



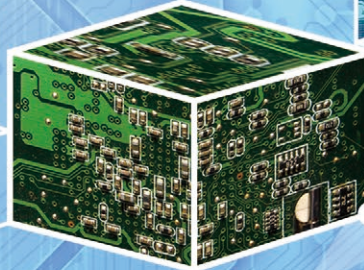
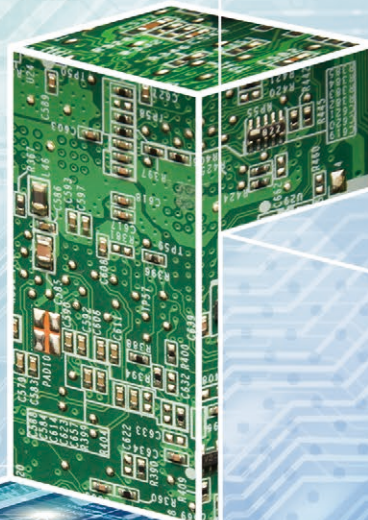
TIANLI
HOLDINGS GROUP LIMITED

TIANLI HOLDINGS GROUP LIMITED

天利控股集團有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)

(Stock Code 股份代號: 117)



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

Environmental, Social and Governance Report

環境、社會及管治報告

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I. ABOUT THIS REPORT

Overview

The board of directors (the “Board”) of Tianli Holdings Group Limited (the “Company”) is pleased to present the Environmental, Social and Governance (“ESG”) Report (the “Report”) of the Company and its subsidiaries (collectively as the “Group” or “we”) for the year ended 31 December 2022 (the “Reporting Period”). The Report outlines the policies, sustainability strategies, management approach and initiatives implemented by the Group and the performance of the Group in environmental, social and governance aspects of its business.

Reporting Scope

The Report covers the Group’s businesses in the manufacture and sale of Multi-layer Ceramic Capacitors (“MLCC”) and the provision of investment and financial services. During the Reporting Period, there were no significant changes to the reporting scope.

Reporting Basis

The Report discloses the required information under the “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide as set out in Appendix 27 to the Listing Rules. The relevant provisions and details are set out at the end of the Report.

一、關於本報告

概述

天利控股集團有限公司（「本公司」）董事會（「董事會」）欣然發表本公司及其附屬公司（統稱「本集團」或「我們」）截至二零二二年十二月三十一日止年度（「報告期內」）之環境、社會及管治（「ESG」）報告（「本報告」）。本報告概述了本集團在旗下業務之環境、社會及管治範疇所實行的政策、可持續發展策略、管理方針及措施，以及本集團在這方面之表現。

報告範圍

本報告涵蓋了本集團的製造與銷售片式多層陶瓷電容器（「MLCC」）及提供投資與金融服務業務。於報告期內，本報告範圍沒有重大改變。

報告基準

本報告披露載於上市規則附錄二十七的《環境、社會及管治報告指引》之「不遵守就解釋」條文所規定之資料。有關條文及詳情載於本報告的結尾。

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Reporting Principles

The Group adheres to the following reporting principles as the basis for the preparation of the Report.

匯報原則

本集團遵循以下匯報原則，作為編製本報告的基礎。

The threshold at which ESG issues determined by the Board are sufficiently important to investors and other stakeholders of the Group that they should be reported, details of which are set out in the sections headed "Stakeholders' Engagement" and "Materiality Assessment" below.

當董事會釐定有關ESG事宜會對本集團的投資者及其他持份者產生重要影響時，本集團就應作出匯報，有關詳細內容已於「持份者參與」及「重要性評估」部分披露。

Materiality 重要性 1

The quantified environmental and social key performance indicators ("KPIs") are disclosed in the Report to give stakeholders of the Group a comprehensive picture of the Group's ESG performance. The information is accompanied by a narrative, explaining its purposes and impacts.

本報告中披露經量化的環境及社會關鍵績效指標，讓本集團的持份者全面了解本集團於ESG方面的表現。信息附有敘述，以解釋其目的和影響。

2 Quantification 量化

Consistency 一致性 4

As far as is reasonably practicable, the Group has used consistent methodologies to allow for meaningful comparisons of ESG data over time.

本集團已在合理可行的情況下儘量使用一致的披露統計方法，使ESG數據日後可作有意義的比較。

3 Balance 平衡

Every effort has been made in the Report to reflect the performance of the Group's ESG activities impartially and avoid selection, omission or presentation format that might inappropriately influence the decision or judgment of the readers of the Report.

本報告已儘量不偏不倚地反映本集團於ESG方面的各項工作表現，並避免可能會不恰當地影響本報告讀者的決策或判斷的選擇、遺漏或報告格式。

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II. COMPLIANCE MANAGEMENT AND MONITORING

The Group is committed to complying with the local laws where the Group operates and ensures that the management and employees develop the consciousness of law-abiding.

Risk Control Function

The Risk Control Committee has been established by the MLCC segment of the Group. The committee meetings include regular meetings and special meetings. The regular meetings (capital budget) shall be held at least once a month, while the special meetings are proposed by the chairman of the Risk Control Committee. The Risk Control Committee include the Board representatives, the senior management representatives, representatives of finance and human resources management, and representatives of risk control management. According to the "Management Measures for the Risk Control Committee", the main management matters and responsibilities of the Risk Control Committee include:

- Collectively review the key points of risks and establish a risk prevention and control system for matters that may have greater risks or risks that cannot be specifically assessed;
- Review the Company's policies related to finance, sales and procurement, implementation thereof and reports thereon and establish an assigned monitoring system; review the risk isolation system, risk prevention standards and significant risks of various businesses within the scope of operation;
- Review the Company's management plans for significant risks and crisis, and manage major emergencies;
- Coordinate and supervise the enforcement and implementation of relevant risk management regulations of various departments, and determine the responsibilities for the risk losses incurred; and

二、 合規管理及監察

本集團致力遵守集團營運及投資所在地的法例，確保管理層及員工養成守法意識。

風險控制功能

本集團的MLCC業務設有風險控制委員會，委員會會議分為例會和臨時會議。例會（資金預算）每月至少召開一次，臨時會議由風險控制委員會主任委員依照提議召開。風險控制委員會成員包括董事會代表、高級管理人員代表、財務、人力資源管理代表、風險控制管理代表組成。根據「風險控制委員會管理辦法」，風險控制委員會的主要管理事項及職責包括：

