續發展策略及報告承擔整體責任。本集團的可持續發展計劃乃根據 ESG 報告及附屬公司高級管理層的定期報告的結果制定，每年進行檢討，並根據需要進行調整，以符合本集團的長期業務策略。

董事會亦已成立 ESG 工作組，以促進本集團營運中 ESG 問題的管理。任何時候發現 ESG 問題，ESG 工作組須直接向營運總監報告。如有必要，營運總監須在本集團每月的業務會議上提出 ESG 問題進行討論。於會議期間，本集團管理層須識別與手頭 ESG 問題有關的風險及機遇，並將 ESG 問題納入本集團的風險管理政策及體系。

此外，本集團已委聘多個獨立專業組織就各種與可持續發展相關的議題提供諮詢，彼等的意見構成本集團對該等問題的管理方針的基礎，其中包括但不限於廢棄物管理、職業健康與安全、能源及資源管理。

盡職調查

董事會及本集團高級管理層盡力避免或盡量減少對經濟、環境及員工的負面影響，包括任何可能情況下對人權的影響。在發現潛在負面影響後，本集團將制定相應預防或緩解措施。如本集團的營運造成實際負面影響，本集團將不遺餘力地補救影響。本集團對經濟、員工及環境的影響及相應的預防或緩解措施分別載於「F. 價值鏈」、「E. 員工」及「D. 環境」。

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Accreditations and Certifications

The Group's constant pursuit of product excellence and remarkable achievements in workplace safety, environmental protection and CSR are recognised by local governmental authorities and international organisations. The Group has been awarded the following certifications:

認證及證明

本集團對卓越產品的不斷追求以及在工作場所安全、環境保護及企業社會責任方面的突出成就獲得當地政府部門及國際組織的認可。本集團已獲授以下認證：

Certifications	認證	Awarded Units 獲授予單位	
		Scud Electronics 飛毛腿電子	Scud Battery 飛毛腿電池
Quality Assurance	質量保證		
ISO 9001 Quality Management System	ISO 9001 質量管理體系	✓	✓
TL 9000 Quality Management System for Telecommunications	TL 9000 電信質量管理體系	✓	
TL 16949 Quality Management System for Supply Chain and Assembly Process	TL 16949 供應鏈及裝配流程質量管理體系		✓
Industrial Transformation and Upgrading	行業轉型及升級		
GB/T 23000 – Integration of Informatisation and Industrialisation Management System Requirements	GB/T 23000 - 信息化與工業化融合管理體系規定		✓
Workplace Safety	工作場所安全		
ISO 45001 Occupational Health and Safety Management System	ISO 45001 職業健康與安全管理體系	✓	✓
Certificate for Safety Production Standardisation – Level 3	安全生產標準化證書—三級	✓	✓
Laboratory Recognition	實驗室認可		
China National Accreditation Service for Conformity Assessment (Registration No.: CNAS L3095)	中國合格評定國家認可委員會（註冊編號：CNAS L3095）	✓	
Environmental Protection	環保		
ISO 14001 Environmental Management System	ISO 14001 環境管理體系	✓	✓
ISO 14064 Quantification and Reporting of Greenhouse Gas Emissions and Removals	ISO 14064 溫室氣體排放及清除的量化及報告	✓	
IECQ QC080000 Hazardous Substance Process Management (HSPM) System	IECQ QC080000 有害物質過程管理（危險物品進程管理系統要求）體系	✓	
Corporate Social Responsibility	企業社會責任		
Responsible Business Alliance Standard	負責任商業聯盟標準	✓	
Onsite Compliance and Auditing	現場合規及審核		
Responsible Business Alliance Foundation – Validated Assessment Program (Silver Level)	負責任商業聯盟基金會—驗證評估計劃（銀級）		✓

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Scud Battery has also met the requirements of information technology standard, including, but not limited to, GB 4943.1-2022: A/V Equipment and IT Products – Safety Requirements, GB 31241-2014: Lithium ion cells and batteries used in portable electronic equipment – Safety Requirements, GB/T 35590-2017: Information Technology – General specification for portable digital equipment used power bank, and GB/T 18287-2013: General specification of lithium-ion cells and batteries for mobile phone.

Products of Scud Battery have also passed strict reliability tests, including overcharging protection, over discharging protection, overheating protection, crack-proof, short-circuit protection, material flame-retardant, electricity leakage protection, wear resistance and shockproof, for quality assurance.

Association and Organisation Memberships

As part of its commitment to keeping up to date on the latest market and industry trends as well as supporting societal causes, the Group hold membership in various industry associations and advocacy organisations. The Group is a member of the following associations and organisations:

- China Industrial Association of Power Sources
- China Battery Industry Association
- PRC Ministry of Industry and Information Technology Green Association – Green Manufacturing Union
- Fuzhou Mawei Harmonious Labour Relations Association
- Fuzhou Internet of Things Industry Association
- Mawei Association of Justice and Courage

飛毛腿電池亦已滿足信息技術標準的要求，包括但不限於GB 4943.1-2022《音視頻、資訊技術和通信技術設備－安全要求》、GB 31241-2014《可攜式電子產品用鋰離子電池和電池組－安全要求》、GB/T 35590-2017《資訊技術－可攜式數字設備用移動電源通用規範》、及GB/T 18287-2013《移動電話用鋰離子蓄電池及蓄電池組總規範》。

飛毛腿電池產品亦已通過過充保護、過放保護、過熱保護、防裂、短路保護、材料阻燃、漏電保護、耐磨性及防震性等嚴格的可靠性測試，以確保質量。

協會及組織成員會籍

作為其緊跟最新市場及行業趨勢以及支持社會事業的承諾之一部分，本集團擁有多個行業協會及倡導組織的會籍。本集團是以下協會及組織的成員：

- 中國化學與物理電源行業協會
- 中國電池工業協會
- 中國工業和信息化部綠色聯盟協會－綠色製造聯盟
- 福州市馬尾區和諧勞動關係協會
- 福州市物聯網行業協會
- 馬尾區(武裝部)見義勇為協會

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D. ENVIRONMENT

In line with the Group's sustainability missions and visions, the Group continuously improves its environmental performance with contributions and support from its employees, business partners, the public and other stakeholders. The Group has formulated the "Procedures on Compliance with Rules, Regulations, Standards, and Other Requirements", which stipulates that it constantly identifies and reviews environmentally related national rules and regulations to ensure that its business activities are compliant. The Group has been certified with the ISO 14001 Environmental Management System certification since 2004, and regular internal and external assessments are conducted on the system's effectiveness in ensuring continual improvement. During the Reporting Period, the Group complied with national and local laws and regulations concerning environmental protection and pollution control, including but not limited to:

- GB 12348-2008: Emission Standard for Industrial Enterprises Noise at Boundary;
- Measures for the Administration of Environmental Impact Assessment of Construction Projects;
- GB 13690-2009: General Rules for Classification and Hazard Communication of Chemicals;
- Environmental Protection Regulations of Fujian Province; and
- Measures for the Control of Pollution from Electronic Information Products.

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas (the "GHG") emissions, discharges into water and land, and generation of hazardous and non-hazardous waste has been identified during the Reporting Period.

D. 環境

本集團秉持可持續發展使命及願景，在其員工、業務合作夥伴、公眾及其他持份者的貢獻及支持下，不斷提高其環境表現。本集團已制定《遵守規則、法規、標準及其他要求的程序》，規定其持續識別及檢視與環境相關的國家規則及法規，以確保其業務活動合規。自2004年起，本集團已獲得ISO 14001環境管理體系認證，並定期對該體系的有效性進行內部及外部評估，以確保持續改進。於報告期間，本集團遵守國家及地方有關環境保護及污染控制的法律法規，包括但不限於：

- GB 12348-2008：工業企業廠界環境雜訊排放標準；
- 建設項目環境影響後評價管理辦法；
- GB 13690-2009：化學品分類和危險性公示通則；
- 福建省環境保護條例；及
- 電子信息產品污染控制管理辦法。

於報告期間，概無發現任何違反對本集團有重大影響且與空氣和溫室氣體（「溫室氣體」）排放、向水和土地的排放以及產生有害和無害廢棄物有關的法律及法規的情況。

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Emissions

During the Reporting Period, the Group complied with national and local laws and regulations concerning emissions and waste resulting from its operations, including but not limited to:

- GB 8978-1996: Integrated Wastewater Discharge Standard;
- Order of the President of the People's Republic of China (No. 31): Atmospheric Pollution Prevention and Control Law of the People's Republic of China (2018 Revision);
- GB 3095-2012: Ambient Air Quality Standards;
- GB 18483-2001: Emission Standard of Cooking Fume;
- GB 37822-2019: Standard for Fugitive Emission of Volatile Organic Compounds;
- GB 18597-2013: Standard for Pollution Control on Hazardous Waste Storage;
- Order of the President of the People's Republic of China (No. 57): "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes"; and
- National Hazardous Waste Directory (2021 Version).

Air Emissions

Gaseous Fuel Consumption

The business operations of the Group did not combust gaseous fuels (e.g. town gas and liquefied petroleum gas) during the Reporting Period, hence no emission in relation to gaseous fuel consumption is presented in this Report.

排放

於報告期間，本集團遵守國家及地方有關其經營產生排放物及廢棄物的法律法規，包括但不限於：

- GB 8978-1996: 污水綜合排放標準；
- 中華人民共和國主席令(第31號):《中華人民共和國大氣污染防治法(2018年修訂)》;
- GB 3095-2012: 環境空氣質量標準；
- GB 18483-2001: 飲食業油煙排放標準；
- GB 37822-2019: 揮發性有機物無組織排放控制標準；
- GB 18597-2013: 危險廢物貯存污染控制標準；
- 中華人民共和國主席令(第57號):《中華人民共和國固體廢物污染環境防治法》; 及
- 國家危險廢物名錄(2021年版)。

廢氣排放

氣體燃料消耗

於報告期間，本集團的業務營運不燃燒氣體燃料(如煤氣及液化石油氣)，因此本報告中未列報與氣體燃料消耗相關的排放數據。

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Vehicle Operation

The Group-owned fossil-fuelled vehicles, including light goods, medium goods, and heavy goods vehicles, were used for daily business operations during the Reporting Period, which contributed to the emission of nitrogen oxides (“**NOx**”), sulphur oxides (“**SOx**”) and respiratory suspended particles (“**RSP**”).

See below for the breakdown of 2022 air emissions, as well as comparisons with last year.

Type of Air Emission	廢氣排放類別	2022 Emission (in kg) 2022年排放 (千克)	2021 Emission (in kg) 2021年排放 (千克)
NOx	氮氧化物	54.20	420.54
SOx	硫氧化物	0.79	0.20
RSP	呼吸懸浮顆粒物	5.04	35.44

Note: Emission factors for calculations on environmental parameters throughout this Report were disclosed pursuant to Appendix 27 of the Main Board Listing Rules and documentation referred thereto, unless stated otherwise.

The intensity of air emissions by the Group was 0.771 g of NOx, 0.011 g of SOx, and 0.072 g of RSP per m² of total floor area of the Group’s business operations.

車輛運行

於報告期間，本集團擁有的化石燃料汽車(如輕型、中型及重型汽車)用於日常業務營運，導致氮氧化物(「**氮氧化物**」)、硫氧化物(「**硫氧化物**」)及呼吸懸浮顆粒物(「**呼吸懸浮顆粒物**」)的排放。

以下載列2022年廢氣排放明細以及與去年的比較。

附註：除另有說明外，本報告中計算環境參數使用的排放係數乃根據主板上市規則附錄二十七及其參考文件披露。

本集團的氣體排放密度為本集團每平方米業務營運總建築面積0.771克氮氧化物、0.011克硫氧化物及0.072克呼吸懸浮顆粒物。

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Greenhouse Gas Emissions

During the Reporting Period, the Group's business operations contributed to the GHG emission of 15,572.85 tonnes of carbon dioxide equivalent ("tCO₂eq."), mainly consisting of carbon dioxide, methane, and nitrous oxide. This represents a 17% decrease when compared with Last Reporting Period.

The overall intensity of the GHG emissions by the Group was 0.22 tCO₂eq./m² with reference to the total floor area of the Group's business operations, which corresponds to a 23.21% decrease from Last Reporting Period.

The reported GHG emissions were attributed to the following activities:

- Direct (Scope 1) GHG emissions from consumption of petrol and diesel, and release of refrigerants and extinguishing agents;
- Energy indirect (Scope 2) GHG emissions from purchased electricity; and
- Other indirect (Scope 3) GHG emissions from business air travel, municipal freshwater and sewage processing, and paper waste disposal at landfills.

溫室氣體排放

於報告期間，本集團的業務營運導致溫室氣體排放15,572.85噸二氧化碳當量(「噸二氧化碳當量」)，主要包括二氧化碳、甲烷及一氧化二氮。與上一報告期間相比，下降17%。

根據本集團業務運營的總建築面積，本集團的總體溫室氣體排放密度為每平方米0.22噸二氧化碳當量，較上一報告期間減少23.21%。

所報告溫室氣體排放歸因於以下活動：

- 汽油及柴油消耗以及製冷劑及滅火劑釋放的直接(範圍1)溫室氣體排放；
- 購電產生的能源間接(範圍2)溫室氣體排放；及
- 航空商務差旅、城市淡水及污水加工，以及處理垃圾場填埋廢紙產生的其他間接(範圍3)溫室氣體排放。

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See below for the detail breakdown of 2022 GHG contributions, as well as comparisons with last year.

以下載列2022年溫室氣體來源明細以及與去年的比較。

Scope of GHG emissions 溫室氣體排放範圍	Emission sources (tCO ₂ eq.) 排放來源		2022 GHG Emissions (tCO ₂ eq.) 2022年溫室氣體排放 (噸二氧化碳當量)	2021 GHG Emissions (tCO ₂ eq.) 2021年溫室氣體排放 (噸二氧化碳當量)
Scope 1 Direct emission 範圍 1 直接排放	Combustion of fuels in stationary sources ¹ 固定來源燃料燃燒 ¹	Diesel 柴油	0.67	0.00
	Combustion of fuels in mobiles sources ¹ 移動來源燃料燃燒 ¹	Diesel 柴油	79.78	29.04
		Petrol 汽油	57.85	5.77
	Refrigerants ² and Extinguishing Agents ³ 製冷劑 ² 及滅火劑 ³		182.74	723.31
	Assimilation of CO ₂ through Tree Planting ⁴ 通過植樹吸收二氧化碳 ⁴		(0.35)	0.00
Scope 2 Energy indirect emission 範圍 2 能源間接排放	Purchased electricity ⁵ 購電 ⁵		15,123.46	17,788.62
Scope 3 Other indirect emission 範圍 3 其他間接排放	Paper waste disposal 廢紙處理		36.86	125.17
	Electricity used for freshwater treatment by government 政府用於加工淡水的電力		57.85	72.54
	Electricity used for sewage treatment by government 政府用於污水處理的電力		26.97	33.05
	Business air travel by employees ⁶ 僱員航空商務差旅 ⁶		7.00	21.20
Total ⁷	總計 ⁷		15,572.85	18,798.69
Overall GHG Intensity (tCO₂eq./m²)	整體溫室氣體密度 (噸二氧化碳當量/平方米)		0.22	0.29

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Note 1: Emission factors were disclosed pursuant to Appendix 27 of the Main Board Listing Rules and documentation referred thereto, unless stated otherwise. Scope 3 emissions were only calculated based on the available emission factors from the referred documentation.

Note 2: The quantities of refrigerants were estimated according to the refrigerant replacement rate for all refrigerant-consuming equipment. The 100-year Global Warming Potential (GWP 100) values of R-22, R-32, and R-134a were made with reference to the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change.

Note 3: The quantities of extinguishing agents were estimated according to assumed leakage coefficient. The 100-year Global Warming Potential (GWP 100) values of CO₂ and FM-200 (HFC-227ea) were made with reference to the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change.

Note 4: Removal factor of CO₂ per tree planted was 23, with reference made to Appendix 27 of the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited.

Note 5: According to The Ministry of Ecology and Environment of People's Republic of China (2022): Emission factor of 0.5810 tCO₂e/MWh was used for purchased electricity from the National Grid of the PRC in 2022; Emission factor of 0.6101 tCO₂e/MWh was used for purchased electricity from the National Grid of the PRC in 2021.

Note 6: CO₂ emissions from the Group's business air travels were reported in accordance with the International Civil Aviation Organisation (ICAO) Carbon Emission Calculator.

Note 7: Total GHG Emissions may not equal total of emission sources or sub-totals due to rounding errors.

Hazardous Waste

During the Reporting Period, the Group generated a total of 13.815 tonnes of hazardous waste. The intensity was 0.20 kg per m², representing a 0.22% increase compared with the Last Reporting Period.

Hazardous wastes generated mainly comprised of waste containing organic solvents, chemical waste storage barrels, waste paint and ink, and waste resin powder.

附註1：除另有說明外，排放係數乃根據主板上市規則附錄二十七及其參考文件披露。範圍3排放僅基於自參考文件中獲得的排放係數計算。

附註2：製冷劑之數量乃根據所有製冷劑消耗設備的製冷劑更換率估計。R-22、R-32及R-134a的100年全球變暖潛力(GWP 100)值乃參考政府間氣候變化專門委員會的第五次評估報告(AR5)。

附註3：滅火劑用量按假定洩漏係數估算。二氧化碳及FM-200(HFC-227ea)的100年全球變暖潛力值(GWP 100)值乃參考政府間氣候變化專門委員會的第五次評估報告(AR5)。

附註4：種植每棵樹的二氧化碳去除係數為23，參照主板上市規則附錄二十七及香港交易所及結算有限公司所載參考文件。

附註5：根據中華人民共和國生態環境部(2022年)：2022年從中國國家電網購買電力使用的排放係數為0.5810噸二氧化碳當量/兆瓦時；2021年，從中國國家電網購買電力使用的排放係數為0.6101噸二氧化碳當量/兆瓦時。

附註6：本集團航空商務差旅產生之二氧化碳排放量乃根據國際民航組織(ICAO)碳排放計算方法報告。

附註7：由於四捨五入誤差，溫室氣體排放總量可能不等於排放源或小計的總和。

有害廢棄物

於報告期間，本集團共產生13.815噸有害廢棄物。密度為0.20千克/平方米，較上一報告期間增加0.22%。

所產生的有害廢棄物主要包括含有機溶劑的廢棄物、化學廢棄物儲存桶、廢油漆及墨以及廢松香粉。

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See below for the detail breakdown of 2022 hazardous waste generation, as well as comparisons with last year.

以下載列2022年有害廢棄物產生的詳細明細以及與去年的比較。

Types of Hazardous Waste (tonnes)	有害廢棄物類別 (噸)	2022 Figures 2022年數字	2021 Figures 2021年數字
Organic solvent-containing waste (e.g., organic solvents, waste cloth, containers)	含有機溶劑的廢棄物 (如有機溶劑、廢布、容器)	9.529	12.194
Chemical waste storage barrels	化學廢棄物儲存桶	2.345	0.000
Waste paint and ink	廢油漆及墨	1.122	0.000
Waste resin powder	廢松香粉	0.819	0.370
Waste motor oil	廢機油	0.000	0.215
Total	總計	13.815	12.779
Overall Hazardous Waste Intensity (kg/m²)	整體有害廢棄物密度 (千克/平方米)	0.20	0.20

Non-hazardous Waste

During the Reporting Period, the Group generated a total of 1,741.925 tonnes of non-hazardous waste. The intensity was 24.79 kg per m², representing a 36.23% rise compared with the Last Reporting Period. This increase is primarily due to the Group's constant efforts to improve its recycling of non-hazardous waste, and the Group has recycled over 95% of its non-hazardous waste generated during the Reporting Period.

Non-hazardous industrial waste, such as plastic and metals, was generated from production activities. Non-hazardous waste was collected by designated handlers for downstream recycling and incineration.

無害廢棄物

於報告期間，本集團共產生1,741.925噸無害廢棄物。密度為24.79千克/平方米，較上一報告期間增長36.23%。該增長主要由於本集團不斷努力改善無害廢棄物的回收利用，而本集團已將報告期間產生的無害廢棄物的逾95%回收利用。

無害工業廢棄物(如塑料及金屬)主要產生於生產活動。無害廢棄物由指定處理方收集以進行下游回收及焚燒。

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See below for the detail breakdown of 2022 non-hazardous waste generation, as well as comparisons with last year.