- 針對可能存在較大風險或其風險無法具體評估的事項，集體審議風險要點，建立風險防範控制體系；
- 審議公司財務、銷售和採購等方面的政策、執行狀況和報告，建立分工監控體系；審議經營範圍內各類業務的風險隔離制度、風險防範標準及風險重大事項；
- 審議公司的重大風險和重大危機的管理方案，管理重大突發事件；
- 協調、監督各部門對相關風險管理規定的執行和落實，並對產生的風險損失進行責任認定；及

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- Review the development plans of internal control and compliance systems. The Group's investment and financial services business has also established Risk Management Department, the primary responsibility of the department is to coordinate and supervise the risk management related matters of all the investment project, which mainly focuses on the risk analysis in finance, operation, and compliance. These include to review all the potential new and post investment project risks such as default, credit, development and operational risks in order to assist each department with clearly defined lines of responsibility and authority to ensure that all the investment projects are in line with the overall interests of the Group.
- 審議內控與合法合規體系的建設方案。本集團的投資與金融服務業務亦設有風險管理部門，部門的主要職責為協調及監督各投資項目與風險管理相關的事宜，並主要針對在財務、營運、合規方面進行風險分析，審視所有投資項目前期及後期潛在的風險包括違規、信貸、發展及營運風險，協助各部門明確界定責任及權限確保所有投資項目符合集團整體利益。

The Legal Department

The Legal Department has also been established by the Group. Its primary responsibilities include managing legal risks, reviewing contracts, assisting significant operational matters of project-based business, establishing and improving its legal system, and handling litigation cases. With the assistance of the Legal Department, the heads of relevant departments and external consultants are responsible for monitoring relevant laws and regulations. For example, for asset management business, the Company's external compliance consultants and responsible staff are responsible for monitoring changes in relevant regulations; the environmental office of MLCC segment is responsible for monitoring environmental protection laws; the Human Resources Department is responsible for monitoring changes in labor laws, and the external compliance lawyers and company secretary of the listed company are responsible for monitoring changes in the Rules Governing the Listing of Securities. If the relevant departments are in any doubt, they will consult the Company's chief risk officer and the Legal Department for professional advice.

法務部

本集團亦設有法務部，主要職責包括：管理法律風險；評審合同；協助項目類重大經營事務；建立及完善法律體系；辦理訴訟案件。在法務部的協助下，相關部門的負責人和外部顧問負責監控相關法律法規。例如，就資產管理業務，公司外部合規顧問和公司負責人員負責監控相關法規變化，MLCC業務環境辦負責監控環保法律，人力資源部負責監控勞動法例的變化，上市公司外部合規律師和公司秘書處監控證券上市規則的變化。各部門如有問題會諮詢公司風險總監和法律部的專業意見。

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III. MANAGEMENT OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Board Statement

The Board takes overall responsibility for ESG matters and their integration into the Group's management approach and strategies. It guides the management and monitoring of ESG matters that have been identified as relevant to the Group, and reviews the progress made against ESG-related goals and targets.

Report of Chairman

The Group is committed to corporate social responsibility and balancing environmental, social and economic benefits. It also aims to balance its business development with the interests of its key stakeholders and operates its business in a sustainable manner. To achieve this vision, the Group has set a sustainability framework that focuses on environmental protection, resource management, employee and community well-being and guides its sustainability efforts to ensure that sustainability elements are integrated into every business process and all business decisions.

Global warming is a major concern of different countries worldwide. The China government has developed more stringent environmental laws and regulations. The Group takes the environmental protection policy of the China government and GB/T 24001-2016/ISO 14001:2015 Environmental Management System as the development blueprint, aligns with the strategy of safe, harmonious, green development and clean production, instill the concept of environmental management into the core of its operating activities, and invest resources to optimize the air emissions, sewage, solid waste treatment facilities, etc. actively participate in various environmental and pollution prevention training organized by the government's Ministry of Ecology and Environment. The Group at the same time pays attention to and loves nature, and makes joint efforts with employees to build an environmental-friendly and resource-saving enterprise.

三、 環境、社會及管治的管理

董事會聲明

董事會承擔對ESG事宜及將其融入本集團管理方針與策略的責任，它指導與本集團相關之ESG議題的管理及監察，以及檢討ESG相關目標。

主席報告

本集團一直心繫企業社會責任，矢志兼顧環境、社會及經濟效益，希望平衡本集團的業務拓展和主要持份者的利益，全面以可持續發展的方式營運業務。為實現此願景，我們設定可持續發展框架，此框架聚焦於環境保護、資源管理、員工與社會福祉，並指引我們推動可持續發展工作，確保將可持續發展元素融入各個營運環節和所有業務決策中。

全球暖化是世界各國政府關注的主要問題，中國政府制定更嚴謹的環境法律法規，本集團以中國政府的環保政策及GB/T 24001-2016/ISO 14001:2015環境管理體系作為發展藍圖，堅持安全、和諧、綠色發展及清潔生產的方針，把環境管理思想置入營運活動的核心，並投入資源優化處理廢氣、廢水、固體廢物等設施，積極參與各種由政府生態環境局組織的環境及污染防治培訓。本集團同時關注及愛護大自然，與員工共同努力構建環境友好型與資源節約型的企業。

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Despite the global pandemic of COVID-19 in the past year, the employees of the Group show team spirit, rise to the challenge of the crisis and grab the chance, make use of corporate advantages and the accumulated rich industry experience over the years to promote high-end production technologies and further optimize its product portfolio. At the same time, the Group provides multi-pronged support to the employees at time of the severe epidemic to protect them from infection and stop the spread of COVID-19 in society. The prevention and control measures include implementing "COVID-19 Prevention and Control Plan", setting up the epidemic prevention and control team, and providing epidemic prevention materials to the employees. Despite the severity of the pandemic, the Group still pays attention to the employee remuneration and benefits, career development opportunities and provides a safe working environment, to keep the initial aim of embracing corporate social responsibility, actively participate in public welfare undertakings; invest resources continuously to optimize the treatment facilities of various types of emissions to contribute positively to the global climate change. However, there might be a long way to fight against the pandemic. The Group hopes that all of the employees and society will continue to put unremitting efforts in leading through the crisis and challenges and make continuous progress towards sustainable development.

To achieve this vision, the Board has set a number of environmental and social KPIs and taken a top-down approach to disintegrate the KPIs into the functional departments and urged us to make changes in different areas, such as reducing greenhouse gas emissions, making good use of resources and improving the well-being of employees. ESG matters that the stakeholders of the Group rate as priorities are tracked through the stakeholders' engagement exercise (Please refer to the section "Stakeholders' Engagement" below for details). At the same time, the management team and all the employees actively support the Group's sustainable development strategies and objectives; and has made some achievements. The scope, progress and achievements relating to the environmental and social KPIs will be disclosed in the Report.

雖然2019冠狀病毒病於過去一年全球肆虐，但本集團充分發揮團隊精神，面對危機時仍能迎難而上，把握機遇，利用企業優勢和多年豐富的行業經驗，推進高端生產技術，進一步優化產品組合。同時，面對嚴峻疫情的考驗，我們多管齊下，為員工給予支援，務求保障他們免受感染，並遏止2019冠狀病毒病在社會蔓延，防疫措施包括實施新冠肺炎疫情防控方案、成立疫情防控工作小組、提供防疫物資予員工。無論疫情有多嚴重，本集團仍保障員工的薪酬與福利、發展機會及安全工作環境；堅守承擔企業社會責任的最初目標，積極參與公益事務；持續投入資源優化處理各類排放物的設施，為全球氣候帶來正面改變。然而，抗擊疫情任重道遠，本集團希望全體員工和全社會繼續努力不懈，引領企業度過危機和挑戰，在實現可持續發展方面不斷取得進展。

為了實現上述願景，董事會已設定多項環境及社會關鍵績效指標，採取自上而下的方式，將關鍵績效指標分解至各職能部門，並促使我們在多方面作出改變，如減少溫室氣體排放、善用資源、改善員工福祉。本集團透過持份者溝通活動，跟進持份者重視的ESG相關議題（詳細資料請參考下文「持份者參與」部分）。同時，管理團隊及全體員工積極配合本集團的可持續發展策略與目標，並已取得一定的成果，關於此等環境及社會關鍵績效指標所涵蓋的領域、進展及成果，將於本報告內文披露。

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The Group adheres to its objective of “leading technology and consumer first” and “striving to achieve continuous innovation and pursuance of world-class quality standard”, and satisfying customers’ needs will continue to be the greatest motivation in corporate development. The Group will make full use of its advantage in product design, and production process development and facilities to create a world-renowned brand. The professional management team commits to stable operation and prudent financial management policy, dares to rise to continuous challenges, implements sustainable business strategies, builds an image of environmental-friendly and resource-saving enterprise, improves business performance, and creates more long-term value for the company and the stakeholders.

Governance Structure

The Board believes that sound ESG strategies can create investment value for the Group and deliver long-term returns to its stakeholders. The establishment of an appropriate governance framework is critical to successful implementation of the ESG sustainability strategies of the Group. Therefore, the Group sets up the ESG governance structure with clear duties and responsibilities. The Board sets long-term policies and strategies for all sustainability matters, reviews the implementation status and progress of ESG work annually and reports on its performance. The Board also identifies, reviews and evaluates the corporate responsibility, sustainability and climate change response of the Group through internal meetings. The management team reports to the Board on a regular basis to assist the Board in assessing and determining whether the Company has established an appropriate and effective internal control system to contain the ESG risks. At the operational level, functional units are responsible for ensuring the integration of sustainability strategies and practices into the Group’s business operations and exploring new action plans or initiatives. The Group has established Legal Department which is responsible for managing legal risks. And MLCC business established Risk Control Committee to propose management plans for various risks (Please refer to the section “Compliance Management and Monitoring” above for the responsibilities of the Legal Department and the Risk Control Committee (Please refer to the section “Compliance Management and Monitoring” above for the responsibilities of Legal Department and Risk Control Committee).

本集團秉承「科技領先、客戶至上」的宗旨及「努力實現持續創新、追求國際一流品質」的品質標準，繼續以滿足客戶需求作為企業發展的最大動力，充分發揮產品設計、工藝研發和硬體設施的優勢，在更廣闊的領域內締造世界知名元器件品牌，並透過專業管理團隊，堅持穩健營運和審慎理財的方針，勇於迎接不斷的挑戰，實踐可持續發展策略及創建環保節約型企業的形象，提升業務表現，為企業及持份者創造更多的長遠價值。

管治架構

董事會相信完善的ESG策略能增加本集團的投資價值並為持份者帶來長遠回報。建立適當的管治框架，對成功實施本集團於環境、社會及管治方面的可持續發展策略至關重要，因此本集團建立了ESG治理架構，並制定明確的職責和責任。董事會針對所有可持續發展事宜制定長遠方針及策略，每年審視ESG相關工作的執行情況與進展，並匯報相關工作的表現；董事會還會通過內部會議識別、審核、評估就本集團企業責任、可持續發展及氣候變化應對提出建議。管理團隊定期向董事會進行匯報，以協助董事會評估及釐定公司就ESG風險及內部監控系統是否合適及有效地控制ESG風險於營運層面方面，各職能部門負責確保將可持續發展策略和實務融入本集團的業務營運中，同時探討新的行動計劃或措施。本集團設有法務部，負責管理法律風險，而MLCC業務成立了風險控制委員會，針對各類風險提出管理方案（法務部及風險控制委員會的職責請參考上文「合規管理及監察」部分）。

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The Board 董事會

Board members are responsible for:
由董事會成員負責：

- Developing long-term sustainable development policies and strategies
• 制定長遠的可持續發展方針及策略
- Assessing and identifying risks and opportunities associated with ESG
• 確保合適及有效的ESG 風險管理及內部監控系統
- Ensuring appropriate and effective ESG risk management and internal monitoring systems
• 確保合適及有效的ESG 風險管理及內部監控系統
- Reviewing and approving policies, objectives and action plans or measures related to ESG
• 檢討及批准ESG 相關的政策、目標及行動計劃或措施
- Approving ESG reports
• 審批ESG 報告

Management Team 管理團隊

The management team is responsible for:
由管理團隊負責：

- Developing and reviewing ESG-related policies, objectives and action plans or measures
• 制定與檢討ESG 相關的政策、目標及行動計劃或措施
- Monitoring and reporting to the Board on the progress and quality of implementation of the action plan or measures
• 監督及向董事會匯報行動計劃或措施的執行進度與質素
- Identifying ESG risks and opportunities
• 識別ESG 風險及機遇
- Reviewing the ESG report
• 審閱ESG 報告