以下載列2022年無害廢棄物產生的詳細明細以及與去年的比較。

Types of Non-hazardous Waste (tonnes)	無害廢棄物類別 (噸)	2022 Figures 2022年數字	2021 Figures 2021年數字
Non-office paper waste (e.g., newspapers, carton boxes)	非辦公廢紙 (例如報紙、紙箱)	791.647	39.190
Metal waste (e.g., metal case, battery casing)	金屬廢料 (例如金屬外殼、電池外殼)	538.996	381.720
Plastic waste (e.g., plastic pipes, PVC waste, plastic shells, etc.)	塑料廢料 (例如塑料管、PVC廢料、塑料外殼等)	411.282	573.387
Lumber Waste	木材廢料	0.000	191.000
Total	總計	1,741.925	1,185.297
Overall Non-Hazardous Waste Intensity (kg/m²)	整體無害廢棄物密度 (千克/平方米)	24.79	18.19

Measures to Mitigate Emissions

The Group continues its dedication to limiting the usage of ozone-depleting substances and reducing emissions in the business operations. Emissions are expected to be mitigated through control measures, which include:

- replacing traditional chemicals with non-toxic and non-polluting chemicals;
- reinforcing regular inspections, cleansing and maintenance of air-conditioning system, plant equipment and vehicles owned by the Group;
- encouraging employees to quit smoking through publicity posters, campaigns, and seminars;
- prohibiting smoking in the workplaces except in designated smoking areas;
- promoting the use of public transportation and car-pooling;

減低排放量措施

本集團繼續致力於限制使用消耗臭氧層的物質及減少業務運營中的排放。預期將通過控制措施減少排放，有關措施包括：

- 無毒及無污染的化學藥品代替傳統化學藥品；
- 加強對本集團擁有的空調系統、工廠設備及車輛的定期檢查、清潔及維護；
- 通過宣傳告示、活動及研討會鼓勵員工戒煙；
- 除指定吸煙區外，禁止在工作場所吸煙；
- 推廣使用公共交通及拼車；

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- using telephone and video conferencing;
- regulating the uses and enforcing speed limits of the Group-owned vehicles; and
- placing plants around the office areas.
- 使用電話及視頻會議；
- 規範本集團自有車輛的使用及加強速度限制；及
- 在辦公區域周圍放置植物。

In 2020, the Group had established a 10-year Group-wise emission reduction target to reduce emissions by 10% by fiscal year 2030. See below for the detail breakdown of the Group's progress towards its emission reduction target.

於2020年，本集團已制定10年集團減排目標，於2030年財政年度之前減排10%。以下列示本集團實現減排目標的詳細明細。

Type of Emission	排放物類別	2020 Figures 2020年數字	Reduction Target by 2030 到2030年的 減排目標	2022 Figures 2022年數字	% Change 變動百分比
Total Non-GHG Air Emissions (NOx, SOx, and RSP)	非溫室氣體廢氣排放 總量（氮氧化物、硫 氧化物及呼吸懸浮顆 粒物）	431.98 kg 千克	-10%	60.03 kg 千克	-86.10%
Total GHG Emissions (Scope 1, Scope 2, and Scope 3)	溫室氣體排放總量（範 圍1、範圍2及範圍3）	21,343.60 tCO ₂ eq. 噸二氧化 碳當量	-10%	15,572.85 tCO ₂ eq. 噸二氧化 碳當量	-27.04%

Based on these results, the Group may consider re-evaluating its 10-year target for emissions reduction, if these decreased emissions figures are sustained for the next Reporting Period.

基於該等結果，若該等減少的排放數字在下一個報告期間持續存在，本集團可能考慮重新評估其十年減排目標。

Waste Handling and Reduction Initiatives

The Group has formulated the "Management Plan on Solid Waste" and handles solid wastes in accordance with the procedures stipulated in the environmental management system pertaining to sorting, internal transfer, storage, and disposal of wastes.

廢棄物處理及減廢措施

本集團已制定《固體廢棄物管理辦法》，並按照與廢棄物分類、內部轉移、貯存及處置有關的環境管理體系規定的程序處理固體廢棄物。

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The Group's provision of lithium-ion batteries and ODM business produces significant amounts of hazardous waste. All the hazardous wastes are managed according to the requirements of the GB18597-2001: Standard for Pollution Control on Hazardous Waste Storage for safe handling of hazardous waste. Hazardous wastes stored in secured containers are temporarily placed in the warehouse and then collected by external qualified waste handlers. Non-hazardous wastes and recyclables are sorted and processed according to types. Tin slag is collected by a designated waste recycling company in Shenzhen for recycling. By signing an agreement with the waste recycling company, the Group ensures tin slag waste is handled, stored, and treated in an environmentally benign and safe manner. Furthermore, waste batteries are transferred to a technology company in Shenzhen for handling. Other recyclables including metal, plastic and paper waste are sent to designated collectors for recycling.

To reduce waste generation from the Group's business operations, the Group follows the "Management Procedure on Handling Hazardous Chemicals", which includes emergency guidelines on handling waste leakage, and policies on procuring raw materials from suppliers which may generate significant waste.

The Group pledges to promote eco-friendly behaviours among employees. Adhering to the principle of turning waste into treasure, the Group has adopted the 3Rs waste reduction approach in waste management.

本集團提供鋰離子電池及ODM業務會產生大量有害廢棄物。所有有害廢棄物均按照GB18597-2001《危險廢物貯存污染控制標準》的要求進行管理，以對有害廢棄物進行安全處理。儲存在安全容器中的有害廢棄物會暫時放置在倉庫中，然後由外部合資格廢棄物處理員收集。無害廢棄物及可回收廢料根據廢棄物的類型進行分類及處理。錫渣由深圳一家指定的廢棄物回收公司收集，以進行循環再造。通過與廢棄物回收公司簽訂協議，本集團確保以環保且安全的方式處理、儲存及處置錫渣廢棄物。此外，廢棄電池會轉交深圳的一家技術公司處理。其他可回收廢料，包括金屬、塑料及紙質廢棄物，交由指定收集員回收。

為減少本集團業務營運產生的廢棄物，本集團遵守《有害化學品處理管理程序》，其中包括處理廢棄物洩漏的緊急指引，以及向可能產生大量廢棄物的供應商採購原材料的政策。

本集團承諾在僱員中提倡生態保護行為。本集團遵循變廢為寶的原則，在廢棄物管理中採用3R減廢方法。

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Level 層級	Waste management strategies adopted in the various operations 於各項運營中採取的廢棄物管理策略
1. Reduce 減廢	<p>Offices 辦公室</p> <ul style="list-style-type: none"> • adoption of double-sided printings across all internal office documentation 所有內部辦公文件採用雙面打印 • wide application of DingTalk, one of the commonly used communication mobile applications, for a paperless and green office 廣泛應用釘釘（一個常用通訊移動應用程序），實現無紙化及綠色辦公 <p>Staff canteen 員工食堂</p> <ul style="list-style-type: none"> • meal planning to avoid food wastage 膳食規劃，避免食物浪費
2. Reuse 再用	<p>Offices 辦公室</p> <ul style="list-style-type: none"> • reuse of single-sided printouts as draft paper 將單面打印輸出紙張作為草稿紙重複使用 <p>Staff canteen 員工食堂</p> <ul style="list-style-type: none"> • ban on use of disposable tableware 禁止使用一次性餐具 • installation of disinfecting equipment for reusable tableware 安裝可重複使用餐具消毒設備
3. Recycle 循環再造	<p>Offices and production lines 辦公室及生產線</p> <ul style="list-style-type: none"> • waste separation before treatment 於處理前進行廢棄物分離 • appointment of designated recycling companies for waste collections and handling 委任指定的回收公司進行廢棄物收集及處理 • utilisation of recyclable packaging materials such as paper, plastic and expanded polyethylene (“EPE”) foams 利用可回收包裝材料，例如紙張、塑料及發泡聚乙烯（「EPE」）泡沫 <p>Public Areas 公共區域</p> <ul style="list-style-type: none"> • installation of recycling bins 安裝回收箱

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Furthermore, the Group has incorporated environmental management into its employee training programme, which includes topics on solid and hazardous waste management. During the Reporting Period, the Group offered environmental management training to 1,823 employees, for a total of 3,928 training hours.

Through the above measures, the Group had set the target to reduce its hazardous and non-hazardous waste generation intensity by 10% in 10 years from 2020, or by 2030. See below for the detail breakdown of the Group's progress towards its waste generation intensity reduction target.

Type of Waste	2020 Figures	Reduction Target by 2030 到2030年的減少目標	2022 Figures	% Change
廢棄物類別	2020年數字	少目標	2022年數字	變動百分比
Hazardous Waste Generation Intensity 有害廢棄物產生密度	0.23 kg per m ² 千克/平方米	-10%	0.20 kg per m ² 千克/平方米	-14.46%
Non-Hazardous Waste Generation Intensity 無害廢棄物產生密度	9.66 kg per m ² 千克/平方米	-10%	24.79 kg per m ² 千克/平方米	+156.70%

Based on these results, the Group may consider re-evaluating its 10-year target for overall waste intensity reduction, if these significant changes in waste generation figures are sustained for the next Reporting Period.

In addition to the above-mentioned hazardous and non-hazardous waste reduction targets for fiscal year 2030, the Group had established further waste reduction targets for other aspects of its operations, namely to achieve 95% recycling and reuse rates for wastepaper and wooden crate scraps, which was also successfully achieved during the Reporting Period.

此外，本集團已將環境管理納入其員工培訓計劃，其中包括有關固體及有害廢棄物管理的主題。於報告期間，本集團向1,823名員工提供環境管理培訓，培訓時長共計3,928小時。

通過上述措施，本集團已設定目標自2020年起於10年內或於2030年前將其有害及無害廢棄物產生密度降低10%。以下載列有關本集團在實現廢棄物產生密度減少目標方面的進展詳情。

基於該等結果，若廢棄物產生數字的該等重大變動在下一個報告期間持續存在，本集團可能考慮重新評估其整體廢棄物密度降低的十年目標。

除上述2030年財政年度的有害及無害廢棄物減排目標外，本集團已就其業務營運的其他方面制定進一步的廢棄物減排目標，即廢紙及木箱廢料的回收及再利用率達到95%，並在報告期間內成功實現這一目標。

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Use of Resources

The Group has formulated the “Procedure on Energy and Resource Management” to strictly stipulate its demand for energy and resources, which has allowed the Group to ensure that energy, water, and other raw materials are efficiently allotted to different parts of production and operations.

In addition, the Group reviews and updates its list of environmentally related national rules, regulations, and standards on a regular basis, from which the Group revises its energy and resource management procedure accordingly.

Energy Consumption

The total energy consumption by the Group was 26,515,411 Kilowatt-hour (“kWh”), representing a decrease of 9% compared to the Last Reporting Period. The overall energy intensity of 377.31 kWh/m², representing a decrease of 16% compared to the Last Reporting Period. Types of energy consumed included electricity, petrol and diesel.

See below for the detail breakdown of 2022 energy consumption, as well as comparisons with last year.

Electricity consumption (kWh)	耗電量 (千瓦時)	2022 Figures 2022年數字	2021 Figures 2021年數字
Scud Electronics	飛毛腿電子	17,745,500.000	19,583,025.120
Scud Battery	飛毛腿電池	8,284,553.904	9,573,871.528
Group total	本集團總計	26,030,053.904	29,156,896.648
Electricity Intensity (kWh/m²)	電力密度 (千瓦時/平方米)	370.40	447.56

資源使用

本集團已制定《能源及資源管理程序》，嚴格規定其能源及資源需求，此舉已使本集團確保能源、水及其他原材料得以有效分配至生產及經營的各個環節。

此外，本集團定期檢討及更新其與環境相關的國家規則、法規及標準清單，本集團據此相應修訂其能源及資源管理程序。

能源消耗

本集團的總能源消耗為26,515,411千瓦時(「千瓦時」)，較上一報告期間減少9%。整體能源密度為377.31千瓦時/平方米，較上一報告期間減少16%。所消耗的能源類型包括電力、汽油及柴油。

以下載列2022年能源消耗詳細明細以及與去年的比較。

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		Direct Consumption (Liter) 直接消耗量 (升)		Consumption (kWh) 消耗量 (千瓦時)		Consumption Intensity (kWh/m ²) 消耗密度 (千瓦時/平方米)	
		2022 Figures 2022年數字	2021 Figures 2021年數字	2022 Figures 2022年數字	2021 Figures 2021年數字	2022 Figures 2022年數字	2021 Figures 2021年數字
Fuel consumption	燃料消耗						
Petrol	汽油	21,749.03	2,167.76	192,742.947	19,210.984	2.74	0.29
Diesel	柴油	29,266.89	10,577.38	292,614.016	105,753.984	4.16	1.62
Group total	本集團總計			485,356.963	124,964.968	6.91	1.92

Note: Conversion factors were used pursuant to IEA Energy Statistics Manual and 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

附註：轉換係數乃根據IEA能源統計手冊及2006年IPCC國家溫室氣體清單指南予以採用。

Water Consumption

The total water consumption by the Group was 135,173 m³, with an overall water intensity of 1.92 m³/m² during the Reporting Period. This represents an overall 22% decrease and a 28% decrease in area intensity respectively compared to the Last Reporting Period.

耗水量

於報告期間，本集團的總耗水量為135,173立方米，整體用水密度為1.92立方米/平方米。相較上一報告期間，整體減少22%，區域密度減少28%。

Freshwater sourced from the municipal water supply system is consumed mainly for domestic activities, such as for drinking, washing, and cleaning of offices. Since the Group's production activities are not significantly linked to water consumption, the water consumption intensity per m² is deemed to be irrelevant.

來自市政供水系統的淡水主要用於居家活動，例如用於辦公室的飲用、洗滌及清潔。由於本集團的生產活動與耗水量並無顯著聯繫，因此每平方米的耗水量密度被視為無關緊要。

No issues in sourcing water that is fit for purpose were reported during the Reporting Period.

於報告期間，並無有關求取適用水源問題的報告。

See below for the detail breakdown of 2022 water consumption, as well as comparisons with last year.

以下載列2022年耗水量詳細明細以及與去年的比較。

Operational sites	經營場所	Consumption (m ³) 消耗量 (立方米)		Consumption Intensity (m ³ /m ²) 消耗密度 (立方米/平方米)	
		2022 Figures 2022年數字	2021 Figures 2021年數字	2022 Figures 2022年數字	2021 Figures 2021年數字
Scud Electronics	飛毛腿電子	96,817.00	131,261.92	1.89	2.61
Scud Battery	飛毛腿電池	38,356.31	42,685.39	2.02	2.86
Group total	本集團總計	135,173.31	173,947.31	1.92	2.67

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Wastewater

Wastewater undergoes decentralised treatment before discharging to the centralised treatment plant. The Group constantly monitors the performance of the wastewater treatment facility. During the Reporting Period, the parameters of treated effluent (i.e., pH values, suspended solids, ammonia nitrogen, biochemical oxygen demand, and chemical oxygen demand) met the permitted discharge limits as set out in the GB8978-1996: Integrated Wastewater Discharge Standard.

Energy Use Efficiency Initiatives

The Group has taken various measures to improve overall energy and resource efficiency. General energy-saving initiatives implemented by the offices include switching off the power source to all air-conditioners, lighting and office equipment after office hours, and controlling the use of air-conditioners and heating systems.

At the same time, the Group has formulated environmental targets and kept track of performance to minimise its energy usage and carbon emissions. Also, the Group has formulated the “2021 ODS and GHG Plan on Energy Conservation and Emissions Reduction” as part of its policy to reduce energy consumption and mitigate its emissions of ozone depleting substances and greenhouse gases. During 2021, the Group had carried out retrofitting on its original compressed air station into a “compressed air station meeting level II energy efficiency standards” to improve energy utilisation. As per the operating data after retrofitting from October to December 2021, the electricity saving rate was 30.8% lower than the electricity consumption of the original system, and it is expected to save approximately 1.74 million kWh of electricity annually.

In 2021, the Group had set the target to reduce its electricity consumption per m² by 10% compared to 2020, and also to reduce its fuel consumption by 3% compared to 2020. See below for the detail breakdown of the Group’s progress towards its energy use reduction target.

廢水

廢水先進行分散處理，然後排放至集中處理廠。本集團持續監察廢水處理設施的表現。於報告期間，已處理廢水的參數(即pH值、懸浮固體、氨氮、生化需氧量及化學需氧量)符合GB8978-1996《污水綜合排放標準》中規定的允許排放限值。

能源使用效益計劃

本集團已採取各種措施提高整體能源及資源效益。辦公室實施的一般節能措施包括在辦公時間後關閉所有空調、照明及辦公設備的電源，並控制空調及供暖系統的使用。

同時，本集團已制定環境目標並追蹤表現，以實現能源利用及碳排放最小化。此外，本集團已制定《2021年消耗臭氧層物質及溫室氣體節能減排計劃》，作為降低能源消耗以及減少消耗臭氧層物質及溫室氣體排放政策的一部分。於2021年，本集團將原壓縮空氣站重新建設為「二級能效壓縮空氣站」，以提高能源利用率。根據2021年10月至12月的改造運行資料，節電率比原系統用電量下降30.8%，且預計每年可節電約174萬千瓦時。

於2021年，本集團已設定目標將每平方米的耗電量較2020年減少10%，並將燃料消耗較2020年降低3%。以下載列有關本集團在實現能源使用減少目標方面進展的詳情。

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Type of Energy Consumption	2020 Figures	Reduction Target by 2030	2022 Figures	% Change
能源消耗類別	2020年數字	到2030年的減少目標	2022年數字	變動百分比
Electricity Consumption Intensity 電力消耗密度	399.09 kWh per m ² 千瓦時／平方米	-10%	370.40 kWh per m ² 千瓦時／平方米	-5.46%
Total Fuel Consumption (Petrol and Diesel) 燃料消耗總量（汽油及柴油）	56,743.00 litres 升	-3%	50,758.76 litres 升	-10.55%

Based on these results, the Group is currently in progress towards achieving its reduction targets for energy use. Nevertheless, the Group may consider re-evaluating targets for energy use its reduction, if any significant changes in the Group's energy use are recorded in the future.

基於該等結果，本集團目前正在實現其能源使用減排目標。然而，若未來本集團的能源使用錄得任何重大變動，本集團可能考慮重新評估其減少能源使用的目標。

Water Use Efficiency Initiatives

The Group continuously conserves water resources and has implemented initiatives to minimise water consumption, such as:

- installing new energy conserving water meters in its factories;
- installing touch-free water saving taps in office and staff dormitory buildings;
- prohibiting the use of potable water for non-potable purposes, e.g., cleaning work;
- educating cleaning workers the economic use of water in daily cleaning work;
- watering plants with unwanted water; and
- enhancing maintenance and repairs of pipelines, valves, joints, and fixtures to improve water usage efficiency.

用水效益計劃

本集團持續保護水資源，並已實施措施盡可能減少用水量，例如：

- 在其工廠安裝新的節能水表；
- 在辦公室及員工宿舍樓安裝免接觸式節水水喉；
- 禁止將飲用水用於非飲用水目的，如清潔工作；
- 教育清潔工人於日常清潔工作中節約用水；
- 用多餘的水給植物澆水；及
- 加強管道、閥門、接頭及固定裝置的維護及維修，以提高用水效率。

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With the outbreak of the coronavirus disease, the demand for disinfection of the Group's facilities and public spaces has increased drastically, leading to an increased water demand during the Reporting Period. Overall, the Group consumed 28% less water in terms of area intensity when compared to the Last Reporting Period. The Group has formulated a number of new water resources management policies for promoting sustainable use of water resources, these include:

- implementing visualisation of underground pipe network of the Group's facilities, allowing for swift checking and maintenance of leakages within the network; and
- retrofitting the aging fire hose network of the factory area to improve water efficiency.

The Group had set the target of reducing its water usage intensity by 10% in 5 years from 2020, or by 2025. After evaluating the results of this Reporting Period, the Group has decided to adjust its water usage target to limiting the increase in sold product intensity of water consumption to within 5% of previous year.

隨著新冠疫情爆發，本集團設施及公共區域消毒的需求劇增，導致報告期間的需水量增加。整體而言，按區域密度計，本集團的用水量較上一報告期間減少28%。本集團已制定多項新的水資源管理政策，以促進水資源的可持續利用，其中包括：

- 實現本集團設施地下管網的可視化，以便快速檢查及維護管網內的洩漏；及
- 改造廠區老化的消防水帶網，以提高用水效率。

本集團已設定自2020年起於五年內或於2025年前將用水密度減少10%的目標。經評估本報告期間的業績後，本集團已決定調整其用水目標，將耗水量的已售產品密度增幅限制在上年的5%以內。

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Packaging Material

The Group purchases its product packaging and protection from suppliers, all of which use non-renewable raw materials to produce their packaging material. While the Group has signed agreements with certified packaging recycling companies, the Group has also been seeking alternative packaging materials with higher renewable material content.