Functional Department 職能部門

The functional departments are responsible for:
由職能部門負責：

- Identifying, assessing, defining and reporting to management on significant ESG issues
• 識別、評估、釐定及向管理層匯報重大ESG 議題
- Performing ESG risk management and internal monitoring
• 執行ESG 風險管理及內部監控
- Ensuring ESG policies, objectives and action plans or measures are integrated into business operations
• 確保ESG 政策、目標及行動計劃或措施融入業務營運中
- Reporting to management on progress and quality of action plan or measures
• 向管理層匯報行動計劃或措施的執行進度與質素

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The Board has appointed an independent consultant to provide advice on the ESG matters of the Group and assist in collecting data and information for conducting various analyses and providing improvement recommendations on ESG performance. The Group has also collected the views of key stakeholders on ESG matters during daily operations and conducted a materiality assessment to identify important ESG issues for the Group, details of which are disclosed in the sections “Stakeholders’ Engagement” and “Materiality Assessment” below. To effectively lead the ESG process of the Group, the Board monitors the work of all departments to ensure that they work closely together to achieve the sustainable development goals of operational compliance and social responsibility.

Stakeholders’ Engagement

The Board recognizes that the views of stakeholders are vital to the sustainability of the business and strives to establish a platform for communication between the Group and its key stakeholders to ensure a smooth flow of information. The Group controls and manages the related parties that can affect the Group’s operation and management systems and maintains a close tie with its stakeholders, including government/regulatory organizations, shareholders/investors, employees, customers, suppliers, community, etc. by using multiple channels and strives to balance their opinions and interests and understand their needs and expectations through constructive communications in order to determine the directions of its sustainable development. The Group assesses and determines its ESG risks to ensure that the relevant risk management and internal control systems are operating properly and effectively. The following table shows the means of communication with the stakeholders and the management response to the stakeholders’ expectations and requests:

董事會已委聘獨立顧問公司協助管理本集團的ESG事宜，進行數據和資料收集及分析工作，並就ESG績效表現提供改善建議。本集團在日常操作中已收集和分析主要持份者對ESG事宜的意見，並進行重要性評估以識別本集團的重要ESG議題，有關詳細內容已於下文「持份者參與」及「重要性評估」部分披露。為有效地領導本集團的ESG進程，董事會持續監察各部門的工作，確保各部門之間緊密合作，共同達至合規營運和肩負社會責任的可持續發展目標。

持份者參與

董事會深明持份者意見與維持業務的可持續發展息息相關，並致力建立本集團與主要持份者之間的溝通平台，以確保資訊流通。本集團控制與管理對本集團營運及管理體系可產生影響的相關方，透過多元渠道與政府／監管組織、股東／投資者、員工、客戶、供應商、社區等持份者保持密切聯繫，力求透過建設性交流平衡意見與利益，了解各持份者的需求和期望，從而確定本集團的可持續發展方向。本集團評估及釐定ESG風險，確保相關風險管理及內部監察系統能夠妥善地及有效地運行。有關持份者的期望與要求、溝通渠道，以及本集團管理層的相關回應如下表：

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Stakeholders 持份者	Expectations and concerns 期望與要求	Communication channels 溝通渠道	Management response 管理層回應
Government/ regulatory organizations 政府／監管組織	<ul style="list-style-type: none"> Compliance in laws and regulations 遵守法律法規 Performance of tax obligation 履行稅務責任 Safety production 安全生產 Joint efforts in combating COVID-19 共同對抗冠狀病毒病 (「2019冠狀病毒病」) 	<ul style="list-style-type: none"> Periodic reporting 定期申報 Compliance inspection 合規檢查 	<ul style="list-style-type: none"> Uphold integrity and compliance in operations 於營運中秉持誠信及合規 Pay tax on time, and in return contributing to the society 按時繳稅以回饋社會 Establish comprehensive and effective internal control and environmental management systems 建立全面有效的內部控制及環境管理體系 Fully implement the safety production responsibility system 全面推行安全生產責任制 Follow the government's COVID-19 prevention measures and guidelines to prevent the spread of COVID-19 遵守政府的2019冠狀病毒病措施和指引，遏止2019冠狀病毒病蔓延
Shareholders/ investors 股東／投資者	<ul style="list-style-type: none"> Return on investment 投資回報 Information transparency 資訊透明度 Corporate governance system 公司管治制度 	<ul style="list-style-type: none"> Information disclosed on the website of the Stock Exchange 於聯交所網站披露訊息 The official website of the Company 本公司網站 Annual general meeting and other shareholders' meetings 股東大會及其他股東會議 	<ul style="list-style-type: none"> Management possesses relevant experience and professional knowledge in business sustainability 管理層具有相關經驗和專業知識，確保業務的可持續性 Ensure transparent and effective communications by dispatching information in websites of the Stock Exchange and the Company 透過於聯交所及本公司網站定期發放資訊，確保透明度及有效溝通 Continuous improvement to internal control and focus on risk management 盡力改善內部監控及風險管理

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Stakeholders 持份者	Expectations and concerns 期望與要求	Communication channels 溝通渠道	Management response 管理層回應
Employees 員工	<ul style="list-style-type: none"> Labor rights 勞工權益 Career development 事業發展 Compensation and welfare 待遇和福利 Health and safety 健康及安全 	<ul style="list-style-type: none"> Staff activities 員工活動 Employee performance appraisal 員工績效考核 Induction training 入職培訓 Internal meetings and announcements 內部會議及通告 Email, phone and mobile applications 通過電子郵件、電話及溝通應用程式聯絡 	<ul style="list-style-type: none"> Set up contractual obligations to protect labor rights 制定合約責任以保護勞工權益 Encourage employees to participate in continuous education and professional trainings to enhance ability 鼓勵員工參與持續教育及專業培訓以提高能力 Establish a fair, reasonable and competitive remuneration scheme 建立公平、合理和具競爭力的薪酬體系 Pay attention to occupational health and safety 注重職業健康及安全
Customers 客戶	<ul style="list-style-type: none"> High quality products and services 優質產品與服務 Timely delivery 及時交貨 Reasonable price 價格合理 	<ul style="list-style-type: none"> Business visit 商務拜訪 Email, phone and mobile application 電子郵件、電話及溝通應用程式 Meeting 會議 Customer satisfactory survey 客戶滿意度調查 	<ul style="list-style-type: none"> Improve the quality of products and services continuously in order to maintain customer satisfaction 持續提供優質產品與服務以滿足客戶 Establish an effective, efficient and green supply chain system 建立高效的綠色供應鏈 Formulate comprehensive quality assurance process and recall procedures 制定全面的質量保證流程和召回程序 Ensure proper contractual obligations are in place 確保履行合約責任