During the Reporting Period, the Group consumed a total of 1,065 tonnes of packaging materials for product packaging and protection, mainly comprised of paper, wood and plastic-based materials. The consumption intensity was 0.015 tonnes per m².

包裝材料

本集團向供應商採購其產品包裝及保護材料，所有供應商均使用不可再生原材料生產其包裝材料。雖然本集團已與經認證包裝回收公司簽訂協議，但本集團亦一直在尋找可再生材料含量更高的替代包裝材料。

於報告期間，本集團共耗用1,065噸包裝材料用於產品包裝及保護，主要包括紙質、木質及塑料材料。消耗密度為每平方米 0.015噸。

Operational sites	經營場所	Consumption (tonnes)		Consumption Intensity	
		2022 Figures 2022年數字	2021 Figures 2021年數字	(tonnes/m ²) 消耗密度 (噸/平方米)	2021 Figures 2021年數字
Scud Electronics	飛毛腿電子	1,048.85	1,536.82	0.020	0.031
Scud Battery	飛毛腿電池	15.85	52.24	0.001	0.004
Group total	本集團總計	1,064.70	1,589.06	0.015	0.024

During the Reporting Period, overall packaging material consumption has decreased by 33% compared to the Last Reporting Period, whereas sold product intensity has increased by 3% compared to the Last Reporting Period.

於報告期間，整體包裝材料消耗量較上一報告期間下降33%，而已售產品密度較上一報告期間增加3%。

The Environment and Natural Resources

During the Reporting Period, the Group has established management systems and procedures, as well as acted in accordance with national standards and regulations to reduce its energy and resource consumption, to decrease its procurement of raw materials which lead to significant pollution, and to mitigate or eliminate the environmental impact of its products throughout its life cycle from cradle to grave.

環境及天然資源

於報告期間，本集團已建立管理制度及程序，並按照國家標準及法規行事，以降低能源及資源消耗，減少採購可導致嚴重污染的原材料，減輕或消除其產品自始至終於整個生命週期內對環境的影響。

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Significant Impacts of Activities on the Environment and Natural Resources

The Group's business activities do not pose significant adverse impacts on the environment and natural resources, except for minor impacts arisen from consumption of natural resources (e.g. water and energy) and emissions. Being aware of its impacts on the environment, the Group actively manages and assesses its environmental impacts through policy controls and decisive action to prevent environmental damages.

Besides, the Group strives for on-going improvements in resource efficiency by minimising the use of materials, water and energy, and the production of waste, pollution, and carbon emissions. The Group has set targets on electricity, water and fuel consumption and waste recycling rate. The Department of Operations Management is responsible for collecting and analysing monthly usage data, determining quarterly conservation measures, and assessing the target achievement rates in periodic management reviews for continuous excellence.

With electricity use being the largest source of the Group's GHG emissions, the Group has specifically adopted management measures for reduction of electricity consumption. For instances, the Group has provided education to employees to raise their awareness of energy conservation, restricted the use of air-conditioners at an ambient temperature below 28°C, and affixed energy conservation reminder stickers near the light switches. Furthermore, the Group has carried out retrofitting on its compressed air station. As per the operating data after retrofitting from October to December 2021, the electricity saving rate was 30.8% lower than the electricity consumption of the original system.

As ozone-depleting substances are found in the commonly used chemicals and appliances (such as pesticides, detergents, aerosol products, air-conditioners, and fire extinguishers) in the manufacturing processes, the Group has switched to non-ozone-depleting substances to reduce the use of ozone-depleting substances.

業務活動對環境及天然資源的重大影響

本集團的業務活動不會對環境及天然資源造成重大不利影響，惟消耗天然資源（例如水及能源）及排放產生的輕微影響除外。本集團認識到其對環境的影響，並通過政策控制及果斷行動積極應對及評估其對環境的影響，以防止破壞環境。

此外，本集團透過盡量減少使用材料、水及能源以及產生廢棄物、污染及碳排放，竭力持續提高資源效率。本集團已制定電力、水及燃料消耗及廢棄物回收率目標。運營管理部負責收集及分析每月用量數據，釐定季度保護措施，並在定期管理層審查中評估達標率，以確保持續卓越。

用電是本集團溫室氣體排放的最大來源，本集團特別採取管理措施以減少耗電量。例如，本集團已教育員工提高其節能意識，限制在周圍溫度低於28°C的環境下使用空調，並在電燈開關附近貼上節能提醒標籤。此外，本集團對其壓縮空氣站進行改造。根據2021年10月至12月的改造後運行資料，節電率比原系統用電量下降30.8%。

由於在生產過程中常用的化學品及器具中發現消耗臭氧層物質（例如農藥、清潔劑、氣霧劑產品、空調及滅火器），因此本集團已改用非臭氧層消耗物質，以減少使用臭氧層消耗物質。

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Finally, the Group has participated in energy conservation and emissions reduction workshops held by Lenovo and Huawei during the Reporting Period. Under their guidance, the Group has identified areas of improvement throughout the manufacturing process of its products and accordingly carried out targeted changes to decrease the environment impact of its production chain.

Climate Change

The Group is aware that climate change is a serious threat and agrees with the latest scientific findings of the IPCC regarding climate change. As a response, the Group has drafted the “Veson Holdings Limited Climate Change Response Policy”, which sets out the Group’s long-term target of reducing its carbon footprint.

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

The Group recognises that energy consumption, GHG emissions, and climate change are important aspects of environmental protection which have significant impact on its operations, and thus the Board and senior management have developed a risk management system around formulating countermeasures and strategies for any risks or opportunities that may arise from climate change.

Furthermore, the Group has included carbon footprint reduction as one of its long-term goals, and has pledged to reduce greenhouse gas emissions of its operations as well as its supply chain. The Group has formulated the “GHG Data Management Procedure”, which mandates that each department of the Group shall collect and report data on its GHG emissions. This allows the Group to precisely quantify its GHG emissions across different parts of its operations, which would let the Group more accurately assess its climate change impact and enact changes to efficiently reduce its GHG emissions.

For further details of the Group’s ESG governance, please refer to the section “Sustainability Governance”.

最後，本集團於報告期間參加了聯想及華為舉辦的節能減排工作坊。在彼等的指導下，本集團識別出其整個產品製造過程中需要改進的方面，並相應進行有針對性的改變，以減少其生產鏈對環境的影響。

氣候變化

本集團意識到氣候變化是一個嚴重的威脅，並同意IPCC關於氣候變化的最新科學發現。作為回應，本集團起草了《銳信控股有限公司氣候變化應對政策》，其中規定本集團減少碳足跡的長期目標。

本年度，本集團邁出了披露氣候相關資料的第一步，資料披露符合四個核心要素，即管治、策略、風險管理以及TCFD關於氣候相關財務披露之建議的指標及目標。

管治

本集團認識到能源消耗、溫室氣體排放及氣候變化是環境保護的重要方面，彼等對本集團的經營產生重大影響，因此，董事會及高級管理層制定了風險管理制度，針對風險氣候變化可能帶來的任何風險或機遇制定對策及策略。

此外，本集團已將減少碳足跡作為其長期目標之一，並承諾減少其業務營運及供應鏈的溫室氣體排放。本集團制定了《溫室氣體數據管理程序》，要求本集團各部門收集並報告溫室氣體排放數據。此舉使本集團能夠精確量化其不同運營領域的溫室氣體排放量，從而使本集團能夠更準確地評估其氣候變化影響及進行變革以有效減少其溫室氣體排放。

有關本集團ESG管治的進一步詳情，請參閱「可持續發展管治」一節。

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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, likelihood, severity, and the potential financial impacts affecting the Group are shown below.

策略

本集團已識別有關氣候相關風險，並評估其潛在財務影響。已識別的氣候風險、其影響本集團的時間範圍、可能性、嚴重性及潛在財務影響列示如下。

	Climate Risks 氣候風險	Time horizon 時間範圍	Likelihood 可能性	Severity 嚴重性	Potential financial impact 潛在財務影響
Physical Risks 實體風險	Acute 急性	Short term 短期	High 高	Medium 中	<p>Extreme weather events with increased severity during cyclones, hurricanes, storm surges and floods can cause supply chain interruption by damaging local infrastructure, disrupting logistics, and impeding business operations.</p> <p>在氣旋、颶風、風暴潮及洪水期間，嚴重程度增加的極端天氣事件會破壞當地基礎設施、擾亂物流及阻礙業務運營，從而導致供應鏈中斷。</p>
	Chronic 慢性	Long term 長期	High 高	Medium 中	<p>Longer-term shifts in climate patterns can increase capital costs, operating costs, costs of human resources and increased insurance premium.</p> <p>氣候模式的長期變化會提高資本成本、運營成本、人力資源成本及保險費增加額。</p>
Transition Risks 過渡風險	Technology 技術	Long term 長期	Medium 中	Medium 中	<p>During the transitional period, the Group expects increased procurement expenditures to introduce new and alternative technologies and materials, and the additional cost of adopting/deploying new practices and processes.</p> <p>在過渡期間，本集團預計引進新的和替代技術及材料的採購支出將增加，採用／部署新常規及流程的成本將增加。</p>
	Policy and Legal 政策及法律	Medium to long term 中長期	Low 低	Low to medium 中低	<p>Implementation of tightened environmental laws, stringent requirements on climate disclosures and carbon pricing system may increase operating costs.</p> <p>實施更嚴格的环境法律、對氣候資料披露及碳定價體系的嚴格要求可能會增加運營成本。</p>
	Market 市場	Long term 長期	Low 低	High 高	<p>During the transitional period, the Group might face a decrease in market demand if the Group is unable to come out with innovative products that meet market expectations of sustainability, leading to losses in revenue and customer base.</p> <p>在過渡期內，若本集團未能推出符合市場可持續發展預期的創新產品，本集團可能面臨市場需求下降，從而導致收入及客戶群損失。</p>
	Reputation 聲譽	Medium term 中期	Medium 中	Low 低	<p>Stakeholders' concerns on climate-related issues of the Group might damage its reputation if the Group improperly handles its climate change response.</p> <p>若本集團處理氣候變化應對措施不當，持份者對本集團氣候相關議題的關注可能會損害本集團的聲譽。</p>

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However, the Group does not solely view climate change as a risk; amid the climate-related risks, the Group has also identified climate-related opportunities.

Along with tightened environmental laws and regulations, the Group also expects the national government to further implement subsidy schemes to encourage adoption of renewable energy and construction of more sustainable infrastructure. By aligning with environmental subsidy schemes, such as through active introduction of green electricity into its energy mix, the Group believes it can collect benefits from subsidies and lower its operation costs.

To reduce the environmental impact of its business operations, the Group has been reducing the energy and resource consumption of its production chain. As customer preferences shift towards low-carbon products due to increasing relevance of climate change, the Group believes that sustainability changes in its manufacturing process would make its products more appealing to consumers. The Group has established the “Product Environmentally-Friendly Design Management Plan” as per QC080000, which aims to reduce the consumption of raw materials with significant environmental impact.

The Group views these as key steps towards addressing opportunities arising from climate change.

然而，本集團不僅僅將氣候變化視為一種風險；在氣候相關風險中，本集團亦發現與氣候相關的機遇。

隨著環境法律法規的收緊，本集團亦預計國家政府將進一步實施補貼計劃，以鼓勵採用可再生能源及建設更可持續的基礎設施。通過配合環保補貼計劃，例如積極將綠色電力引入其能源結構，本集團相信其可從補貼中獲益並降低運營成本。

為減少業務營運對環境的影響，本集團一直減少生產鏈的能源及資源消耗。隨著氣候變化的相關性日益增加，客戶偏好轉向低碳產品，本集團相信其製造過程中的可持續性變化將使其產品對消費者更具吸引力。本集團根據QC080000制定了《產品環保設計管理辦法》，旨在減少對環境影響較大的原材料消耗。

本集團將這些視作應對氣候變化帶來的機遇的關鍵步驟。

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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. Risks are then prioritised and classified into the risk levels, high, medium, and low based on the possibility and impact ratings. The overall risk level was determined depending on the overall possibility and impact of the risks.

風險管理

ESG風險評估基於對每個已識別風險的可能性及影響的評估分高、中及低三個級別進行。然後根據可能性及影響等級對風險進行排序並劃分為高、中及低風險等級。整體風險等級的釐定取決於風險的整體可能性及影響。

Risk levels Definition of the overall risk levels

風險等級 整體風險等級的界定

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. 該等級的風險可能產生嚴重後果。極有可能對本集團產生一些影響，並阻礙本集團實現戰略目標。
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. 該等級的風險可能產生嚴重後果，但不太可能發生。相反，後果在性質上可能輕微，但發生的可能性較高。
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. 該等級的風險對本集團實現其戰略目標的危害及後果有限，且發生的可能性較低。

The Group has identified its risk profile based on the climate-related risks suggested by the TCFD recommendations on climate-related financial disclosure. All climate-related risks are assessed to be in high risk levels according to the risk assessment.

本集團根據TCFD關於氣候相關財務披露的建議所建議的氣候相關風險確定其風險狀況。根據風險評估，所有氣候相關風險均被評估為高風險等級。

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	Climate risks 氣候風險	Overall risk level 整體風險等級	Management Approach 管理方法
Physical 實體	Acute 急性 Chronic 慢性	High 高	<ul style="list-style-type: none"> – Developed relevant strategies set out in the “Veson Holdings Limited Climate Change Response Policy” 制定《銳信控股有限公司氣候變化應對政策》所載的相關策略 – Contingency plans include work-from-home arrangements for non-essential staff and preparations for disruptions in supply chain 應急方案包括為非必要員工居家辦公安排，並為供應鏈中斷作好準備 – Purchased property liability insurance for its properties 為其財產購買財產責任保險
Transition 過渡	Technology 技術	Medium 中	<ul style="list-style-type: none"> – Introducing renewables into production energy mix in advance 提早將可再生能源引入生產能源結構中 – Laying groundwork for sustainable supply chain with further adoption of green technology and materials, and reduced usage of single-use materials 通過進一步採用綠色技術及材料，減少使用一次性材料，為可持續發展供應鏈奠定基礎
	Policy and Legal 政策及法律	Low 低	<ul style="list-style-type: none"> – Appoint professionals to provide advice on climate-related issues 委任專業人員就氣候相關議題提供意見 – Continuously monitor the latest climate-related regulations and trend 持續監察最新的氣候相關法規及趨勢
	Market 市場	Medium 中	<ul style="list-style-type: none"> – Continuously monitor latest market trends 持續監察最新市場趨勢 – Diversify supply chain and customer base 使供應鏈及客戶基礎多元化 – Implement green and innovative designs to satisfy market demand 實施綠色及創新型設計，以符合市場需求
	Reputation 聲譽	Low 低	<ul style="list-style-type: none"> – Active communication with stakeholders to keep track of concerns and address identified issues 積極與持份者溝通，以跟蹤關切及解決已發現的問題 – Continuously monitor the latest climate-related regulations and trend 持續監察最新的氣候相關法規及趨勢

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Metric 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 GHG emission intensity (in tCO₂eq./m², and in tCO₂eq./million pieces of product sold) regularly. The GHG emission data and information about target setting are shown in the section "Emissions" of this Report.

E. PEOPLE

The Group is dedicated to ensuring fairness and equity and promoting workplace health and well-being in its operations. As a people-oriented company, the Group provides diverse educational opportunities for employees' growth and development, and frequently listens to their concerns and expectations.

Caring for Our People

The Group strictly complies with national and local laws and regulations concerning employment and labour practices, including but not limited to:

- Labour Law of the PRC;
- Labour Contract Law of the PRC;
- Law of the PRC on the Protection of Rights and Interests of Women;
- Law of the PRC on the Protection of Minors;
- Law of the PRC on the Protection of Disabled Persons;
- Trade Union Law of the PRC;
- Social Insurance Law of the PRC;
- Special Rules on the Labour Protection of Female Employees;
- Regulation on Paid Annual Leave for Employees; and
- Provisions on the Prohibition of Using Child Labour.

指標及目標

為衡量本集團氣候相關風險的等級及影響，本集團監察度量及指標，以確保進行有效及量化的評估。本集團定期監察及審閱其範圍一、範圍二、範圍三溫室氣體排放量(以噸二氧化碳當量為單位)、溫室氣體排放總量(以噸二氧化碳當量為單位)及溫室氣體排放密度(以噸二氧化碳當量/平方米為單位，及以噸二氧化碳當量/百萬件已售產品為單位)。溫室氣體排放數據及有關目標設定的資料列示於本報告「排放」一節。

E. 員工

本集團致力於在業務營運中確保公平公正，並促進工作場所的健康及福祉。作為一家以人為本的公司，本集團為僱員的成長及發展提供各種教育機會，並經常傾聽彼等的擔憂及期望。

關愛員工

本集團嚴格遵守有關僱傭及勞工常規的國家及地方法律法規，包括但不限於：

- 中國勞動法；
- 中國勞動合同法；
- 中國婦女權益保障法；
- 中國未成年人保護法；
- 中國殘疾人保障法；
- 中國工會法；
- 中國社會保險法；
- 女職工勞動保護特別規定；
- 職工帶薪年假條例；及
- 禁止使用童工規定。

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No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare has been identified during the Reporting Period.

Employment Figures

The Group had a total number of 3,126 employees as of 31 December 2022 (2021: 3,640 employees). See below for the detail breakdown of 2022 total workforce by gender, employment type, employee category, age group, and geographical region.

於報告期間，概無違反對本集團有重大影響且與補償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多樣性、反歧視以及其他福利及待遇有關的法律及法規。

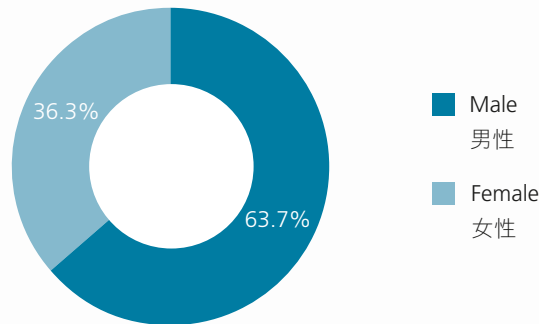
僱傭數字

截至2022年12月31日，本集團共有3,126名(2021年：3,640名)僱員。以下載列按性別、僱傭類別、僱員類別、年齡組別及地區劃分的2022年員工總數詳細明細。

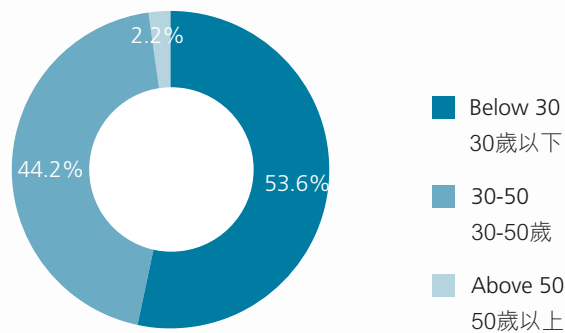
Total Workforce as of 31 December	截至12月31日的員工總數	2022		2021	
		Number 數量	Percentage 百分比	Number 數量	Percentage 百分比
By Gender	按性別劃分				
Male	男性	2,046	65.45%	2,319	63.71%
Female	女性	1,080	35.55%	1,321	36.29%
Other	其他	0	0.00%	N/A	N/A
Undisclosed	未公開	0	0.00%	不適用	不適用
				N/A	N/A
				不適用	不適用
By Employment Type	按僱傭類別劃分				
Full-Time	全職	2,290	73.26%	3,640	100.00%
Part-Time	兼職	544	17.40%	0	0.00%
Permanent	永久	292	9.34%	N/A	N/A
Temporary	臨時	0	0.00%	不適用	不適用
Non-Guaranteed Hours	非保證工時	0	0.00%	N/A	N/A
				不適用	不適用
By Employee Category	按僱員類別劃分				
Senior Management	高級管理層	42	1.34%	16	0.44%
Middle Management	中級管理層	217	6.94%	130	3.57%
Frontline and Other Employees	前線及其他僱員	2,867	91.72%	3,494	95.99%
By Age Group	按年齡組別劃分				
Below 30	30歲以下	1,730	55.34%	1,951	53.60%
30-50	30-50歲	1,310	41.91%	1,609	44.20%
Above 50	50歲以上	86	2.75%	80	2.20%
By Geographical Location	按地區劃分				
Mainland China	中國內地	3,124	99.94%	3,640	100.00%
Japan	日本	2	0.06%	0	0.00%
Total	總計	3,126	100.00%	3,640	100.00%

ESG REPORT
 環境、社會及管治報告

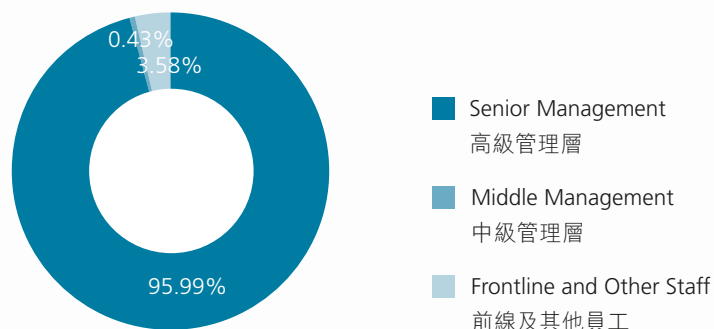
Distribution of Employees
 by Gender
 僱員性別分布



Distribution of Employees
 by Age Group
 僱員年齡段分布



Distribution of Employees
 by Employee Category
 僱員類別分布



ESG REPORT 環境、社會及管治報告

The Group's Employee Manual outlines detailed policies regarding recruitment and dismissal, remuneration and compensation, appraisal and promotion, attendance, compensation leaves, reward and penalty system, development and training, internal communication, and occupational health and safety. The Group has formulated the "Management Regulation on Recruitment" to provide guidelines to recruitment personnel on recruiting talent, as well as the "Management Regulation on Attendance" to manage and assess attendance of its employees. There were no updates to the Employee Manual during the Reporting Period.