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Stakeholders 持份者	Expectations and concerns 期望與要求	Communication channels 溝通渠道	Management response 管理層回應
Suppliers 供應商	<ul style="list-style-type: none"> Stable demand 需求穩定 Good relationship with the Company 與公司保持良好關係 Corporate reputation 企業信譽 	<ul style="list-style-type: none"> Business visit 商務拜訪 Email, phone and mobile application 電子郵件、電話及溝通應用程式 Meeting 會議 Supplier performance evaluation and audit 供應商表現評估與審核 	<ul style="list-style-type: none"> Ensure proper contractual obligations are in place 確保履行合約責任 Establish policy and procedures in supply chain management 制定供應鏈管理的政策和程序 Maintain long-term cooperation 保持長期的合作關係 Select suppliers with due care 嚴謹篩選供應商
Community 社區	<ul style="list-style-type: none"> Environmental protection 環境保護 Reduce greenhouse gas emission 減少溫室氣體的排放 Reduce waste generation 減少廢棄物的產生 Effective resource utilization 有效資源利用 Community contribution 社區參與 Economic development and community employment 經濟發展與社區就業 Joint efforts in combating COVID-19 共同對抗2019冠狀病毒病 	<ul style="list-style-type: none"> The official website of the Company 本公司網站 Community activities 社區活動 	<ul style="list-style-type: none"> Pay attention to climate change issues 關注氣候變化 Continue to invest resources in environmental protection 持續於環境保護方面投入資源 Actively innovate environmental protection technology 積極創新環保技術 Strengthen energy saving and emission reduction management 加強節能減排管理 Instil environmental protection knowledge into employees 向員工灌輸環保知識 Encourage employees to actively participate in charitable activities and voluntary services 鼓勵員工積極參與慈善活動和志願服務 Maintain good and stable financial performance and business growth 確保良好與穩定的財務業績及業務增長 Follow the government's COVID-19 prevention measures and guidelines to prevent the spread of COVID-19 遵守政府的2019冠狀病毒病措施和指引，遏止2019冠狀病毒病蔓延

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Materiality Assessment

During the Reporting Period, the Group held discussions with the management and conducted materiality assessment through various channels to identify ESG issues in which both the Group and its key stakeholders are interested and assessed the level of concern as viewed by them so as to select the relatively important ESG issues. For the materiality assessment, the Group has adopted the following three processes:

重要性評估

於報告期內，本集團與各管理層人員進行討論及透過不同渠道，進行重要性評估，列出主要持份者與本集團所關心的環境、社會及管治項目，再評估雙方對各項目的重視程度，從而選擇出相對重要的環境及社會議題。對於重要性評估，本集團已採取以下三個流程：

Identification 識別

- Through diverse channels and internal discussions
透過多元渠道及內部討論
- Examines and adopts the ESG issues of concern in the past stakeholders' engagement
檢視及採納過往持份者參與活動時所關注的環境、社會及管治議題
- Draws attention to emerging ESG issues
注意新興的環境、社會及管治議題

Prioritization 訂立優先次序

- Synthesizes, analyzes and evaluates the views of all parties to identify and prioritize potential and important issues
綜合、分析及評估各方意見，以辨識潛在重要性議題，並為此等議題訂立優先次序
- Develops materiality matrix based on the importance of the issue to the Group and its key stakeholders
根據議題對本集團及主要持份者的重要程度編製重要性矩陣圖

Validation 驗證

- Interacts with the management team to validate the materiality assessment and ensure that these issues are aligned with the sustainable development direction sought by the Group
與管理團隊互動，以驗證重要性評估結果，確保這些議題與本集團尋求的可持續發展方向一致
- Reports the materiality assessment to the Board and makes the required disclosures in the ESG Report
將重要性評估結果向董事會匯報，並於ESG報告中披露

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Materiality assessment helps the Group to ensure its business objectives and development direction are in line with the expectations and requirements of its stakeholders. The matters of concern of the Group and stakeholders are presented in the following materiality matrix:

重要性評估有助本集團確保業務發展能夠滿足持份者的期望與要求，本集團和持份者所關心的事項均列載於以下的重要性矩陣圖內：

Materiality Matrix 重要性矩陣

Importance to Stakeholders 對持份者的重要性	High 高	<ul style="list-style-type: none"> □ Anti-discrimination 反歧視 □ Labor rights protection 保障人權 	<ul style="list-style-type: none"> □ Talent management 人才管理 □ Staff training and promotion 員工培訓與晉升 □ Staff compensation and welfare 員工報酬與福利 	<ul style="list-style-type: none"> ▶ Customers' satisfaction 客戶滿意程度 ▶ Product quality and safety 產品質量與安全 ▶ Suppliers management 供應商管理 ▶ Anti-epidemic 防疫抗疫 □ Occupational health and safety 職業健康與安全 □ Anti-epidemic 防疫抗疫 ○ Application of clean production and green products 潔淨生產與綠色產品 ○ Anti-epidemic 防疫抗疫
	Medium 中	<ul style="list-style-type: none"> ▶ Community contribution 社會參與 	<ul style="list-style-type: none"> ▶ Anti-corruption 反貪污 ▶ Intellectual property rights 知識產權 ○ Greenhouse gas emissions 溫室氣體排放 ○ Use of resources 能源使用 ○ Climate change 氣候變化 	<ul style="list-style-type: none"> ▶ Operational compliance 營運合規 ▶ Customers' privacy measures and protection 保護客戶私隱 ○ Air emissions 廢氣排放 ○ Sewage discharge 廢水排放
	Low 低	<ul style="list-style-type: none"> □ Preventive measures for child and forced labor 預防童工及強制勞工的措施 ▶ Product labelling 產品標籤 	<ul style="list-style-type: none"> ○ Water resources utilization 水資源使用 ○ Emission of non-hazardous waste 無害廢物排放 	<ul style="list-style-type: none"> ○ Use of raw materials 原材料使用 ○ Emission of hazardous waste 有害廢物排放
		Low 低	Medium 中	High 高