Competitive Compensation and Benefits Package

The Group values human resources and regards their employees as the most valuable assets. The Group continues to offer competitive remuneration packages to their employees. Apart from basic salary, employees are also eligible for performance bonus and overtime allowance. The Group provides social insurance, subsidies, holidays, and other benefits according to the statutory requirements. On top of statutory holidays, employees are entitled to a variety of leaves and benefits, including annual leave, sick leave, compensation leave, marriage leave, maternity leave, paternity leave, injury leave, breastfeeding breaks, meals, and accommodation. Trade union is established to protect employees' rights and enhance employee engagement.

Performance Review and Promotion

The Group conducts appraisals on employees' performances and attitudes at work. According to the promotion policy, employees are eligible for career advancement within the Group based on their competencies and suitability for higher-ranking positions.

Equal Opportunity

The Group upholds the principles of equality and non-discrimination in its business operations. Employees are provided with equal opportunities regardless of their gender, age, nationality, ethnic background, religion, political affiliation, marital status, pregnancy status, veteran status, and physical disability. To cater for the needs of employees, the Group's canteen offers diversified food choices such as serving halal food to Muslim employees. The Group also caters for the nutritional needs of pregnant employees by providing extra food or supplements where needed.

本集團的員工手冊已概述有關招聘及解僱、薪酬及補償、考評及晉升、考勤、帶薪假、獎懲制度、發展及培訓、內部溝通以及職業健康與安全的詳細政策。本集團已制定《招聘管理規定》，以就招聘人才為招聘人員提供指引，並制定了《考勤管理規定》，以對員工的考勤進行管理及考核。於報告期間，員工手冊並無更新。

具有競爭力的酬勞及福利待遇

本集團重視人力資源，並將員工視為最寶貴的資產。本集團繼續向僱員提供具競爭力的薪酬待遇。除基本工資外，僱員亦有資格獲得績效花紅及加班津貼。本集團根據法定要求提供社會保險、補貼、假期及其他福利。除法定節假日外，僱員有權享受各種假期及福利，包括年假、病假、補償假、婚假、產假、陪產假、工傷假、母乳餵養假、食宿。本集團已建立工會，以保護員工的權利及增強員工參與度。

表現評估及晉升

本集團對僱員的表現及工作態度進行評估。根據晉升政策，僱員有資格根據自身的能力及是否適合擔任更高職位在集團內獲得晉升。

機會均等

本集團在其業務營運中秉持平等及無歧視原則。不論性別、年齡、國籍、種族背景、宗教、政治背景、婚姻狀況、懷孕狀況、兵役狀況及身體殘疾，僱員均享有平等機會。為滿足僱員的需求，本集團的食堂提供多樣化食物選擇，例如為穆斯林僱員提供清真食品。本集團亦通過在需要時提供額外食物或補品滿足懷孕僱員的營養需求。

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The Group has in place policies regarding the prevention of workplace discrimination, bullying and harassment. The Group has formulated the “Procedure on Prohibiting Forced Labour, Discrimination, and Harassment” to ensure that staff rights and benefits are never violated or compromised, that forced labour is strictly prohibited at the Group, that discrimination or harassment against any employees is not tolerated in any shape or form, and that all employees receive fair treatment regarding work arrangement, promotion, disciplinary actions, or dismissal. Through enforcement of the above document, the Group ensures that:

- employees are not discriminated against or deprived of opportunities due to their diverse profiles;
- employees’ rights are protected irrespective of their ethnic groups, social class, nationality, religion, disability, gender, sexual orientation, trade union membership, and political affiliation;
- equal opportunity is provided to each employee in all aspects of employment, benefits and welfare, performance appraisal, promotion, training and development;
- employees are not treated unfavourably in case of pregnancy, and reasonable adjustments are made to the working conditions or hours of work for female workers during pregnancy;
- hepatitis B virus surface antigen carriers are not discriminated against employment right because of their medical conditions; and
- all forms of sexual harassment in and outside of the workplace are strictly prohibited, including sexual discrimination, sexual harassment, sexual assault, sexual coercion, sexual exploitation, relationship violence, stalking and/or acts perpetrated against a person’s will or when a person is incapable of giving consent.

Upon violation or alleged violation of the aforesaid situations, the employee shall report directly to the trade union representatives, department heads, or senior management of the Group.

本集團已實施防止工作場所歧視、欺凌及騷擾的政策。本集團已制定《禁止強制勞工、歧視及騷擾的程序》，確保員工權利及權益不受侵犯或損害，強制勞工在本集團嚴格禁止，絕不容忍對任何僱員任何形式或方式的歧視或騷擾，所有員工在工作安排、晉升、紀律處分或解僱方面得到公平對待。通過執行上述文件，本集團確保：

- 僱員不會因為其多元化的背景而受到歧視或被剝奪機會；
- 僱員的權利受到保護，而不論其種族群體、社會階層、國籍、宗教信仰、殘疾、性別、性取向、工會會員身份及政治背景；
- 在招聘、福利待遇、績效評估、晉升、培訓及發展的所有方面向每位僱員提供平等機會；
- 僱員在懷孕期間不會受到不利對待，並會對懷孕女工的工作條件或工作時間作出合理調整；
- 乙型肝炎病毒表面抗原攜帶者不會因其醫療狀況而受到就業權歧視；及
- 嚴禁在工作場所內外進行任何形式的性騷擾，包括性別歧視、性騷擾、性侵犯、性脅迫、性剝削、關係暴力、跟蹤及／或違背個人意願或在個人無法給予同意時實施的行為。

違反或被指控違反上述情形時，僱員應直接向工會代表、部門負責人或本集團高級管理層報告。

ESG REPORT 環境、社會及管治報告

Employee Relations

The Group is committed to creating a warm and rewarding workplace that fosters a strong sense of belonging of its employees. The Group has developed a policy for employee communication and created a record form and complaint register to maintain complaint records for later review.

The HR and Administration Department communicate with employees on a weekly basis and maintains proper records of their personal needs, concerns and job expectations. Employees are encouraged to provide suggestions or communicate any grievances to the Group via communication channels, including suggestion boxes, emails, hotline and DingTalk. A designated hotline is set up in DingTalk, one of the commonly used social media communication platforms, to collect and respond to employees' opinions in a timely manner.

During the Reporting Period, the Group organised various company events, team building activities and sports competitions to create a positive work culture. To enrich the cultural life of employees, the Group organised various activities at traditional festivals, including annual dinner and lottery during New Year's Eve celebration, Chinese New Year market, Zongzi workshop during Dragon Boat Festival, mooncake giveaways during Mid-Autumn Festival, and sweet dumplings for Winter Solstice.

僱員關係

本集團致力於創造一個溫暖而有所回報的工作場所，培養僱員強烈的歸屬感。本集團已制定僱員溝通政策，並建立記錄表及投訴登記冊，以保留投訴記錄供日後查閱。

人力資源及行政部每星期與僱員進行溝通，並妥善記錄其個人需求、關注及工作預期。鼓勵僱員透過溝通渠道向本集團提出建議或表達任何不滿，溝通渠道包括意見箱、電郵、熱線電話及釘釘。在常用社交媒體通訊平台釘釘上設立指定熱線，以及時收集並回應員工的意見。

於報告期間，本集團組織了各種公司活動、團隊建設活動及體育比賽，以營造積極的工作文化。為豐富僱員的文化生活，本集團於傳統節日組織各種文化活動，包括除夕的年夜飯及抽獎、春節市場、端午節的粽子工坊、中秋節贈送月餅及冬至的甜餃子。

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環境、社會及管治報告

Trade Union

To ensure that the rights and interests of its employees and workers are properly represented, the Group's trade union convenes meetings for all matters before implementing any bargaining agreements. The Group strictly adheres to all agreements with its trade union, and has signed collective contracts on wage negotiation and on protection of special rights and interests of female workers.

COVID-19 Arrangements

In view of the COVID-19 pandemic which was still ongoing during the Reporting Period, the Group has implemented special arrangements to alleviate concerns among its workforce. These include:

- no layoffs or corporate downsizing;
- flexible work arrangements (e.g., flexible working hours, work from home, staggered commuting, and split team office); and
- living cost of quarantine to be borne by the Group.

New Hires

During the Reporting Period, the Group hired 1,368 new employees (2021: 1,909 new employees), and the average monthly recruitment rate was 3.65%.

工會

為確保員工及工人的權利及權益得到適當代表，本集團工會在執行任何談判協議之前會就所有事項召開會議。本集團嚴格遵守與工會的各项協議，並已簽訂工資協商及女性工人特殊權益保護等集體合約。

新冠疫情安排

鑒於報告期間新冠疫情仍在持續，本集團已實施特別安排減輕其員工的擔憂。其中包括：

- 沒有臨時解僱或公司裁員；
- 靈活的工作安排(例如，靈活的工作時間、居家辦公、錯峰通勤及團隊分組辦公)；及
- 檢疫生活費用由本集團承擔。

新聘僱員

於報告期間，本集團新聘1,368名(2021年：1,909名)僱員，平均每月招聘率為3.65%。

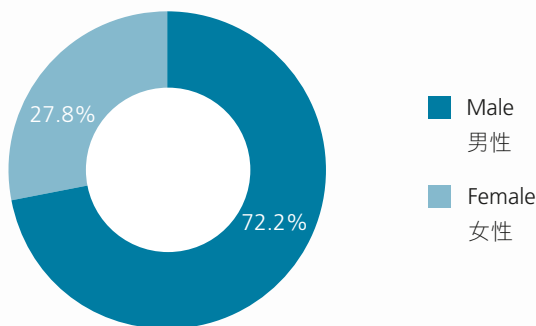
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See below for the detail breakdown of 2022 new hires by gender, age group, and geographical region.

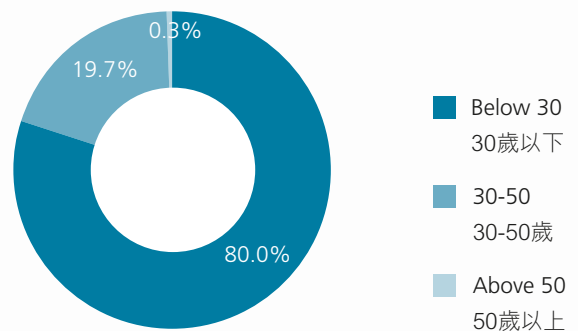
以下載列2022年按性別、年齡組別及地區劃分的新聘僱員詳細明細。

New Hires as of 31 December	截至12月31日的新聘僱員	2022		2021	
		Number 數量	Percentage 百分比	Number 數量	Percentage 百分比
By Gender		按性別劃分			
Male	男性	947	69.23%	1,378	72.18%
Female	女性	421	30.77%	531	27.82%
Other	其他	0	0.00%	N/A	N/A
Undisclosed	未公開	0	0.00%	不適用	不適用
				N/A	N/A
				不適用	不適用
By Age Group		按年齡組別劃分			
Below 30	30歲以下	256	18.71%	1,527	79.99%
30-50	30-50歲	1,100	80.41%	376	19.70%
Above 50	50歲以上	12	0.88%	6	0.31%
By Geographical Location		按地區劃分			
Mainland China	中國內地	1,366	99.85%	1,909	100.00%
Japan	日本	2	0.15%	0	0.00%
Total	總計	1,368	100.00%	1,909	100.00%

Distribution of New Employees
 by Gender
 新聘僱員性別分布



Distribution of New Employees
 by Age Group
 新聘僱員年齡段分布



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環境、社會及管治報告

Turnover

To better retain employees, the HR and Administration Department conducts exit interviews with the resigned employees on their work experiences with the Group to gain valuable feedback. By identifying the causes of employee turnover, the Group is able to address the problems through meaningful retention strategies to retain key talents, and to increase employee satisfaction and commitment.

During the Reporting Period, a total of 570 employees left the Group (2021: 956 turnovers), all of whom were from Mainland China. The monthly turnover rate was 0.95%¹. The Group will continue providing better benefits and more developmental opportunities for existing employees to attract and retain talents.

人員流失

為更好地留住僱員，人力資源及行政部會就離職員工在本集團的工作經歷與其進行離職面談，以獲得有價值的反饋意見。通過識別僱員流失的原因，本集團能夠通過有意義的挽留策略解決問題，以留住主要人才，並提高僱員的滿意度及奉獻精神。

於報告期間，共有570名(2021年：956名)僱員離開本集團，彼等均來自中國內地。月均流失率為0.95%¹。本集團將繼續為現有僱員提供更好福利及更多發展機會，以吸引及挽留人才。

¹ Overall turnover rate is calculated by dividing the number of employees that left the Group during the Reporting Period by the sum of total number of employees as of end of Last Reporting Period and the total number of new employee hires during the Reporting Period

¹ 總流失率乃以報告期間離開本集團的僱員人數除以上一報告期間末僱員總數與報告期間新聘僱員總數之和計算

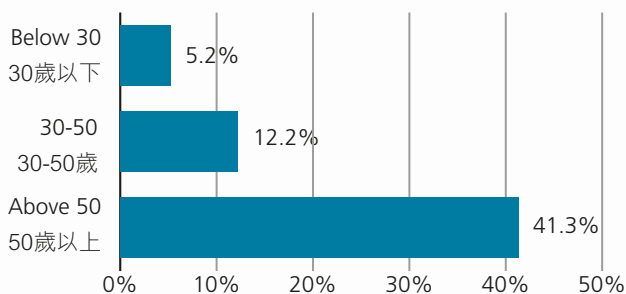
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See below for the detail breakdown of 2022 turnovers by gender, age group, and geographical region.

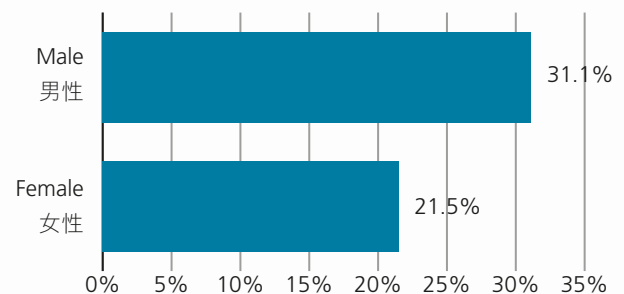
以下載列按性別、年齡組別及地區劃分的2022年人員流失詳細明細。

Turnovers as of 31 December	截至12月31日人員流失	2022		2021	
		Number 數量	Turnover Rate ² 流失率 ²	Number 數量	Turnover Rate ² 流失率 ²
By Gender		按性別劃分			
Male	男性	371	11.36%	686	31.38%
Female	女性	199	11.42%	270	21.50%
Other	其他	0	N/A 不適用	N/A 不適用	N/A 不適用
Undisclosed	未公開	0	N/A 不適用	N/A 不適用	N/A 不適用
By Age Group³		按年齡組別劃分³			
Below 30	30歲以下	380	17.22%	766	41.29%
30-50	30-50歲	185	6.83%	186	12.20%
Above 50	50歲以上	5	5.43%	4	5.19%
By Geographical Location		按地區劃分			
Mainland China	中國內地	570	11.39%	956	26.26%
Japan	日本	0	0.00%	0	0.00%
Total	總計	570	11.38%	956	26.26%

Turnover Rate by Age Group (%)
 按年齡段劃分的流失率(%)



Turnover Rate by Gender (%)
 按性別劃分的流失率(%)



² The turnover rate for each employee category is calculated by dividing the number of employees of the relevant employee category that left the Group during the Reporting Period by the sum of total number of employees of that relevant employee category as of end of Last Reporting Period and the total number of new employee hires of that relevant employee category during the Reporting Period

³ A restatement has been issued to reflect the actual turnover rate by age group for 2021

² 各類別僱員流失率乃以報告期間離開本集團的相應類別僱員人數除以上一報告期間末相應類別僱員總數與報告期間新聘相應類別僱員總數之和計算

³ 重述已經發佈，以反映2021年按年齡組別劃分的實際流失率

ESG REPORT 環境、社會及管治報告

Employee Health and Safety

The health and safety of employees is of paramount importance to the Group. In accordance with the “Measures on Labour Protection Equipment Management” and the “Standards on Labour Protection Equipment Configuration” formulated by the Group, personal protection equipment (“PPE”) is provided to frontline workers based on the job tasks and workplace hazards, details are as follows:

僱員健康與安全

僱員的健康及安全對本集團至關重要。按照本集團制定的《勞保用品管理辦法》及《勞保用品配置標準》，本集團根據工作任務及工作場所的危
害向前線工人提供個人防護設備（「個人防護設備」），詳情如下：

PPE distributed 分發個人防護設備	Applications of the PPE 使用個人防護設備	Distribution frequency 分發頻率
Anti-static glove 防靜電手套	Required for every standard operating procedure (“SOP”) process 每個標準作業程序（「標準作業程序」） 流程所需	Monthly or based on needs 每月或根據需要
Activated carbon mask 活性炭口罩	Working with organic solvents 使用有機溶劑工作時	Based on needs 根據需要
Rubber finger cot 橡膠指套	Required for every SOP process 每個標準作業程序流程所需	Based on needs 根據需要
Anti-static gown 防靜電服	Working with static electricity hazards 在有靜電危害的環境中工作時	Distributed when on board, or based on needs 在任職時分發，或根據需要
Anti-static hat 防靜電帽	Working with static electricity hazards 在有靜電危害的環境中工作時	Distributed when on board, or based on needs 在任職時分發，或根據需要
Anti-static shoes 防靜電鞋	Working with static electricity hazards 在有靜電危害的環境中工作時	Distributed when on board, or based on needs 在任職時分發，或根據需要
Earplugs 耳塞	Exposure to high levels of noise 暴露於高噪音環境時	Based on needs 根據需要
Welding goggles 焊工護目鏡	During welding processes 於焊接過程中	Provided when on duty 當班時提供
Chemical-resistant gloves 耐化學手套	Working with corrosive chemicals 工作接觸腐蝕性化學品時	Re-distributed before expiry date 到期日前再次分發
Chemical-resistant apron 耐化學圍裙	Working with corrosive chemicals 工作接觸腐蝕性化學品時	Re-distributed before expiry date 到期日前再次分發
Insulating gloves 絕緣手套	Working with electrical hazards 在有電氣危險的環境中工作時	Re-distributed before expiry date 到期日前再次分發
Insulating boots 絕緣靴	Working with electrical hazards 在有電氣危險的環境中工作時	Re-distributed before expiry date/Replaced at the end of the PPE’s life expectancy 到期日前再次分發／於個人防護設備的使用壽 命結束時更換
Safety shoes 安全鞋	General use 通用	Distributed when on board, or based on needs 在任職時分發，或根據需要

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As per the “Management Method for the Extraction and Use of Enterprise Safety Production Costs”, the Group has invested 0.05% of its liquidity in production safety during the Reporting Period to establish a cleaner and safer working environment. The focus areas included:

- maintenance of PPE and safety facilities;
- upgrading emergency equipment and increasing expenditure on emergency management;
- hazard assessment, monitoring and rectification;
- consultation, evaluation and standardisation of production procedures;
- safety educations, training and emergency drills;
- replacement of PPE for frontline workers;
- investment in new safety standards, technologies and equipment;
- inspection of safety facilities; and
- increased investment in safety production.