Importance to the Group 對本集團的重要性

- Environmental 環境方面
- Employee 員工方面
- ▶ Operation 營運方面

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IV. ENVIRONMENTAL PROTECTION

The Group has strictly complied with the Mainland China and Hong Kong laws and regulations on environmental protection, including the “Law of the People’s Republic of China on Environmental Protection”, the “Law of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution”, the “Law of the People’s Republic of China on the Prevention and Control of Water Pollution”, the “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste”, the “Law of the People’s Republic of China on the Prevention and Control of Environmental Noise Pollution”, the “Energy Conservation Law of the People’s Republic of China” of Mainland China, and “Waste Disposal Ordinance” (Chapter 354), “Air Pollution Control Ordinance” (Chapter 311) and “Water Pollution Control Ordinance” (Chapter 358) of the Laws of Hong Kong, as well as other requirements and standards of the local government. In order to let employees understand the importance of their impact on the environment, the Group sets up various policies and measures, and takes various actions with an aim to reduce carbon footprint, thereby reducing the adverse effects on the environment from the enterprise’s business activities and the employees’ personal life. The details are described in the sections “Management of Emissions”, “Management of Resources Utilization” and “The Environment and Natural Resources” below.

1. Management of Emissions

Investment and Financial Services Business

The Group’s investment and financial services business does not involve any production activities. Its impact on the environment mainly comes from the use of natural resources, generation of domestic wastes and discharge of domestic sewage in office operations. It does not involve any hazardous solid waste and wastewater. The use of natural resources (including gasoline and electricity) will generate air pollutants and greenhouse gas. Solid waste will be collected and disposed by property management company; and domestic sewage will be discharged to local sewage treatment plants through urban wastewater pipelines.

四、環境保護

本集團嚴格遵守中國內地及香港的環境保護的法律法規，包括中國內地的《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國環境噪聲污染防治法》、《中華人民共和國節約能源法》，以及香港法例中的《廢物處置條例》(第354章)、《空氣污染管制條例》(第311章)、《水污染管制條例》(第358章)及其他當地政府的要求與標準。為了讓各個層面更加了解自己對環境影響的重要性，本集團不斷透過各種政策、措施和行動，以減少碳足跡，從而減低企業的營業活動與員工的個人生活對環境造成不良影響，有關資料將於下文「排放物的管理」、「資源使用的管理」及「環境及天然資源」部分中詳細描述。

1. 排放物的管理

投資與金融服務業務

本集團的投資與金融服務業務並未涉及任何生產活動，對環境的影響主要來自辦公室營運中使用天然資源、產生生活垃圾及排放生活污水，當中並沒有涉及任何有害固體廢物及廢水。使用天然資源(包括汽油及電力)會產生空氣污染物及溫室氣體；固體廢物由物業管理處負責收集及處置；而生活污水則通過城市排污管網排放至當地污水處理廠進行處理。

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Manufacture and Sale of MLCC Business

The Group understands that the air emissions, wastewater, solid waste and noise generated in the manufacture and sale of MLCC business have impact on the environment. Therefore, the Group is committed to optimizing the environmental management practices of production plants, and establishing corporate culture that values environmental protection and energy conservation. The Group has obtained GB/T 24001-2016/ISO 14001:2015 environmental management system certification for a number of years, and developed a unique environmental management system by incorporating the environmental protection concept in its business strategies in order to prevent and control the adverse impact of its production on the environment, and at the same time, enhance the resources and energy utilization rates. The Group has established Environmental Quality Office to monitor and record the details of emission generated in production plants, and formulated "Monitor and Measure Management Procedures" to ensure the environmental management system can operate properly and comply with the requirements of GB/T 24001-2016/ISO 14001:2015 environmental management system. The Group regularly entrusts third party professional inspection company to check the pollutants from each discharge outlet in the production plants in accordance with the emission standards and methods of the local Ministry of Ecology and Environment.

In recent years, the Group has faced increasingly stringent national environmental protection policies and standards. The Group evaluates the compliance with relevant laws, regulations and requirements related to environmental factors, hazards, etc. quarterly. In case of any non-compliance is found, the Group takes immediate remedial action, updates the internal policies and procedures timely and distribute them to all employees, provides staff with trainings; so as to ensure that the Group's environmental policies are able to meet the national standards and fulfill its commitment on the compliance of the environmental and safety laws and regulations.

製造與銷售MLCC業務

本集團了解到於製造與銷售MLCC業務過程中所產生的廢氣、廢水、固體廢物及噪音等，會為環境帶來一定的影響，因此本集團致力於優化生產廠房的環境管理工作，並樹立重視環保與節約能源的企業文化。本集團多年來通過GB/T 24001-2016/ISO 14001:2015環境管理體系認證，建立了一套獨有的環境管理系統，將環境保護理念融入經營策略當中，以預防和控制生產過程對環境所造成的不良影響，亦同時提高資源與能源的利用率。本集團設立全質環境辦公室，全面管理廠房內各種污染物排放的監控與記錄工作，並制定「監視與測量管理程序」，以確保環境管理系統能正常運行及符合GB/T 24001-2016/ISO 14001:2015環境管理體系的要求。本集團定期委託第三方專業監測機構，按照當地生態環境局的排放標準及方法檢測廠房內各個排放口的污染物。

近年面對國家日趨嚴謹的環境保護政策及標準，本集團每季度評估各項與環境因素、危險源等方面相關法律法規及要求的合規情況，當發現任何不合規的情況，本集團會及時進行整改，並適時更新內部管理制度及發布給所有員工，以及為相關員工提供培訓，使本集團的環境方針能配合國家標準，並履行遵守環境與安全法律法規的承諾。