Workplace safety is enforced pursuant to the “Regulations for the Prevention and Control of Occupational Diseases Management”. Risk, health and safety (the “RHS”) supervisors oversee the occupational safety of daily operations and workers’ observance of safety standards. RHS supervisors are responsible for tracking target achievement rates for continuous excellence. The occupational noise level registered during the Reporting Period met the “Emission Standard for Industrial Enterprises Noise at Boundary” (GB/T 12348-2008).

於報告期間，本集團在生產安全方面共投入資金符合《企業安全生產費用提取和使用管理辦法》法規提取金額0.05%投入要求，以建立更清潔、更安全的工作環境。重點領域包括：

- 維護個人防護設備及安全設施；
- 升級應急設備及增加應急管理支出；
- 危害評估、監測及糾正；
- 生產程序的諮詢、評估及標準化；
- 安全教育、培訓及應急演習；
- 為前線工人更換個人防護設備；
- 投資新安全標準、技術及設備；
- 檢查安全設施；及
- 增加安全生產投資。

工作場所安全乃根據《職業病防控管理規定》強制執行。風險、健康及安全(「風險、健康及安全」)主管監督日常營運的職業安全及工人遵守安全標準的情況。風險、健康及安全主管負責追蹤達標率，以實現持續卓越。於報告期間登記的職業噪聲水平符合《工業企業廠界環境噪聲排放標準》(GB/T 12348-2008)。

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All employees are required to attend training sessions on the prevention of occupational diseases and basic health knowledge. Frontline workers are trained to be familiar with the production process and to master the use of machinery and equipment. Employees in key and special positions must possess valid licenses before attending work. The Group arranges medical check-ups for relevant employees every half year, so as to assess their physical conditions and to ensure physical fitness for certain jobs. Furthermore, the Group also organises regular health knowledge seminars to promote health self-management among employees.

According to the annual drill plan, and after taking into consideration the existing contingency plan, the Group carried out comprehensive, special and on-site disposal drills during the Reporting Period to improve fire safety knowledge and practices among employees and maintains documentation on emergency response and preparedness. Regarding the safety and hygiene of dormitory, the Group has strengthened personal safety management and has established a dormitory management regulation to supervise employee dormitories. The Security Department is responsible for ensuring the safety and security of the dormitories.

The Group strictly follows relevant laws and regulations such as “Law of the PRC on the Prevention and Control of Occupational Diseases”, and the “Production Safety Law of the PRC”. There was no material non-compliance with relevant laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

所有僱員均須參加有關職業病預防及基本健康知識的培訓課程。對前線工人進行培訓，使其熟悉生產流程及掌握機械及設備的使用。擔任關鍵及特殊職務的僱員必須持有有效許可證方可上崗。本集團每半年為相關僱員安排一次體檢，以評估彼等的身體狀況及確保身體素質適合某些工作。此外，本集團亦定期舉辦健康知識講座，在員工中推廣健康自我管理。

依據年度演練計劃，於報告期間結合現有應急預案，執行各類綜合、專項、現場處置演練，以提高僱員的消防安全知識及實務，並保存有關應急反應及準備的文件記錄。關於宿舍的安全及衛生，本集團加強個人安全管理，並制定宿舍管理條例，對職工宿舍進行監督。安保部負責確保宿舍的安全及安保。

本集團嚴格遵守《中國職業病防治法》及《中國安全生產法》等相關法律及法規。並無嚴重違反對本集團有重大影響且與提供安全工作環境及保護僱員不受職業危害有關的法律及法規。

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Occupational Health and Safety Management System

The Group has established occupation health and safety management systems (the “OHS Management System”) for Scud Electronics and Scud Battery, for which both were actively maintained and passed annual accreditation during the Reporting Period. The list of annual accreditations is as follows:

- ISO 45001 Occupational Health and Safety Management System
- Certificate for Safety Production Standardisation – Level 3

The OHS Management Systems at Scud Electronics and Scud Battery cover all employees, which include management staff as well as frontline staff involved in the design and manufacturing of products. In addition, the OHS Management Systems also cover all areas of business operations at Scud Electronics and Scud Battery.

Hazard Identification, Risk Assessment, and Incident Investigation

The Group has formulated the “Procedure on Safe Production Hazard Identification and Risk Management” to further manage the process of identifying work-related hazards, which involves recognising and rating the source and risk level of all potential hazards that may lead to adverse effects on human health, and implementing preventative measures and control procedures to limit the risk of identified hazards.

The “Procedure on Safe Production Hazard Identification and Risk Management” is handled by the HR and Administrative Department of the Group, and the procedure covers all business operations of the Group. Upon completion of the procedures set out in the “Procedure on Safe Production Hazard Identification and Risk Management”, the HR and Administrative Department shall fill out an assessment form, from which a checklist of recommended preventative measures and control procedures shall be generated. In addition, employees may also report any hazards and risks at their workplaces to the HR and Administrative Department, and the Group has implemented a Whistle-Blowing Policy to protect any whistle-blowers from retaliation.

職業健康與安全管理體系

本集團已為飛毛腿電子及飛毛腿電池建立職業健康與安全管理體系(「職業健康安全與管理體系」)，並於報告期間積極加以維護及通過年度認證。年度認證清單如下：

- ISO 45001職業健康與安全管理體系
- 安全生產標準化證書－第3級

飛毛腿電子及飛毛腿電池的職業健康與安全管理體系覆蓋所有員工，包括管理人員以及參與產品設計及製造的一線人員。此外，職業健康與安全管理體系亦涵蓋飛毛腿電子及飛毛腿電池業務營運的所有領域。

危害識別、風險評估及事故調查

本集團已制定《安全生產危害識別及風險管理程序》，進一步管理與工作相關的危害識別過程，包括確認及評定所有可能對人體健康造成不利影響的潛在危害的來源及風險等級，並實施預防措施及控制程序以限制所識別危害的風險。

《安全生產危害識別及風險管理程序》由本集團人力資源及行政部負責處理，該程序覆蓋本集團所有業務營運。於完成《安全生產危害識別及風險管理程序》中訂明的程序後，人力資源及行政部應填寫評估表，並由此生成建議預防措施及控制程序清單。此外，僱員亦可向人力資源及行政部報告其工作場所的任何危害及風險，且本集團已實施舉報政策以保護任何舉報人免受報復。

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Upon the event of any work-related incidents, the Group shall carry out thorough investigation as per its "Management Procedure on Incident Reporting and Investigation". Investigation shall be carried out by the Administrative Department, who shall collect detailed information from the location of incident and conduct analysis from all aspects. Based on the results on the analysis, the HR and Administrative Department shall determine the scope of responsibility for the incident and recommend improvements to prevent similar incidents from repeating.

Occupational Health Services

In accordance with the "Control Procedure on Health and Safety Target Indicators and Management Plan" formulated by the Group, on-site production staff in specialised positions receive occupational health services and health check-ups. The Group respects the personal privacy of its employees and has ensured that the occupational health services do not involve unnecessary health procedures. Furthermore, under the "Procedure on Prohibiting Forced Labour, Discrimination, and Harassment" formulated by the Group, health information obtained from these services may not be used as reasons for unfair treatment against any employee.

Worker Participation, Consultation, and Communication on Occupational Health and Safety

The Group's trade union regularly allows employees to participate in the development of policies related to employee benefits, and also consults employees on their suggestions towards changes in management. Furthermore, the OHS Management System of the Group encompasses all requirements as stipulated under ISO 45001.

一旦發生與工作有關的事故，本集團將按照其《事故報告及調查管理程序》進行徹底調查。調查應由行政部展開，從事發地點收集詳細資料，並從各個方面進行分析。人力資源及行政部應根據分析結果釐定事故責任範圍，並提出改進意見，防止類似事故再次發生。

職業健康服務

根據本集團制定的《健康與安全目標指標控制程序及管理計劃》，特種崗位的現場生產人員會接受職業健康(體檢)服務。本集團尊重員工的個人私隱，並已確保職業健康服務不涉及不必要的健康程序。此外，根據本集團制定的《禁止強制勞工、歧視及騷擾的程序》，自該等服務中獲得的健康資料不得用作不公平對待任何僱員的理由。

有關職業健康與安全的員工參與、諮詢及溝通

本集團工會定期讓員工參與關聯員工利益的政策之制定，並徵求員工對管理變動的意見。此外，本集團的職業健康與安全管理體系已涵蓋 ISO 45001 規定的所有要求。

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Mental Health

To take care of the mental health of employees, the Group has established a staff care centre that provides professional counselling service to employees via face-to-face consultations and a hotline handled by a designated team of employees. The dedicated team consists of employees who have been professionally trained to become counsellors, which aims to provide immediate support to employees in need of help on life, career, family and employee relations issues at the earliest stage. The Group also provides life counselling and legal supports where needed. Meanwhile, such centre is named “National Employees’ Education and Training Role Model” by the All-China Federation of Trade Unions.

Dormitory Cleanliness

To ensure health and safety at the employee dormitory, the Group conducts a monthly on-site inspection to ensure the cleanliness of the premises and residents’ observance of the rule of conduct. Residents are encouraged to use resources properly and to maintain a healthy lifestyle after working hours. Outstanding dormitories in compliance with the Group’s health and safety standards are awarded with prizes.

Food Health and Safety

The Group sources quality ingredients from qualified food suppliers. To promote a healthy diet, the staff canteens offer nutritionally balanced meals and a vegetarian menu with fresh fruits and fibre-rich vegetables. The Canteens Management Sub-Committee oversees the operation and service of the staff canteens. The Group ensures food safety, and food samples are kept for at least 48 hours. Tableware is thoroughly cleaned and sterilised at high temperature for hygiene assurance and prevention of food contamination.

心理健康

為照顧僱員的心理健康，本集團已設立員工關愛中心，通過面對面的諮詢及指定僱員團隊處理的熱線為僱員提供專業的諮詢服務。組成該專責僱員團隊的僱員經過專業培訓方成為諮詢師，旨在儘早為在生活、工作、家庭及僱員關係議題上需要幫助的僱員提供實時支持。本集團亦根據需要提供生活諮詢及法律援助。同時，該中心被中華全國總工會評為「全國職工教育培訓示範點」。

宿舍清潔

為確保員工宿舍的健康及安全，本集團每月進行一次現場檢查，以確保場所的清潔及居住人員遵守行為準則。鼓勵居住人員在下班後適當使用資源及保持健康的生活方式。符合本集團健康及安全標準的優秀宿舍會獲得獎勵。

食品健康及安全

本集團向合資格食品供應商採購優質食材。為倡導健康飲食，員工食堂提供營養均衡的膳食以及包括新鮮水果及富含纖維的蔬菜的素食菜單。食堂管理分委員會負責監督員工食堂的運營及服務。本集團確保食品安全，食品樣本最少保存48小時。餐具經過徹底清潔及高溫消毒，以確保衛生及防止食品污染。

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Response to COVID-19 Outbreak

In response to the rebound of COVID-19 outbreak during the Reporting Period, the Group has continually revised and implemented various preventative measures against potential outbreak of COVID-19 within the Group since the establishment of the “2021 Coronavirus Pandemic Prevention and Control Response Team”.

Implemented preventative measures include:

- regular distribution of medical masks;
- daily disinfection in factory, dormitory, and canteen areas;
- strengthening admission management of outside personnel and vehicles through mandatory temperature checks and visitor registration;
- employee vaccination status tracking; and
- automatic monitoring of employee body temperature.

Thanks to these measures, the Group had paid salary to its employees without any disruptions during the Reporting Period.

Furthermore, the Group has revised its 2020 version of “COVID-19 Pandemic Prevention and Control Work Manual”. Using the above-mentioned document as a basis, the Group has continually made changes to the “Management Strategy for Prevention and Control of Different Pandemic Risk Levels” and the “Control and Prevention of COVID-19 Outbreak Rebound”.

Finally, the Group has permanently established the “Operation Security Health and Safety Management Team” to handle all changes and adjustments to the Group’s response to COVID-19 outbreak, and to issue notices and updates of local COVID-19 situation to employees.

應對新冠疫情

於報告期間為應對新冠疫情反彈，本集團自成立「2021年新冠疫情防控應對小組」以來，持續修訂及實施各種預防措施，以應對本集團內部可能爆發的新冠疫情。

所實施預防措施包括：

- 定期分發醫用口罩；
- 工廠、宿舍及食堂區域進行日常消毒；
- 通過監控體溫檢測結果及訪客登記，加強外來人員及車輛的准入管理；
- 追蹤僱員疫苗接種情況；及
- 自動監控僱員體溫。

得益於該等措施，本集團於報告期間向僱員支付工資並無任何中斷。

此外，本集團已修訂其2020年版《新冠疫情防控工作手冊》。以上述文件為基礎，本集團持續對《不同風險等級疫情防控的管理策略》及《防控新冠疫情反彈》作出變更。

最後，本集團已永久成立「運營安全健康與安全管理團隊」，負責處理本集團應對新冠疫情的所有變化及調整，並向員工發佈當地新冠疫情防控的通知及最新信息。

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Work Injuries and Work-Related Fatalities

During the Reporting Period, a total of 0 working days were lost due to self-reported work-related injury cases. No fatalities of the Group's employees have been recorded in the last three reporting years. The Group recorded 0 cases of work injury during the Reporting Period. If there are any case of work injuries or work-related fatalities, the Group shall carry out incident investigations and implement rectification measures. For instances, enhanced inspections and training were provided to reinforce employees' safety awareness and their abilities in dealing with emergencies.

工傷及因工亡故

於報告期間，未因自行報告工傷事故損失工作日。過去三個報告年度，本集團未錄得僱員死亡事故。本集團於報告期間報告零宗工傷事故。倘發生任何工傷或因工死亡事故，本集團會展開事故調查，並採取整改措施。例如，加強檢查及培訓，以增強員工的安全意識及應對緊急情況的能力。

2022 Occupational Health and Safety Statistics		Scud Electronics 飛毛腿電子	Scud Battery 飛毛腿電池
2022年職業健康與安全統計數據			
Number of work-related fatalities	因工死亡事故數量	0	0
Fatality Rate	死亡率	0.00%	0.00%
Number of work injuries (sick leave > 3 days)	工傷事故數量 (病假>3天)	0	0
Number of work injuries (sick leave ≤ 3 days)	工傷事故數量 (病假≤3天)	0	0
Lost days due to work injury	因工傷損失工作天數	0	0

2021 Occupational Health and Safety Statistics		Scud Electronics 飛毛腿電子	Scud Battery 飛毛腿電池
2021年職業健康與安全統計數據			
Number of work-related fatalities	因工死亡事故數量	0	0
Fatality Rate	死亡率	0.00%	0.00%

2020 Occupational Health and Safety Statistics		Scud Electronics 飛毛腿電子	Scud Battery 飛毛腿電池
2020年職業健康與安全統計數據			
Number of work-related fatalities	因工死亡事故數量	0	0
Fatality Rate	死亡率	0.00%	0.00%

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Development and Training

The Group continuously invests in employee development to cultivate talents and meet various training needs of employees. The Group follows internal regulations on the planning, development, monitoring and evaluation of training programmes, such as mandatory training and orientation for new employees, and pre-job training for frontline production staff. The Group assesses employees' work performance through examinations to ensure that the intended training outcomes are achieved.

During the Reporting Period, the Group conducted general and technical trainings on topics such as communication skills, management skills, workplace safety, and handling of hazardous chemicals. Some customised training courses were also held as per clients' requirements.

發展及培訓

本集團持續投資僱員發展，以培養人才並滿足僱員的各種培訓需求。本集團遵循有關培訓課程的規劃、制定、監督及評估的內部規定，例如新員工的強制培訓及入職培訓，以及前線生產人員的崗前培訓。本集團通過考試評估僱員的工作表現，以確保實現預期的培訓成果。

於報告期間，本集團已就溝通技巧、管理技巧、工作場所安全及危險化學品處理等主題進行一般及技術培訓。另根據客戶要求開辦若干定制培訓課程。

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Training programs provided to employees vary by job nature and ranking. The following table lists out training courses that were attended by the Group's engineers:

提供予僱員的培訓課程因工作性質及級別而異。下表列示本集團工程師參加的培訓課程：

Job positions 工作職位	Training topics 培訓主題	Seniority levels 年資級別			
		Assistant 助理	Junior 初級	Intermediate 中級	Senior 高級
Mechanical engineer 機械工程師	<ul style="list-style-type: none"> • Operation, maintenance and calibration of equipment 設備操作、維護及校準 • Quality improvement processes and data analysis methods, e.g: 質量改進過程及數據分析方法，例如： <ul style="list-style-type: none"> – the seven tools of quality control 七種質量控制方法； – Design Failure Mode and Effects Analysis (“DFMEA”) 設計失效模式及後果分析（「DFMEA」）； – Process Failure Mode and Effects Analysis (“PFMEA”) 過程失效模式及後果分析（「PFMEA」）； – Process Capability (“Cp”) 過程能力（「Cp」）； – Quality Control Circle (“QCC”) 品管圈（「QCC」）； • New Product Introduction (“NPI”) Process 新產品導入（「NPI」）過程； • Electrostatic Discharge (“ESD”) -related topics 靜電放電（「ESD」）相關主題 • Quality and environmental management system 質量及環境管理體系 • Product lifecycle management software 產品生命週期管理軟件 		✓		✓

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Job positions 工作職位	Training topics 培訓主題	Seniority levels 年資級別			
		Assistant 助理	Junior 初級	Intermediate 中級	Senior 高級
Industrial engineer 工業工程師	• Lean manufacturing 精益製造	✓	✓		
	• 6sigma 六標準差				
	• Just-in-time (“JIT”) Production Learning 準時化(「JIT」)生產學習				
	• Ergonomics 人體工程學				
	• Operations research 運籌學			✓	
	• Application of systems engineering 系統工程應用				
	• Systematic resource allocation 系統資源分配				✓
	• Logistics stimulation 物流仿真				
• Enterprise resource planning 企業資源規劃					
Structural and electrical engineer 結構及電子工程師	• Equipment operation, maintenance and calibration 設備操作、維護及校準		✓	✓	✓
	• Analysis and treatment of mal-functioning equipment 故障設備的分析與處理		✓	✓	✓

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Job positions 工作職位	Training topics 培訓主題	Seniority levels 年資級別			
		Assistant 助理	Junior 初級	Intermediate 中級	Senior 高級
Product engineer 產品工程師	• Basic knowledge of electronic devices and circuits 電子設備及電路的基礎知識		✓		
	• Development of test equipment 試驗設備的研製			✓	
	• Development and management of test equipment 試驗設備的研製及管理				✓
Manufacturing quality engineer 製造質量工程師	• Working principle of a battery 電池的工作原理		✓	✓	✓
	• The five steps of problem solving 解決問題的五個步驟				✓

The Group pledges to create a corporate culture of life-long learning and encourages employees to pursue further studies provided by various educational institutions, such as Fujian Institute of Education, Fujian Polytechnic of Information Technology, The Open University of Fujian, Dalian University of Technology, and Minnan University of Science and Technology.

本集團承諾營造終身學習的企業文化，並鼓勵僱員繼續接受各種教育機構提供的進修課程，有關機構包括福建教育學院、福建信息職業技術學院、福建開放大學、大連理工大學及閩南科技學院。

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Training Figures

During the Reporting Period, a total of 2,297 employees received training. The total training hours and the average training hours per employee (based on total number of employees as of 31 December 2022) were 45,924 hours and 18.57 hours per employee respectively.

培訓數字

於報告期間，共有2,297名僱員接受培訓。總培訓時數及每名僱員的平均培訓時數(按截至2022年12月31日的僱員總數計算)分別為45,924小時及每名僱員18.57小時。

Training Figures as of 31 December		2022		2021	
		Average Training Hours 平均培訓 時數	Percentage 百分比	Average Training Hours 平均培訓 時數	Percentage 百分比
By Gender	按性別劃分				
Male	男性	14.47	63.78%	20.71	61.81%
Female	女性	15.10	36.22%	20.94	38.19%
Other	其他	0	0.00%	N/A	N/A
Undisclosed	未公開	0	0.00%	不適用	不適用
				N/A	N/A
				不適用	不適用
By Employee Category	按僱員類別劃分				
Senior Management	高級管理層	26.55	1.22%	9.61	1.39%
Middle Management	中級管理層	31.23	8.05%	4.25	8.52%
Frontline and Other Employees	前線及其他僱員	13.27	90.73%	2.24	90.09%
Overall	總計	14.69	73.48%	20.79	105.99%

ESG REPORT 環境、社會及管治報告

Labour Standards

Eliminating Child and Forced Labour

There was no child labour nor forced labour employed within the Group during the Reporting Period. The Group strictly abides by the “Labour Law of the PRC”, “Provisions on the Prohibition of Using Child Labour” and internal policies on eliminating child and forced labour in all operational sites.