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Management of Air Emissions

The air emissions generated by the Group in the production process comes from ingredient, casting, printing, lamination, degassing, sintering, end-capping, end-burning, electroplating and other processes, which mainly include volatile organic compounds, etc. The Group installs appropriate and effective air emissions treatment equipment in each process to conduct air emissions harmless treatment, for example, using cooling tower, fume purification device, catalytic combustion device and activated carbon adsorption device to process the volatile organic compounds generated in each process. The sulfuric acid mist generated in the electroplating process is discharged after neutralizing its acidity using the alkaline liquid tower; all pollutants are discharged at a national standard height of 15 meters after treatment. The dust generated in the cutting process in the baking room is treated with water spray facilities, and the particulate matter is discharged when the standards are met. The Group operates the production equipment in a confined environment during production and the air emissions are redirected into a dedicated discharge pipe and exhaust fan so as to reduce the adverse impact of the unprocessed air emissions on the environment and employees' health. The Equipment Department regularly inspects and maintains production equipment and air emissions treatment facilities to ensure that they operate synchronously, and the air emissions are stable and able to meet the emission standards. Besides, each production department is responsible for daily management of the production equipment and the environmental protection facilities, and at the same time, performs technical transformation analysis and treatment on the source of pollutant and proposes remediation plans.

廢氣排放的管理

本集團於生產過程中所產生的廢氣來自配料、流延、印刷、疊層、排膠、燒結、封端、燒端、電鍍等工序，當中主要包括揮發性有機化合物等。本集團於各工序設置合適而有效的廢氣處理設備，對廢氣進行無害化處理，例如：採用冷凝塔、淨電油煙淨化裝置、催化燃燒裝置及活性炭吸附裝置，處理各工序所產生的揮發性有機化合物；於電鍍工序所產生的硫酸霧必須經過鹼液噴淋塔，中和其酸性後方能排放；各類廢氣在處理後均於國家規定的排放高度15米以上排放；而於烘烤房切割工序所產生的粉塵則採用水噴淋設施處理，顆粒物達標排放。在生產過程中，本集團以密閉方式操作生產機器設備，廢氣必須導入專用的收集管道及抽風機，以減少未經處理的廢氣對環境及員工健康造成不良影響。設備部定期檢查及保養生產設備與廢氣處理設施，確保它們能同步運行，保證廢氣排放穩定並能達標排放。此外，各生產部門對生產設備與環保設施進行日常管理的同時，亦對各污染源進行技術改造的分析及處理，並提出整改方案。

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Based on the recommendations and remediation plans from each department, Dongguan plant entrusted professional organic air emissions treatment company to conduct transformation on the air emissions treatment equipment used in casting and printing processes, and install rotary regenerative catalytic combustion purification device so as to strengthen the efficiency of volatile organic compounds treatment which is as high as 95% or above. This device does not produce any nitrogen oxides, and energy consumption is relatively low, and at the same time, reduce the generation of greenhouse gas. In response to the excessive emission of air emissions, the Chuzhou plant engaged a professional environment agency to conduct detailed assessment of the existing air emissions treatment facilities and equipment, and the assessment was conducted according to the "Administrative Measures for Post-Environmental Impact Assessment of Construction Projects (Trial)". Chuzhou plant has optimized the relevant facilities and equipment according to the recommendations received, for example, installing three sets of activated carbon absorption devices in ingredient, casting, printing, sintering and end-capping processes so as to strengthen the capability of volatile organic compounds treatment; installing additional drying equipment in the existing degassing air emissions treatment device so as to ensure the efficiency of activated absorption device; installing volatile organic compounds online monitoring equipment to effectively monitor the discharge of volatile organic compounds; collecting cooling liquid in a confined environment so as to reduce the unorganized emission of volatile organic compounds and avoid secondary pollution; installing additional air emissions collection and treatment equipment in the temporary hazardous waste storage facility and sewage treatment station.

東莞廠房根據各部門所提出的意見及整改方案，委託了專業有機廢氣治理機構改造流延及印刷工序所使用的廢氣處理設備，加建旋轉蓄熱式催化燃燒淨化裝置，以加強處理揮發性有機化合物的效率，淨化率高達95%或以上；此裝置不會產生任何氮氧化物，而且能耗較低，能同時減少溫室氣體的產生。滁州廠房委託了專業環境治理機構對現有的廢氣處理設施與設備進行了詳細的評估工作，而評估工作根據《建設項目環境影響後評價管理辦法（試行）》規定進行。廠房已按照建議優化相關的設施與設備，例如：於配料、流延、印刷、燒結及封端工序共增設三套活性炭吸附裝置，以加強處理揮發性有機化合物的能力；於現有排膠廢氣處理裝置增設乾燥設備，以確保後續活性炭吸附裝置的效率；安裝揮發性有機化合物線上監測設備，有效監測揮發性有機化合物的排放情況；以密閉方式收集冷凝液，減少揮發性有機化合物無組織地排放，避免產生二次污染；在危廢暫存倉庫及污水處理站增設廢氣收集及處理設備。

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During the Reporting Period, the emissions of air pollutants directly generated in the process of the Group's manufacture of MLCC products are as follows:

於報告期內，本集團生產MLCC產品過程中直接產生的空氣污染物排放情況如下表：

		2022 2022年度 (KG) (公斤)	2021 2021年度 (KG) (公斤)
Particulate Matters	顆粒物	524.13	421.65
Volatile Organic Compounds	揮發性有機化合物	656.29	1,168.98
Toluene	甲苯	70.55	602.40

The Group has established "Pollutant Management Procedures" according to the requirement of the environmental management system. The operators of production equipment and air emissions treatment facilities must receive professional training prior to putting them into work. Training topics include regulations on operation and maintenance of facilities and equipment, prevention and handling methods of abnormalities, etc.. Employees must operate the equipment and facilities strictly according to the operating guidelines to prevent leakage or excessive discharge due to operational mistakes. Besides, in order to prevent new source of air emissions from purchase of new equipment, the Procurement Department will investigate the suppliers of the new equipment and assess whether the main components and volume of air emissions from the new equipment can meet the national emission standards before acquisition.