The HR Management Policy prohibits all forms of child and forced labour, which clearly defines the responsibilities of relevant personnel in the entire recruitment process. Before entering into contracts, the Group verify the identity and employment eligibility of candidates against records available on the database system, ensuring that no children under the age of 16 are employed. If the candidate’s age does not comply with national law and regulations on working age, the database system shall automatically reject their entry. If any case of non-compliance is discovered, the Group will immediately terminate employment and further investigate to avoid recurrence.

After hiring and having obtained employees’ consents, the Group conducts background checks on credentials and qualifications of new hires with third-party screening agency and former employers. The Group provides training on labour standards for all new hires. The staff care centre will take necessary disciplinary action for any confirmed non-compliances.

No major risks associated with child and forced labour within the operational sites of the Group and no non-compliance with relevant laws and regulations that have a significant impact on the Group relating to preventing child and forced labour have been identified during the Reporting Period.

勞工準則

禁止童工及強制勞工

於報告期間，本集團並無僱傭童工及強迫勞動。本集團嚴格遵守《中華人民共和國勞動法》、《禁止使用童工規定》以及本集團在所有經營場所禁止僱傭童工及強迫勞動的內部政策。

人力資源管理政策禁止一切形式的童工及強迫勞動，其中明確規定相關人員在整個招聘過程中的責任。在訂立合約前，本集團會通過數據庫系統中的可用記錄驗證候選人的身份及聘用資格，確保不僱用16歲以下的兒童。如候選人的年齡不符合國家有關工作年齡的法律法規，數據庫系統將自動拒絕其錄入。如發現任何違規情況，本集團將立即終止僱傭關係並進一步調查，以免再次發生。

在聘用並獲得僱員同意後，本集團會與第三方審查機構及新僱員的前僱主進行背景調查，以核查新僱員的證書及資格。本集團為所有新僱員提供有關勞工準則的培訓。員工關愛中心將對任何確認違規行為採取必要的紀律行動。

於報告期間，本集團並無發現與童工及強迫勞動有關的重大風險，亦未發現違反任何對本集團有重大影響且與防止童工及強迫勞動有關的法律及法規的情況。

ESG REPORT

環境、社會及管治報告

Human Rights

In recent years, human rights have gained increasing significance to achieving a sustainable economy. The Group is aware of the rights as 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 its 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.

The Group has solicited the auditing services of an independent audit agency based on the newest assessment standards from ILO and RBA, which includes the review of child and forced labour within the Group's operations. Such practices have not been discovered at the Group, and the Group has been accredited with “Silver Level” for its past audits.

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. Further details of the Group's commitment to respecting human rights can be found in the subsections “Equal Opportunity” and “Eliminating Child and Forced Labour”.

F. VALUE CHAIN

The Group is committed to providing customers with superior product quality and reliable service, as well as conducting its business and affairs with honesty and integrity. With the extended efforts towards promoting a responsible supply chain, the Group aims to grow sustainably together with the suppliers.

人權

近年來，人權在實現可持續發展經濟效益方面變得越來越重要。本集團了解聯合國《國際人權憲章》中規定的權利以及國際勞工組織（「國際勞工組織」）《基本勞動原則與權利宣言》中規定的關於基本權利的原則。本集團定期檢討其人權政策及程序，以確保其開展業務的方式反映其對支持及尊重國際公認人權的承諾。

本集團已接受獨立審計機構採用基於國際勞工組織的最新版 RBA 標準進行審計，其中包括對本集團業務中的童工和強制勞工進行審查。本集團未發現使用童工和使用強制勞動現象及本集團歷次審核均獲得「銀牌」等級結果。

通過企業的供應鏈發現人權風險更為常見。在其用工及價值鏈中，本集團尊重：

- 不受奴役、勞役或強制勞工的權利；
- 思想、意識及宗教自由的權利；
- 享有公正及良好工作條件的權利；及
- 健康權。

本集團尊重員工加入工會的權利，並持續與工會召開會議，討論與員工權利及義務有關的議題。關於本集團對尊重人權的承諾的更多詳情，請參閱「平等機會」及「禁止童工及強制勞工」小節。

F. 價值鏈

本集團致力於為客戶提供優質的產品及可靠的服務，並誠實守信地開展業務及公司事務。通過長期努力促進負責任的供應鏈發展，本集團旨在與供應商一起實現可持續發展。

ESG REPORT 環境、社會及管治報告

Supply Chain Management

The Group had sourced its major materials from 422 suppliers from the PRC, Hong Kong, Taiwan, South Korea, and Japan during the Reporting Period (2021: 176 suppliers), of which details are as follows:

供應鏈管理

於報告期間，本集團向中國、香港、台灣、韓國及日本的422家(2021年：176家)供應商採購主要原材料，詳情如下：

Supplier Region 供應商所在地	Type of Supplier 供應商類別	Numbers 數量	Sub-Total 小計
PRC 中國	Supporting Material 輔助材料	82	368
	Batteries 電池	42	
	Production Equipment 生產設備	39	
	Packaging Material 包裝材料	32	
	Connector Parts 連接器零件	28	
	Plastics 塑料	28	
	Protection Board 保護板	28	
	Other Components 其他元器件	27	
	Hardware Parts 五金零件	23	
	Integrated Circuits 集成電路	20	
	Die Cutting Equipment 模切設備	11	
	Electronic Components 電子元器件	8	
	Hong Kong 香港	Other Components 其他元器件	
Integrated Circuits 集成電路		9	
Electronic Components 電子元器件		2	
Batteries 電池		2	
Taiwan 台灣	Integrated Circuits 集成電路	12	12
South Korea 韓國	Integrated Circuits 集成電路	3	3
Japan 日本	Integrated Circuits 集成電路	1	1

ESG REPORT

環境、社會及管治報告

As per the “Control Procedures on Procurement” formulated by the Group, the Group gives preference to suppliers who have a shared commitment to sustainability by requiring suppliers to report key target indicators for environmental, occupational health and safety, and social responsibility aspects. Under the CSR Management Measures, the Group gives priority to environmentally friendly products and services, and fully considers suppliers’ social responsibility and environmental performance when engaging suppliers, with focuses on labour practices, health and safety, environment, employee rights and compensation.

All suppliers are required to abide by local regulations and adhere to the RBA Code of Conduct and the requirements of various management standards (e.g., SA 8000, ISO 45001, ISO 14001, etc.). The Group requires all suppliers to sign relevant statements to ensure compliance with CSR requirements. By signing the statements, the supplier agrees to acknowledge the social and environmental standards laid down in the statements and take appropriate measures to address supply risks.

To safeguard against environmental and social risks in supply chain, the Group has implemented management measures for new and existing suppliers and adopted the RBA Code of Conduct as a standard for supplier self-assessment questionnaire. The CSR performance of suppliers is managed through a supplier approval process and periodic supplier evaluation. The Group sets measurable key performance indicators objectives to measure and track supplier compliance. Specifically, suppliers are required to attain the goals of zero discrimination case, zero occupational disease and zero major injury, and fulfil requirements concerning paid leave entitlements and fire drills. Regular inspections and performance reviews are conducted to ensure that adequate management measures are implemented. The Group also analyses environmental statistics on the website of the Institute of Public and Environmental Affairs to evaluate environmental performance of suppliers.

根據本集團制定的《採購控制程序》，本集團優先選擇對可持續性有共同承諾的供應商，要求供應商報告環境、職業健康與安全及社會責任方面的關鍵目標指標。根據供應商企業社會責任管理措施，本集團優先考慮環保產品及服務，並在聘用供應商時充分考慮供應商的社會責任及環境表現，重點是勞工常規、健康與安全、環境、僱員權利及報酬。

所有供應商須遵守當地法規，並遵守RBA行為準則及各種管理標準（例如SA 8000、ISO 45001、ISO 14001等）的要求。本集團要求所有供應商簽署相關聲明，以確保符合企業社會責任要求。通過簽署聲明，供應商同意承認聲明中規定的社會及環境標準，並採取適當措施應對供應風險。

為防範供應鏈中的環境及社會風險，本集團實施新老供應商管理措施，並採用RBA行為準則作為供應商自我評估問卷調查的標準。供應商的企業社會責任表現通過供應商批准流程及定期供應商評估進行管理。本集團制定可計量關鍵績效指標目標，以衡量及跟蹤供應商的合規情況。具體而言，供應商須實現零歧視案件、零職業病及零重大傷害的目標，並滿足有關帶薪休假權利及消防演習的要求。進行定期檢查及表現評估，以確保實施適當的管理措施。本集團亦分析公眾環境研究中心網站上的環境統計數據，以評估供應商的環境表現。

ESG REPORT 環境、社會及管治報告

Product Responsibility

The Group takes full responsibility for its products and services, and follows all regulatory requirements, industry guidelines and internal procedures on safeguarding customer health and safety, promoting responsible marketing and ensuring privacy of information related to the Group and its business partners.

Product Labelling, Health and Safety, and Advertising

To ensure product health and safety, the Group adheres to industry standards and best practices governing product safety, such as the Safety Specification and Test Method for Lithium Batteries and Chargers (YD/T 1268-2003) and Safety of Primary and Secondary Lithium Cells and Batteries during Transport (IEC 62281). All the product labelling and advertising activities strictly follow relevant laws and regulations including the “Trademark Law of the PRC” and the “Anti-Unfair Competition Law of the PRC”.

There had been no shipped or sold products subject to recalls due to safety and health reasons during the Reporting Period. During the Reporting Period, no non-compliance with relevant laws and regulations that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress has been identified.

Quality Assurance

The Group conducts lot-by-lot inspection for incoming materials according to the Sampling Procedures for Inspection by Attributes (GB/T2828-2003). The “Control of Non-conforming Product Procedure” formulated by the Group is in place to safeguard quality standards and ensure that all non-conformities are properly documented and traceable.

產品責任

本集團對其產品及服務負全部責任，並遵守所有監管要求、行業指引及內部程序，以維護客戶健康及安全，促進負責任的市場營銷以及確保與本集團及其業務合作夥伴有關的信息的私密性。

產品標籤、健康及安全以及廣告

為確保產品健康及安全，本集團遵守規管產品安全的行業標準及最佳實踐，例如，移動通信手持機鋰電池及充電器的安全要求和試驗方法 (YD/T 1268-2003) 以及在運輸過程中一次及二次鋰電池及電池組的安全性 (IEC 62281)。所有產品標籤及廣告活動均嚴格遵守相關法律法規，包括《中華人民共和國商標法》及《中華人民共和國反不正當競爭法》。

於報告期間，並無已發貨或售出產品因安全及健康原因導致產品召回。於報告期間，本集團概無違反對本集團有重大影響且與健康及安全、廣告、標籤及與產品及所提供服務相關的隱私事宜及補救方法相關的法律及法規。

質量保證

本集團根據計數抽樣檢驗程序 (GB/T2828-2003) 對進料進行逐批檢驗。本集團制定的《不合格產品控制程序》已獲實施，以維護質量標準，並確保所有不合格產品均獲適當記錄及可追溯。

ESG REPORT 環境、社會及管治報告

As a result of the Group's continuous efforts to improve service quality and enhance the efficiency of work processes, the Group has received the ISO 9001 standard certification since 1999. The Group has also obtained various certifications for its products. The following table sets out the major certifications in respect of the Group's products:

由於本集團持續努力改善服務質量及提高工作流程的效率，自1999年起，本集團已獲得ISO 9001標準認證。本集團亦為其產品獲得各種認證。下表載列有關本集團產品的主要認證：

Product certifications		Awarded Unit Scud Electronics 獲授予單位 飛毛腿電子
產品認證		
<ul style="list-style-type: none"> CE Marking ("CE") for European Single Market China Quality Certification ("CQC") Korea Certification ("KC") CB Scheme Certification ("CB") China Compulsory Certificate ("CCC") Restriction of Hazardous Substances Directive ("ROHS") Product Safety of Electrical Appliance & Material ("PSE") certificate for Japan 	<ul style="list-style-type: none"> CE標誌（「CE」）歐洲共同市場安全標誌； 中國質量認證（「CQC」）； 韓國認證（「KC」）； CB體系認證（「CB」）； 中國強制認證（「CCC」）； 危害性物質限制指令（「ROHS」）； 日本電子設備及物料產品安全（「PSE」）證書 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓

Customer Services and Product Recall

The Group aims to build long-term relationships with its customers. The Group has developed effective mechanisms and handling procedures for dealing with customer complaints and product recalls.

客戶服務及產品召回

本集團力求與客戶建立長期關係。本集團已建立有效機制及處理程序處理客戶投訴及產品召回。

The customer service procedures clearly set out the roles, responsibilities and processes for the consistent and accountable management of customer complaints across the Group. Any complaints received are formally investigated and any necessary follow-up actions are taken in a timely manner.

客戶服務程序明確規定在本集團範圍內對客戶投訴進行統一及負責任管理的角色、職責及流程。收到的任何投訴會進行正式調查，並及時採取任何必要的跟進行動。

If the Group needs to recall any shipped products, the Group shall call for an emergency meeting to discuss follow-up actions. In the case of regular product issues, the Group shall designate a quality control manager to initiate recall procedures; whereas in the case of critical or serious product issues, the Group shall notify clients of the problematic product and set up a senior management team to manage all recall and handling procedures. Recalled products are checked and returned to the warehouse, where the Group shall arrange for production staff to perform inspections to identify the issues which led to the recall.

若本集團需要召回任何已發貨的產品，本集團應召開緊急會議討論後續行動。若為常規產品問題，本集團應指定一名品質控制經理啟動召回程序；而若為關鍵或嚴重的產品問題，本集團應將有問題的產品通知客戶，並成立高級管理層團隊管理所有召回及處理程序。召回的產品會進行檢查並退還倉庫，本集團將安排生產人員進行檢查，以確定導致召回的問題。

ESG REPORT 環境、社會及管治報告

During the Reporting Period, the Group received 10 complaints with regards to product performance (2021: 14 complaints). The Group has stepped up its efforts to improve product quality, including providing skills training to employees and strengthening quality control of finished products.

During the Reporting Period, there was no product recall incident in the Group.

No material non-compliance with relevant laws and regulations that have a significant impact on the Group in relation to customer services was recorded during the Reporting Period.

Privacy and Data Protection

The Group has put in place policies and measures for the protection of customer data and confidential information of the Group. The “Confidentiality Policy” provides clear guidelines for the Group’s employees to understand how sensitive information should be collected, handled and used to safeguard confidentiality. In addition, the Group restricts access to confidential information and trade secrets, except to authorised persons permitted by the Group. No non-compliance with laws and regulations in relation to confidentiality and data protection that have a significant impact on the Group was recorded during the Reporting Period.

Employees are required to sign the “Non-Competition and Confidentiality Agreement”, which prohibits them from using for any purpose or disclosing to any person or entity any confidential information acquired during the course of employment with the Group. Regular reviews and revisions of the Group’s personal data and privacy protection practices are conducted to ensure compliance with relevant laws and to identify improvement actions as needed. Individuals who breach customer privacy obligations will be subject to disciplinary action, which may include termination of employment.

To safeguard information security, the Group has adopted the “Computer Information and Network Security Management Method” to manage matters relating to information security within the Group. The Group has conducted a specific security risk assessment to determine threats and vulnerabilities and identify risk mitigation measures. In addition, the Group has formulated the “Information Security Management Manual” to ensure the safe operation of company business system, the “Management Procedure on Information Security Risk Assessment” and the “Procedure on Project Information Security Management” to assess potential security risks and control risk at an acceptable level, and the “Management Procedure on Information Security Incidents” to ensure consistent response to any information security incidents.

於報告期間，本集團接獲10起(2021年：14起)關於產品性能的投訴。本集團加大力度改善產品質量，包括向僱員提供技能培訓及加強製成品的質量控制。

於報告期間，本集團未發生產品召回事件。

於報告期間，並無報告嚴重違反對本集團有重大影響且與客戶服務有關的法律及法規的情況。

私隱及數據保護

本集團已制定政策及措施保護本集團的客戶數據及機密資料。《保密政策》為本集團僱員瞭解應如何收集、處理及使用敏感資料提供明確指引，以維護機密性。此外，本集團限制接觸機密資料及商業秘密，惟經本集團允許的授權人士除外。於報告期間，並無報告嚴重違反對本集團有重大影響且與機密性及資料保護有關的法律及法規的情況。

僱員必須簽署《員工保密／競業禁止協議書》，該協議禁止彼等出於任何目的使用或向任何個人或實體披露在本集團任職過程中獲得的任何機密資料。定期對本集團的個人資料及私隱保護常規進行檢討及修訂，以確保遵守相關法律及識別需要採取的改進措施。違反客戶私隱義務的個人將受到紀律處分，其中可能包括被解僱。

為保障資料安全，本集團已採用《計算機信息和網絡安全管理辦法》管理與本集團內資料安全有關的事項。本集團已進行特定安全風險評估，以釐定威脅及漏洞並識別風險緩解措施。此外，本集團已制定《信息安全手冊》，以確保公司業務系統安全運行，制定《信息安全風險評估管理程序》及《項目信息安全程序》，以對潛在的安全風險進行評估，並將風險控制在可接受的水平，以及制定《信息安全事故管理程序》，以確保對任何信息安全事故作出一致的應對。

ESG REPORT

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To prevent data loss caused by system failures, the Information Technology (“IT”) Department performs regular data backups and maintains backups securely on external servers. The IT personnel also carries out monthly recovery test to verify how well the system recovers after failure or disaster. To enhance network stability, the IT personnel performs routine maintenance on IT infrastructures, and checks against the environmental conditions (particularly temperature and humidity) of the equipment rooms on a weekly basis.

The Group has developed a suite of management rules to protect employees, business partners and other stakeholders from risks arising from potential cyber security breaches and data loss:

- Management Measures for the Use of Electronic Mailboxes;
- Computer Rooms and Servers Management Rules;
- Management Regulations for the Use of Computer Software and Hardware;
- Data Security Management Measures; and
- Regulations for the Management of Network Usage.

Intellectual Property Rights

The Group actively engages in protecting the novel technologies and intellectual property (“IP”) used in its operations. The “Control Procedures for the Evaluation and Protection of Intellectual Property” provides important guidance for employees to safeguard proprietary information including patents, trademarks, copyrights, trade secrets and employee know-how. The Group also strictly observes IP rights laws and regulations including the Enterprise Intellectual Property Management Standard (GB/T 29490-2013), “Trademark Law of the PRC”, and “Patent Law of the PRC”. The Group conducts regular reviews of the internal policies and systems to ensure the efficacy and proper implementation of IP measures.

為防止因系統故障導致數據丟失，信息技術（「IT」）部執行常規數據備份，並在外部服務器上安全地維護備份。IT人員亦執行每月恢復測試，以驗證系統在發生故障或災難後的恢復情況。為增強網絡穩定性，IT人員定期維護IT基礎設施，並每週檢查一次機房的環境狀況（尤其是溫度及濕度）。

本集團已制定一套管理規則，以保護員工、業務合作夥伴及其他持份者免受潛在在網絡安全漏洞及數據丟失所帶來的風險：

- 電子郵箱使用管理辦法；
- 機房與服務器管理規範；
- 計算機軟硬件使用管理規定；
- 數據安全管理細則；及
- 網絡使用管理規定。

知識產權

本集團積極致力於保護其營運中使用的新技術及知識產權（「知識產權」）。《知識產權評估及保護控制程序》為僱員保護專利、商標、版權、商業秘密及僱員專有技術等專屬資料提供重要指引。本集團亦嚴格遵守知識產權法律法規，包括企業知識產權管理規範(GB/T 29490-2013)、《中華人民共和國商標法》及《中華人民共和國專利法》。本集團定期對內部政策及制度進行檢討，以確保知識產權措施的有效性及其妥善實施。

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The Group provides internal training for employees to enhance their awareness of IP rights protection. Action is taken immediately if scamming or infringing articles or materials in relation to the Group are discovered. In cases of suspected criminal offences, a report will be made to the relevant authorities. The Group has consistently registered IP rights for new inventions and technologies at the State Intellectual Property Office of the PRC since the early stages of its establishment.

As of 31 December 2022, the Group holds 104 officially registered trademarks and a total of 263 issued patents. During the Reporting Period, the Group granted a total of 15 new patents, including 13 new utility model patents and 2 design patents.

Ethical Culture

The Group adopts a zero-tolerance approach against all forms of corruption and bribery. The “Anti-corruption Policy and Code of Business Conduct and Ethics” formulated by the Group set out the Group’s expectations for ethical behaviours and the Group’s approach to address ethics violations. Corruption, bribery, embezzlement or improper activities are strictly prohibited within the Group. The Group’s employees and its business partners shall avoid corrupt acts that reflect adversely upon the integrity and reputation of the Group, such as the offer and acceptance of both monetary (e.g., cash, commissions, securities, etc.) and non-monetary (e.g., gifts, meals, entertainment, premises, travels, undue advantages, etc.) gifts.

Employees are required to conduct themselves with integrity, in an ethical and proper manner, and in compliance with all applicable laws and regulations, including the “Law of the PRC Against Unfair Competition”, “Criminal Law of the PRC”, and other applicable laws and regulations relevant to countering bribery and corruption. To keep the Group’s employees vigilant against corruption risk, the Group has required employees to sign anti-corruption and anti-bribery commitments. In addition, the Group offered internal training on anti-corruption laws and practices to a total of 1,140 employees during the Reporting Period, for a total of 1,799 training hours. Training topics include case studies on white-collar crime, business integrity, anti-bribery, and anti-corruption behaviour.

本集團為僱員提供內部培訓，以提高彼等的知識產權保護意識。若發現與本集團有關的欺詐或侵權物品或材料，將立即採取行動。如涉嫌刑事犯罪，將向有關當局報告。自成立之初起，本集團一直在中國國家知識產權局註冊新發明及技術的知識產權。

於2022年12月31日，本集團持有104個正式註冊商標及合共263項已授權專利。於報告期間，本集團獲授予合共15項新專利，包括13項實用新型專利及2項外觀設計專利。

道德文化

本集團對一切形式的貪污及賄賂採取零容忍態度。本集團制定的《反貪污政策以及商業行為及道德守則》載明本集團對道德行為的期望及本集團處理違反道德行為的方針。本集團嚴禁貪污、賄賂、挪用公款或不正當活動。本集團的僱員及其業務合作夥伴應避免對本集團的誠信及聲譽產生不利影響的貪腐行為，例如提供及接收金錢（例如現金、佣金、證券等）及非金錢（例如禮物、飯局、娛樂、房屋、旅行、不正當利益等）禮物。

僱員的操守須正直，並以合乎道德及適當的方式行事，以及遵守所有適用法律法規，包括《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》以及其他與反賄賂及反貪污有關的適用法律法規。為使本集團的僱警察惕腐敗風險，本集團已要求僱員簽署反貪污及反賄賂承諾。此外，本集團於報告期間向合共1,140名僱員提供了有關反貪污法律及常規的內部培訓，培訓時數共計1,799小時。培訓主題包括有關白領犯罪、商業誠信、反賄賂及反貪污行為的案研究。

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To fight corruption in the supply chain, the Group oversees the entire procurement life cycle and performs compliance checks on procurement activities. Any attempt to manipulate the procurement process is strictly prohibited. Any violation of the probity requirements may result in the invalidation of the tenders submitted or termination of the contracts concerned, and subject to civil liabilities.

The Group is committed to complying with applicable laws, regulations, rules and regulations, and the highest standards of ethics to carry out business activities which would create a fair business environment. The Group aims to establish a business philosophy based on fair competition, management with integrity, and quality service as the core to ensure that the business activities of the Group create value for society and achieve a win-win situation

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to corruption, bribery, extortion, fraud and money laundering has been identified during the Reporting Period. There was no concluded legal case regarding corrupt practices brought against the Group or its employees during the Reporting Period.

Whistle-blowing Mechanism

The Group takes a serious view of employees' complaints of discrimination, harassment, and unethical or unfair conduct. A Whistle-blowing Policy is in place to encourage employees to report to the Group of any suspected cases of grievances, misconduct, malpractice, impropriety, unethical or unfair treatment. Whistle-blowers can make anonymous reports through grievance channels such as the whistle-blowing hotline (86) 591-63159773, email (coso@scud.cn), suggestion box or by post.

All reports and the identities of whistle-blowers are handled with strict confidentiality by the Administrative Department and subject to a non-retaliation policy. Anyone bullying or acting against the whistle-blower could be potentially liable to disciplinary action or legal action. After thorough investigations, the whistle-blower will be notified of the intended actions to be taken by the Group. The Group also offers monetary rewards to whistle-blowers who provide helpful evidence of fraud and unlawful activities.

為打擊供應鏈腐敗，本集團監督整個採購生命週期，並對採購活動進行合規檢查。嚴格禁止任何試圖操縱採購程序的行為。任何違反誠信要求的行為均可能導致所提交的投標書無效或有關合約終止，並承擔民事責任。

本集團致力於遵守適用的法律、法規、規則及規定以及最高道德標準開展業務活動，從而創造公平的營商環境。本集團力求樹立以公平競爭、誠信經營、優質服務為核心的經營理念，以確保本集團的業務活動能為社會創造價值及實現雙贏。

於報告期間，概無發現未遵守對本集團有重大影響且與貪污、賄賂、敲詐、欺詐及洗錢有關的法律及法規的情況。於報告期間，概無發生針對本集團或其僱員的貪污行為的已定案法律案件。

舉報機制

本集團嚴肅對待僱員關於歧視、騷擾及不道德或不公平行為的投訴。本集團已制定舉報政策以鼓勵僱員向本集團報告任何涉嫌冤屈、行為不端、瀆職、不正當、不道德或不公平對待的案件。舉報人可以通過各種舉報渠道進行匿名舉報，例如舉報熱線(86) 591-63159773、電郵 (coso@scud.cn)、意見箱或以郵寄方式。

所有舉報及舉報人的身份將由行政部處理，並嚴格保密，杜絕打擊報復。任何人欺凌或反對舉報人，均可能遭受紀律行動或法律訴訟。於徹底調查後，舉報人將被告知本集團擬將採取的措施。本集團亦將向提供欺詐及非法活動的有用證據的舉報人提供金錢獎勵。

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G. SOCIAL PARTICIPATION

Community Investment

Since its establishment, the Group has been undertaking a variety of social contribution activities to facilitate local development and fulfil its social responsibility as a corporate citizen. The Group has implemented a thoughtfully planned programme to understand the needs of the communities where it operates in and to ensure its activities take into consideration the communities' interests. This includes maintaining communications with the local community, and participating in local charity events to further connect with those in need. Donations to society and schools are the major focus areas of the Group's community engagement.

Education

Aligning with Central Government policies, the Group has extended its efforts into poverty alleviation projects in designated regions of the PRC. During the Reporting Period, the Group carried out aid projects for poverty alleviation in Minning Town. With the assistance of the Guyuan City Government, Yuanzhou District Government as well as all other authorities in the Ningxia Hui Autonomous Region, the Scud Technician College developed special programmes on skills, knowledge and employability for local residents to help alleviate poverty and support rural villagers in Minning Town. In conjunction with its scholarship programme, the Group has provided internship and employment opportunities to over 1,000 Yuanzhou residents as of 31 December 2022.

Since 2013, the Group has been assisting in alleviating financial burdens of needy students and improving educational experience for students and teachers. Each year, the Group offers full-tuition scholarships of no less than RMB2 million for students in Yuanzhou District. Since the establishment of the Scud Technical College in Ningxia in 2018, over 1,000 needy students have received education. In addition, the Group expects to expand the capacity of its Scud Technician College to 1,500 students by 2023, thus increasing its ability to help even more students who live in poverty.

G. 社會參與

社區投資

自成立以來，本集團一直開展各種社會公益活動，以促進當地發展及履行其作為企業公民的社會責任。本集團已實施一項經周密規劃的計劃，以瞭解其營運所在社區的需求，並確保其活動考慮社區的利益。其中包括與當地社區保持溝通，並參與當地慈善活動以進一步與有需要人士建立聯繫。向社會及學校捐贈是本集團參與社區活動的主要重點領域。

教育

為配合中央政府的政策，本集團已加大力度於中國指定地區推進扶貧項目。於報告期間，本集團在閩寧鎮開展扶貧救助項目。在固原市政府、原州區政府及寧夏回族自治區所有其他部門的協助下，飛毛腿技師學院為當地居民制定有關技能、知識及就業能力的特別課程，以幫助閩寧鎮減輕貧困及支持農村村民。關於其獎學金計劃，截至2022年12月31日，本集團已為超過1,000名原州居民提供實習及就業機會。

自2013年以來，本集團一直協助減輕貧困學生的財務負擔，並改善學生及教師的教育經驗。本集團每年為原州區的學生提供不少於人民幣2,000,000元的全額獎學金。自2018年寧夏飛毛腿技工學校成立以來，已有1,000多名貧困學生接受教育。此外，本集團預計到2023年將飛毛腿技師學院擴容至1,500名學生，從而提高其能力，幫助更多生活貧困的學生。

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Production

Since 2020, the Group has invested and established the skills development program of “Basics in School + Factories in Schools + Schools in Factories”, which consisted of renovating basic facilities in the Scud Technical College, as well as constructing and managing school-operated factories and production skills training courses. As of 31 December 2022, the Group has introduced 6 production chains, which are expected to train more than 100 electronic and automation high skilled worker each year and provide more than 500 job positions in the local electronics industry.

Environment

The Group has organised employee activities to local mountains for picking up trash to promote the environmental concept of green civilisation, aligning with the Group’s belief of “Green Mountains and Rivers are Mountains of Gold”.

Society

In light of the ongoing COVID-19 pandemic, the Group has also made contributions to help with anti-pandemic efforts. These include donations of masks, water, and other supplies, as well as organising communal activities to raise anti-pandemic awareness.

Further to the above, the Group has also extended its efforts into helping needy members of the local community. These include donations of clothes, cooling supplies for extreme heat, and monetary donations during the Reporting Period.

生產

自2020年起，在原州分校本集團投資建立了「校內基礎+校中廠+廠中校」技能培養模式，其中包括修繕飛毛腿技師學院的基礎設施，以及建設及管理校辦工廠及生產技能培訓課程。截至2022年12月31日，本集團已引入6條生產鏈，預計每年培訓超過100名電子及自動化高技能工人，並為本地電子行業提供超過500個工作崗位。

環境

本集團已組織員工到當地山區撿垃圾的活動，推廣綠色文明的環保理念，踐行本集團「青山綠水就是金山」的信念。

社會

鑒於新冠疫情持續爆發，本集團亦已為幫助抗疫工作作出貢獻。其中包括捐贈口罩、水及其他物資，以及組織社區活動以提高抗疫意識。

除以上所述外，本集團亦已加大力度幫助當地社區有需要的人士。其中包括於報告期間捐贈衣物、用於極端高溫的冷卻物資及現金捐款。

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H. APPENDICES

Appendix I – HKEx ESG Reporting Guide Index

General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) (Page number) 部份 (頁數)
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。	D. Environment – Emissions D.環境－排放
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。	D. Environment – Emissions: Air Emissions D.環境－排放：廢氣排放
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。	D. Environment – Emissions: Greenhouse Gas Emissions D.環境－排放：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。	D. Environment – Emissions: Hazardous Waste D.環境－排放：有害廢棄物
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。	D. Environment – Emissions: Non-hazardous Waste D.環境－排放：無害廢棄物
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。	D. Environment – Emissions: Measures to Mitigate Emissions D.環境－排放：減低排放量措施
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。	D. Environment – Emissions: Waste Handling and Reduction Initiatives D.環境－排放：廢棄物處理及減廢措施

H. 附錄

附錄一 — 聯交所ESG報告指引索引

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) (Page number) 部份 (頁數)
Aspect A2: Use of Resources		
層面A2：資源使用		
General disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源包括能源、水和其他原材料的政策。	D. Environment – Use of Resources D.環境 – 資源使用
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	D. Environment – Use of Resources: Energy Consumption D.環境 – 資源使用：能源消耗
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	D. Environment – Use of Resources: Water Consumption D.環境 – 資源使用：耗水量
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。	D. Environment – Use of Resources: Energy Use Efficiency Initiatives D.環境 – 資源使用：能源使用效益計劃
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。	D. Environment – Use of Resources: Water Use Efficiency Initiatives D.環境 – 資源使用：用水效益計劃
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）每生產單位估量。	D. Environment – Use of Resources: Packaging Material D.環境 – 資源使用：包裝材料
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。	D. Environment – The Environment and Natural Resources D.環境 – 環境及天然資源
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。	D. Environment – The Environment and Natural Resources: Significant Impacts of Activities on the Environment and Natural Resources D.環境 – 環境及天然資源：業務活動對環境及天然資源的重大影響

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) (Page number) 部份 (頁數)
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。	D. Environment – Climate Change D.環境－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。	D. Environment – Climate Change: Strategy D.環境－氣候變化：策略
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。	E. People – Caring for Our People E.員工－關愛員工
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。	E. People – Caring for Our People: Employment Figures E.員工－關愛員工：僱傭數字
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。	E. People – Caring for Our People: Turnover E.員工－關愛員工：人員流失

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) (Page number) 部份 (頁數)
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 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。	E. People – Employee Health and Safety E.員工－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。	E. People – Employee Health and Safety E.員工－僱員健康與安全
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。	E. People – Employee Health and Safety E.員工－僱員健康與安全
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。	E. People – Employee Health and Safety E.員工－僱員健康與安全
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。	E. People – Development and Training E.員工－發展及培訓
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。	E. People – Development and Training: Training Figures E.員工－發展及培訓：培訓數字
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。	

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) (Page number) 部份 (頁數)
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child 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。	E. People – Labour Standards: Eliminating Child and Forced Labour E.員工－勞工準則：禁止童工及強制勞工
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) (Page number) 部份 (頁數)
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。	F. Value Chain – Supply Chain Management F.價值鏈－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。	F. Value Chain – Supply Chain Management F.價值鏈－供應鏈管理
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging supplies, number of supplies 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。	F. Value Chain – Supply Chain Management F.價值鏈－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。	F. Value Chain – Supply Chain Management F.價值鏈－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。	F. Value Chain – Supply Chain Management F.價值鏈－供應鏈管理

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) (Page number) 部份 (頁數)
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, 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。	F. Value Chain – Product Responsibility F.價值鏈－產品責任
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. 已出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。	F. Value Chain – Product Responsibility: Product Labelling, Health and Safety, and Advertising F.價值鏈－產品責任：產品標籤、健康及安全以及廣告
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。	F. Value Chain – Product Responsibility: Customer Services and Product Recall F.價值鏈－產品責任：客戶服務及產品召回
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。	F. Value Chain – Product Responsibility: Intellectual Property Rights F.價值鏈－產品責任：知識產權
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。	F. Value Chain – Product Responsibility: Customer Services and Product Recall F.價值鏈－產品責任：客戶服務及產品召回
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。	F. Value Chain – Product Responsibility: Privacy and Data Protection F.價值鏈－產品責任：私隱及數據保護

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) (Page number) 部份 (頁數)
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。	F. Value Chain – Ethical Culture F.價值鏈—道德文化
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。	
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。	G. Social Participation – Community Investment G.社會參與—社區投資
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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Appendix II – GRI Standards Content Index

附錄二 – GRI準則內容索引

Statement of use

Veson Holdings Limited has reported in accordance with the GRI Standards for the period (1 January 2022 to 31 December 2022). 銳信控股有限公司已根據GRI準則就本期間（2022年1月1日至2022年12月31日）作出報告。

使用聲明

GRI 1 used

GRI 1: Foundation 2021

所用GRI 1

GRI 1：基礎2021

Application GRI Sector Standard

N/A

應用GRI行業標準

不適用

GRI Standard/ other sources	Disclosure	Section (Page Number)	Omission Requirement(s)	
			Omitted	Reason/Explanation
GRI準則/其他來源	披露	章節（頁碼）	省略要求已省略	原因/解釋

General Disclosures		The organization and its reporting practices		
一般披露		機構及其報告慣例		
GRI 2: General Disclosure 2021 GRI 2：一般披露 2021	2-1 Organizational details	2-1 機構詳情	<ul style="list-style-type: none"> - A. About This ESG Report – Scope and Reporting Period (ESG Report P.2) - A.關於本ESG報告－範圍與報告期間（ESG報告P.2） - Notes to the Consolidated Financial Statements – 1. General (Annual Report P.94) - 綜合財務報表附註－ 1.一般資料（年報P.94） 	
	2-2 Entities included in the organization's sustainability reporting	2-2 機構在可持續發展報告中所包括的實體	<ul style="list-style-type: none"> - A. About This ESG Report – Scope and Reporting Period (ESG Report P.2) - A.關於本ESG報告－範圍與報告期間（ESG報告P.2） 	
	2-3 Reporting period, frequency and contact point	2-3 報告期間、週期和聯絡人	<ul style="list-style-type: none"> - A. About This ESG Report – Scope and Reporting Period (ESG Report P.2) - A.關於本ESG報告－範圍與報告期間（ESG報告P.2） - Stakeholders' Feedback (ESG Report P.26) - 持份者的意見反饋（ESG報告P.26） 	
	2-4 Restatements of information	2-4 資料重述	<ul style="list-style-type: none"> - E. People – Caring for Our People: Turnover (ESG Report P.66) - E.員工－關愛員工：人員流失（ESG報告P.66） 	<p>A restatement has been issued to reflect the actual turnover rate by age group for 2021</p> <p>重述已發佈，以反映2021年按年齡組別劃分的實際流失率</p>

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GRI Standard/ other sources GRI準則/其他來源	Disclosure 披露	Section (Page Number) 章節 (頁碼)	Omission Requirement(s) Omitted 省略要求已省略	Reason/Explanation 原因/解釋
	2-5 External assurance 2-5外部核證	<ul style="list-style-type: none"> A. About This ESG Report – Scope and Reporting Period (ESG Report P.2) A.關於本ESG報告－範圍與報告期間 (ESG報告 P.2) 		
	Activities, value chain and other business relationships			
	活動、價值鏈，以及其他業務關係			
	2-6 Activities, value chain and other business relationships 2-6活動、價值鏈，以及其他業務關係	<ul style="list-style-type: none"> A. About This ESG Report – Scope and Reporting Period (ESG Report P.2) A.關於本ESG報告－範圍與報告期間 (ESG報告 P.2) F. Value Chain – Supply Chain Management (ESG Report P.83-84) F.價值鏈－供應鏈管理 (ESG報告P.83-84) Management Discussion and Analysis – Material Acquisition and Disposal of Subsidiaries, Associates and Joint Ventures (Annual Report P.22) 管理層討論及分析－有關附屬公司、聯營公司或合營公司的重大收購或出售事項 (年報P.22) 		No significant changes in the Group's value chain and relevant business relationships 本集團的價值鏈及相關業務關係並無重大變動
	2-7 Employees 2-7僱員	<ul style="list-style-type: none"> E. People – Caring for Our People: Employment Figures (ESG Report P.59-60) E.員工－關愛員工：僱傭數字 (ESG報告P.59-60) 		No significant fluctuations in the number of employees during the Reporting Period. 於報告期間內，僱員數量並無重大波動。
	2-8 Workers who are not employees 2-8非僱員工作人員	N/A 不適用	Yes 是	No workers who are not employees, GRI 2-8 is not applicable. 並無工作人員為非僱員，GRI 2-8不適用。
	Governance			
	管治			
	2-9 Governance structure and composition 2-9管治架構及其組成	<ul style="list-style-type: none"> C. Corporate Governance – Governance Structure (ESG Report P.29-30) C.企業管治－治理架構 (ESG報告P.29-30) Directors and Senior Management (Annual Report P.24-29) 董事及高層管理人員 (年報P.24-29) 		

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GRI Standard/ other sources GRI準則/其他來源	Disclosure 披露	Section (Page Number) 章節 (頁碼)	Omission Requirement(s)	
			Omitted 省略要求已省略	Reason/Explanation 原因/解釋
	2-10 Nomination and selection of the highest governance body 2-10提名和遴選最高管治機構	<ul style="list-style-type: none"> - C. Corporate Governance – Governance Structure (ESG Report P.30) - C.企業管治 – 治理架構 (ESG報告P.30) - Corporate Governance Report – Nomination Committee, Nomination Policy for Directorship, Board Members and Diversity Policy (Annual Report P.59-61) - 企業管治報告 – 提名委員會、董事提名政策、董事會成員及多元化政策 (年報P.59-61) 		
	2-11 Chair of the highest governance body 2-11最高管治機構的主席	<ul style="list-style-type: none"> - C. Corporate Governance – Governance Structure (ESG Report P.29-30) - C.企業管治 – 治理架構 (ESG報告P.29-30) - Corporate Governance Report – Roles of Chairman and Chief Executive Officer (“CEO”) (Annual Report P.54) - 企業管治報告 – 主席及首席執行官 (「首席執行官」) 的角色 (年報P.54) 		
	2-12 Role of the highest governance body in overseeing the management of impacts 2-12最高管治機構在監督影響管理方面的角色	<ul style="list-style-type: none"> - C. Corporate Governance – Governance Structure (ESG Report P.29-30) - C.企業管治 – 治理架構 (ESG報告P.29-30) - C. Corporate Governance – Sustainability Governance (ESG Report P.31) - C.企業管治 – 可持續發展管治 (ESG報告P.31) - Corporate Governance Report – Corporate Governance Committee (Annual Report P.63-65) - 企業管治報告 – 企業管治委員會 (年報P.63-65) - Corporate Governance Report – Risk Management Structure of the Group, Risk Management Department (Annual Report P.67-68) - 企業管治報告 – 本集團的風險管理架構、風險管理部門 (年報P.67-68) 		

ESG REPORT 環境、社會及管治報告

GRI Standard/ other sources GRI準則/其他來源	Disclosure 披露	Section (Page Number) 章節 (頁碼)	Omission Requirement(s) Omitted 省略要求已省略	Reason/Explanation 原因/解釋
	2-13 Delegation of responsibility for managing impacts 2-13 授予管理影響的職責	<ul style="list-style-type: none"> - C. Corporate Governance – Governance Structure (ESG Report P.29-30) - C. 企業管治 – 治理架構 (ESG報告P.29-30) - C. Corporate Governance – Sustainability Governance (ESG Report P.31) - C. 企業管治 – 可持續發展管治 (ESG報告P.31) - Corporate Governance Report – Corporate Governance Committee (Annual Report P.63-65) - 企業管治報告 – 企業管治委員會 (年報P.63-65) - Corporate Governance Report – Risk Management Structure of the Group, Risk Management Department (Annual Report P.67-68) - 企業管治報告 – 本集團的風險管理架構、風險管理部門 (年報P.67-68) 		
	2-14 Role of the highest governance body in sustainability reporting 2-14 最高管治機構在可持續發展報告的角色	<ul style="list-style-type: none"> - C. Corporate Governance – Governance Structure (ESG Report P.29-30) - C. 企業管治 – 治理架構 (ESG報告P.29-30) - C. Corporate Governance – Sustainability Governance (ESG Report P.31) - C. 企業管治 – 可持續發展管治 (ESG報告P.31) 		
	2-15 Conflicts of interest 2-15 利益衝突	<ul style="list-style-type: none"> - C. Corporate Governance – Governance Structure (ESG Report P.29-30) - C. 企業管治 – 治理架構 (ESG報告P.29-30) - F. Value Chain – Ethical Culture (ESG Report P.89-90) - F. 價值鏈 – 道德文化 (ESG報告P.89-90) 		
	2-16 Communication of critical concerns 2-16 就重要關切事項的溝通	<ul style="list-style-type: none"> - B. Our Approach to Sustainability – The Group’s Sustainability Mission and Vision (ESG Report P.28) - B. 我們的可持續發展方針 – 本集團可持續發展使命及願景 (ESG報告P.28) - C. Corporate Governance – Governance Structure (ESG Report P.29-30) - C. 企業管治 – 治理架構 (ESG報告P.29-30) - C. Corporate Governance – Sustainability Governance (ESG Report P.31) - C. 企業管治 – 可持續發展管治 (ESG報告P.31) 		

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GRI Standard/ other sources GRI準則/其他來源	Disclosure 披露	Section (Page Number) 章節 (頁碼)	Omission Requirement(s) Omitted 省略要求已省略	Reason/Explanation 原因/解釋
	2-17 Collective knowledge of the highest governance body 2-17最高管治機構的集體知識	<ul style="list-style-type: none"> - C. Corporate Governance – Governance Structure (ESG Report P.29) - C.企業管治–治理架構 (ESG報告P.29) - Corporate Governance Report – Directors’ Training and Professional Development (Annual Report P.56) - 企業管治報告–董事培訓及專業發展 (年報P.56) 		
	2-18 Evaluation of the performance of the highest governance body 2-18最高管治機構的表現評價	<ul style="list-style-type: none"> - Corporate Governance Report – Remuneration Committee (Annual Report P.58) - 企業管治報告–薪酬委員會 (年報P.58) 		
	2-19 Remuneration policies 2-19薪酬政策	<ul style="list-style-type: none"> - Management Discussion and Analysis – Employee, Remuneration Policies and Share Option Scheme (Annual Report P.23) - 管理層討論及分析–僱員、薪酬政策及購股權計劃 (年報P.23) - Directors’ Report – Remuneration Committee (Annual Report P.36) - 董事會報告–薪酬委員會 (年報P.36) - Corporate Governance Report – Remuneration Committee (Annual Report P.58-59) - 企業管治報告–薪酬委員會 (年報P.58-59) 		
	2-20 Process to determine remuneration 2-20釐定薪酬的流程	<ul style="list-style-type: none"> - Management Discussion and Analysis – Employee, Remuneration Policies and Share Option Scheme (Annual Report P.23) - 管理層討論及分析–僱員、薪酬政策及購股權計劃 (年報P.23) - Directors’ Report – Remuneration Committee (Annual Report P.36) - 董事會報告–薪酬委員會 (年報P.36) - Corporate Governance Report – Remuneration Committee (Annual Report P.58-59) - 企業管治報告–薪酬委員會 (年報P.58-59) 		

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	2-21 Annual total compensation ratio 2-21年度總薪酬比率	<ul style="list-style-type: none"> Notes to the Consolidated Financial Statements – 10. Staff Costs, 11. Directors' and Employees' Remuneration (Annual Report P.139-142) 綜合財務報表附註-10.員工成本、11.董事及僱員薪酬 (年報P.139-142) 	Yes 是	The median annual total compensation for all employees is considered confidential information, so related disclosures have been omitted. 所有僱員的年度總薪酬中位數被視為機密資訊，因此省略了相關披露。
	Strategy, policies and practices 策略、政策及常規			
	2-22 Statement on sustainable development strategy 2-22有關可持續發展策略的聲明	<ul style="list-style-type: none"> A. About This ESG Report – The Chairman's Statement (ESG Report P.6-7) A.關於本報告-主席致辭 (ESG報告P.6-7) B. Our Approach to Sustainability – The Group's ESG Commitment (ESG Report P.26) B.我們的可持續發展方針-本集團的ESG承擔 (ESG報告P.26) B. Our Approach to Sustainability – The Group's Sustainability Mission and Vision (ESG Report P.28) B.我們的可持續發展方針-本集團可持續發展使命及願景 (ESG報告P.28) 		

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			Omitted 省略要求已省略	Reason/Explanation 原因/解釋
	2-23 Policy commitments 2-23政策承諾	<ul style="list-style-type: none"> - B. Our Approach to Sustainability – The Group's ESG Approach (ESG Report P.27-28) - B.我們的可持續發展方針-本集團的ESG方針 (ESG報告P.27-28) - C. Corporate Governance – Governance Structure (ESG Report P.29-30) - C.企業管治-治理架構 (ESG報告P.29-30) - C. Corporate Governance – Sustainability Governance (ESG Report P.31) - C.企業管治-可持續發展管治 (ESG報告P.31) - D. Environment – The Environment and Natural Resources, Climate Change (ESG Report P.51-57) - D.環境-環境及天然資源、氣候變化 (ESG報告P.51-57) - E. People, F. Value Chain (ESG Report P.58-90) - E.員工、F.價值鏈 (ESG報告P.58-90) 		
	2-24 Embedding policy commitments 2-24融入政策承諾	<ul style="list-style-type: none"> - B. Our Approach to Sustainability – The Group's ESG Approach (ESG Report P.27-28) - B.我們的可持續發展方針-本集團的ESG方針 (ESG報告P.27-28) - C. Corporate Governance – Governance Structure (ESG Report P.29-30) - C.企業管治-治理架構 (ESG報告P.29-30) - C. Corporate Governance – Sustainability Governance (ESG Report P.31) - C.企業管治-可持續發展管治 (ESG報告P.31) - D. Environment – The Environment and Natural Resources, Climate Change (ESG Report P.51-57) - D.環境-環境及天然資源、氣候變化 (ESG報告P.51-57) - E. People, F. Value Chain (ESG Report P.58-90) - E.員工、F.價值鏈 (ESG報告P.58-90) 		
	2-25 Processes to remediate negative impacts 2-25補救負面影響的流程	<ul style="list-style-type: none"> - E. People – Caring for Our People: Employee Relations (ESG Report P.63) - E.員工-關愛員工：員工關係 (ESG報告P.63) - F. Value Chain – Ethical Culture: Whistle-blowing Mechanism (ESG Report P.90) - F.價值鏈-道德文化：舉報機制 (ESG報告P.90) 		

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	2-26 Mechanisms for seeking advice and raising concerns 2-26尋求建議和提出疑慮的機制	<ul style="list-style-type: none"> - E. People – Caring for Our People: Employee Relations (ESG Report P.63) - E.員工-關愛員工：員工關係 (ESG報告P.63) - F. Value Chain – Ethical Culture: Whistle-blowing Mechanism (ESG Report P.90) - F.價值鏈-道德文化：舉報機制 (ESG報告P.90) 		
	2-27 Compliance with laws and regulations 2-27遵守法律和規例	<ul style="list-style-type: none"> - D. Environment (ESG Report P.34) - D.環境 (ESG報告P.34) - D. Environment – Emissions (ESG Report P.35) - D.環境-排放 (ESG報告P.35) - E. People – Caring for Our People (ESG Report P.58-59) - E.員工-關愛員工 (ESG報告P.58-59) - E. People – Employee Health and Safety (ESG Report P.71) - E.員工-僱員健康與安全 (ESG報告P.71) - E. People – Labour Standards (ESG Report P.81) - E.員工-勞工準則 (ESG報告P.81) - F. Value Chain – Product Responsibility (ESG Report P.85) - F.價值鏈-產品責任 (ESG報告P.85) - F. Value Chain – Ethical Culture (ESG Report P.89) - F.價值鏈-道德文化 (ESG報告P.89) 		
	2-28 Memberships associations 2-28協會的會員資格	<ul style="list-style-type: none"> - C. Corporate Governance – Association and Organisation Memberships (ESG Report P.33) - C.企業管治-協會及組織成員會籍 (ESG報告P.33) 		
	Stakeholder engagement 持份者參與			
	2-29 Approach to stakeholder engagement 2-29持份者參與的方針	<ul style="list-style-type: none"> - B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.8-9) - B.我們的可持續發展方針-持份者的參與及重要性 (ESG報告P.8-9) 		
	2-30 Collective bargaining agreements 2-30集體協商協議	<ul style="list-style-type: none"> - E. People – Caring for Our People: Trade Union (ESG Report P.64) - E.員工-關愛員工：工會 (ESG報告P.64) 		

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Material Topics				
重大議題				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	– B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.10-12)		
GRI 3 : 重大議題 2021	3-1 釐定重大議題的流程	– B.我們的可持續發展方針–持份者的參與及重要性 (ESG報告P.10-12)		
	3-2 List of material topics	– B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.16-25)		
	3-2 重大議題清單	– B.我們的可持續發展方針–持份者的參與及重要性 (ESG報告P.16-25)		
GRI 205: Anti-corruption 2016				
GRI 205 : 反貪污2016				
GRI 3: Material Topics 2021	3-3 Management of material topics	– B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.16)		
GRI 3 : 重大議題 2021	3-3 管理重大議題	– B.我們的可持續發展方針–持份者的參與及重要性 (ESG報告P.16)		
	205-3 Confirmed incidents of corruption and actions taken	– F. Value Chain – Ethical Culture (ESG Report P.89-90)		
	205-3 已確認的貪污事件和採取的行動	– F.價值鏈–道德文化 (ESG報告P.89-90)		
		– F. Value Chain – Ethical Culture (ESG Report P.89-90)		
		– F.價值鏈–道德文化 (ESG報告P.89-90)		
GRI 306: Waste 2020				
GRI 306 : 廢棄物2020				
GRI 3: Material Topics 2021	3-3 Management of material topics	– B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.17)		
GRI 3 : 重大議題 2021	3-3 管理重大議題	– B.我們的可持續發展方針–持份者的參與及重要性 (ESG報告P.17)		
	306-1 Waste generation and significant waste-related impacts	– D. Environment – Emissions (ESG Report P.35-39)		
	306-1 廢棄物的產生與廢棄物相關重大影響	– D.環境–排放 (ESG報告P.35-39)		
		– D. Environment – Emissions (ESG Report P.39-41)		
		– D.環境–排放 (ESG報告P.39-41)		

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	306-2 Management of significant waste-related impacts 306-2廢棄物相關重大影響的管理	- D. Environment – Emissions (ESG Report P.41-45) - D.環境–排放 (ESG報告P.41-45)		
	306-3 Waste generated 306-3廢棄物的產生	- D. Environment – Emissions (ESG Report P.39-41) - D.環境–排放 (ESG報告P.39-41)		
Environmental Compliance				
環境合規				
GRI 3: Material Topics 2021	3-3 Management of material topics	- B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.17) - B.我們的可持續發展方針–持份者的參與及重要性 (ESG報告P.17)		
GRI 3: 重大議題 2021	3-3管理重大議題	- D. Environment (ESG Report P.34) - D.環境 (ESG報告P.34) - Emissions (ESG Report P.34) - 排放 (ESG報告P.34)		
GRI 401: Employment 2016				
GRI 401僱傭2016				
GRI 3: Material Topics 2021	3-3 Management of material topics	- B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.18) - B.我們的可持續發展方針–持份者的參與及重要性 (ESG報告P.18)		
GRI 3: 重大議題 2021	3-3管理重大議題	- E. People – Caring for Our People (ESG Report P.58-67) - E.員工–關愛員工 (ESG報告P.58-67)		
	401-1 New employee hires and employee turnover 401-1新聘僱員及人員流失	- E. People – Caring for Our People (ESG Report P.64-67) - E.員工–關愛員工 (ESG報告P.64-67)		

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GRI 403: Occupational Health and Safety 2018				
GRI 403 : 職業健康與安全2018				
GRI 3: Material Topics 2021	3-3 Management of material topics	- B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.19)		
GRI 3 : 重大議題 2021	3-3管理重大議題	- B.我們的可持續發展方針–持份者的參與及重要性 (ESG報告P.19)		
	403-1 Occupational health and safety management system	- E. People – Employee Health and Safety (ESG Report P.68-75) - E.員工–僱員健康與安全 (ESG報告P.68-75)		
	403-1職業健康與安全管理體系	- E. People – Employee Health and Safety (ESG Report P.68-75) - E.員工–僱員健康與安全 (ESG報告P.68-75)		
	403-2 Hazard identification, risk assessment, and incident investigation	- E. People – Employee Health and Safety (ESG Report P.68-75) - E.員工–僱員健康與安全 (ESG報告P.68-75)		
	403-2危害識別、風險評估、及事故調查			
	403-3 Occupational health services	- E. People – Employee Health and Safety (ESG Report P.68-75)		
	403-3職業健康服務	- E.員工–僱員健康與安全 (ESG報告P.68-75)		
	403-4 Worker participation, consultation, and communication on occupational health and safety	- E. People – Employee Health and Safety (ESG Report P.68-75) - E.員工–僱員健康與安全 (ESG報告P.68-75)		
	403-4有關職業健康與安全的員工參與、諮詢及溝通			
	403-5 Worker training on occupational health and safety	- E. People – Employee Health and Safety (ESG Report P.68-75) - E.員工–僱員健康與安全 (ESG報告P.68-75)		
	403-5員工職業健康與安全培訓			

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	403-6 Promotion of worker health 403-6促進員工健康	- E. People – Employee Health and Safety (ESG Report P.68-75) - E.員工-僱員健康與安全 (ESG報告P.68-75)		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-7預防及減低與業務關係直接相關聯的職業健康與安全影響	- E. People – Employee Health and Safety (ESG Report P.68-75) - E.員工-僱員健康與安全 (ESG報告P.68-75)		
	403-8 Workers covered by an occupational health and safety management system 403-8職業健康與安全管理體系涵蓋的員工	- E. People – Employee Health and Safety (ESG Report P.68-75) - E.員工-僱員健康與安全 (ESG報告P.68-75)		
GRI 408: Child Labour 2016 GRI 408 : 童工2016				
GRI 3: Material Topics 2021 GRI 3 : 重大議題 2021	3-3 Management of material topics 3-3管理重大議題	- B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.20) - B.我們的可持續發展方針-持份者的參與及重要性 (ESG報告P.20)		
	408-1 Operations and suppliers at significant risk for incidents of child labour 408-1面臨童工事件重大風險的運營及供應商	- E. People – Labour Standards (ESG Report P.81) - E.員工-勞工準則 (ESG報告P.81)		

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Human Rights Assessment				
人權評估				
GRI 3: Material Topics 2021	3-3 Management of material topics	- B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.21)		
GRI 3 : 重大議題 2021	3-3管理重大議題	- B.我們的可持續發展方針–持份者的參與及重要性 (ESG報告P.21)		
		- E. People – Labour Standards		
		- E.員工–勞工準則		
		- Human Rights (ESG Report P.82)		
		- 人權 (ESG報告P.82)		
GRI 416: Customer Health and Safety 2016				
GRI 416 : 客戶健康與安全2016				
GRI 3: Material Topics 2021	3-3 Management of material topics	- B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.23)		
GRI 3 : 重大議題 2021	3-3管理重大議題	- B.我們的可持續發展方針–持份者的參與及重要性 (ESG報告P.23)		
		- F. Value Chain – Product Responsibility (ESG Report P.85)		
		- F.價值鏈–產品責任 (ESG報告P.85)		
	416-1 Assessment of the health and safety impacts of product and service categories	- F. Value Chain – Product Responsibility (ESG Report P.85)		
	416-1評估產品及服務類別的健康及安全影響	- F.價值鏈–產品責任 (ESG報告P.85)		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	- F. Value Chain – Product Responsibility (ESG Report P.85)		
	416-2違反有關產品及服務的健康和安全影響的事件	- F.價值鏈–產品責任 (ESG報告P.85)		

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Customer Satisfaction and Responsibility				
客戶滿意度及責任				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 3 : 重大議題 2021	3-3管理重大議題	<ul style="list-style-type: none"> - B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.23) - B.我們的可持續發展方針-持份者的參與及重要性 (ESG報告P.23) - F. Value Chain – Product Responsibility (ESG Report P.85-86) - F.價值鏈-產品責任 (ESG報告P.85-86) 		
GRI 418: Customer Privacy 2016				
GRI 418 : 客戶私隱2016				
GRI 3: Material Topics 2021	3-3 Management of material topics			
GRI 3 : 重大議題 2021	3-3管理重大議題	<ul style="list-style-type: none"> - B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.24) - B.我們的可持續發展方針-持份者的參與及重要性 (ESG報告P.24) - F. Value Chain – Product Responsibility (ESG Report P.87-88) - F.價值鏈-產品責任 (ESG報告P.87-88) 		
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			
	418-1經證實侵犯客戶隱私或遺失客戶資料的投訴	<ul style="list-style-type: none"> - F. Value Chain – Product Responsibility (ESG Report P.87-88) - F.價值鏈-產品責任 (ESG報告P.87-88) 		

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Information Security 資訊安全				
GRI 3: Material Topics 2021	3-3 Management of material topics	- B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.25)		
GRI 3 : 重大議題 2021	3-3管理重大議題	- B.我們的可持續發展方針–持份者的參與及重要性 (ESG報告P.25)		
		- F. Value Chain – Product Responsibility (ESG Report P.87-88)		
		- F.價值鏈–產品責任 (ESG報告P.87-88)		
Product Quality 產品質量				
GRI 3: Material Topics 2021	3-3 Management of material topics	- B. Our Approach to Sustainability – Stakeholder Engagement and Materiality (ESG Report P.22)		
GRI 3 : 重大議題 2021	3-3管理重大議題	- B.我們的可持續發展方針–持份者的參與及重要性 (ESG報告P.22)		
		- F. Value Chain – Product Responsibility (ESG Report P.85-86)		
		- F.價值鏈–產品責任 (ESG報告P.85-86)		



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