本集團根據環境管理系統制定了「污染物管理程序」，生產設備與廢氣處理設施的操作人員必須完成專業培訓才可上崗工作，培訓內容包括操作和保養設施與設備的規定、預防和處理異常情況的具體方法等，員工須嚴格按照指引操作設備與設施，以防止因操作錯誤而引致廢氣洩漏或超標排放。此外，為了防止產生新的廢氣污染源，於購置新設備前，採購部會調查有關供應商，以及評估新設備所產生廢氣的主要成分及排放量是否符合國家的廢氣排放標準。



Exhaust Air Treatment Facilities
廢氣處理設施

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Greenhouse Gases Emissions

The Group shall use fuel, refrigerants and electricity in its operation, which directly and indirectly results in greenhouse gas emissions. Please refer to the section “Conservation of Energy” below for the greenhouse gas emissions during the Reporting Period. The Group treasures all kinds of resources. By minimizing the use of resources, upgrading equipment and promoting a culture of energy conservation to avoid depletion of resources, we strive to reduce carbon dioxide footprint to address climate change.

Management of Sewage

The wastewater generated by the Group in its operations mainly comes from offices, air compressors, cooling systems, central air conditioners, production processes and cleaning and repairing of its plant’s facilities and equipment. According to the environmental management system, the Group established the “Pollutant Management Procedures” to monitor the discharge of wastewater from different sources. At the same time, it also enhances employees’ environmental awareness, and hopes that employees pay attention to water conservation to reduce wastewater discharge. The Equipment Department will be notified promptly for repair once damaged valves or water leakage is found. The Administrative Department and the Equipment Department are jointly responsible for maintaining the wastewater discharge pipelines to ensure there is no leakage and clogging. The Group also clears the residues and sediments in the septic tanks within the plant once a year to improve the capability in sewage treatment.

溫室氣體排放

本集團於營運時須使用燃料、製冷劑及電力，因此直接及間接地導致溫室氣體排放。於報告期內的溫室氣體排放量請參考下文「節約能源」部分。本集團珍惜各種資源，通過減少使用、設備提升及提倡節約能源文化以避免耗用資源，減少我們的二氧化碳足跡以應對氣候變化。

廢水排放的管理

本集團於營運中所產生的廢水主要來自辦公室、空氣壓縮機、冷卻系統、中央空調機、生產過程，以及清潔與保養廠房設施與設備等。本集團根據環境管理系統制定了「污染物管理程序」，以監測各種廢水的排放情況，同時亦加強員工的環保意識，希望員工注意節約用水，減少排放污水；如發現水閥漏水或損壞，會及時通知設備部並即時進行修理；行政部和設備部共同負責維護污水排放管道，確保污水排放管道不漏水及無堵塞；本集團亦每年清理一次廠房內化糞池中的殘渣、沉澱物，以提高其處理污水的能力。

Environmental, Social and Governance Report

環境、社會及管治報告

The wastewater generated from office, air compressors, cooling systems and central air conditioners and cleaning of the facilities and equipment in the plant, will directly discharge into municipal pipelines. The wastewater generated in the production processes mainly comes from the end and the electroplating processes, which contains degreasing lye, organic matters, nickel ions, tin ions, suspended matters, etc. The production wastewater is discharged to the sewage treatment station of the plant through drainpipes, and becomes harmless after the process of acid-alkali neutralization, drug absorption, flocculation, sedimentation, etc., and discharged to the local sewage treatment plant for further treatment when the national discharge standards are met. The Group adds various substances regularly in the sewage treatment process, such as sodium hydroxide, polyaluminium chloride, activated carbon, etc., to ensure the sewage treatment process operates properly. The designated personnel of sewage treatment station follow the operating guideline to perform each treatment process, monitor the amount of substances used and water quality, and keep proper record.

辦公室的生活污水、空氣壓縮機、冷卻系統與中央空調機所產生的廢水，以及清潔廠房設施與設備的廢水會直接排放至市政管道。於生產過程中所產生的廢水主要來自倒角與電鍍處理工序，當中含有除油鹼液、有機物、鎳離子、錫離子、懸浮物等，所有生產廢水經排水管輸送至廠房的污水處理站，通過酸鹼中和、加藥吸附、絮凝、沉澱等處理工序後，轉為符合國家排放標準的無害廢水，最後排放至當地污水處理廠作進一步處理。本集團每天定時於污水處理過程中補充氫氧化鈉、聚合氯化鋁、活性炭等物質，以保持各污水處理工序能正常運作。污水處理站專員按照操作規程進行各處理工序，監控物質的用量及水質情況，並作出適當的記錄。

Environmental, Social and Governance Report

環境、社會及管治報告

The Group continuously upgrades and enhances our wastewater treatment facilities, carries out daily inspections and maintenance, and keeps record of the facilities' performance. During the Reporting Period, the original sewage treatment station of Dongguan plant has ceased operations. New integrated wastewater treatment and wastewater recycling facilities were added to optimize the wastewater treatment process; at the same time, the plant also cleaned up the sediments in the sedimentation tanks and replaced parts of the sedimentation tanks to stabilize the amount of various substances in the wastewater and discharged them when the standards are met. At present, the amount of various substances in the wastewater meets the discharge standard. In accordance with the provisions of the "Administrative Measures for Post-Environmental Impact Assessment of Construction Projects (Trial)", Chuzhou plant entrusted professional environment company to conduct assessment on the existing wastewater treatment facilities and equipment, and optimized the related facilities and equipment as recommended. The plant has installed defoaming water treatment facilities beside the electroplating wastewater treatment station; and installed online monitoring equipment for the flow of sewage discharge and nickel at the discharge outlet of the electroplating wastewater treatment station, and the water flow, pH value, chemical oxygen demand and ammonia nitrogen in the plant area in accordance with the requirements of the national "Technical Specification for Application and Approval of Discharge Permits – Electronic Industry".

本集團不斷提升及改造污水處理設施，每天進行檢查、維護和保養等管理，記錄日常運作情況。於報告期內，東莞廠房原污水處理站已經停止運作，新增一體化包括污水處理及污水回收設施，優化廢水處理工序。同時，廠房亦定期清洗沉澱池中的沉積物及更換沉澱池內的部件，以穩定廢水中的各種物質含量並達標排放。目前廢水中的各種物質含量均達標排放。而滁州廠房按照《建設項目環境影響後評價管理辦法（試行）》規定，委託了專業環境治理機構評估現有的廢水處理設施與設備，並按照建議優化相關設施與設備，廠房已於電鍍廢水處理站旁增設消泡水處理設施；並按照國家《排污許可申請與核發技術規範—電子工業》的要求，於電鍍廢水處理站的排水口安裝流量與鎳的線上監測設備，以及於廠區內的總排水口安裝流量、酸鹼值、化學需氧量與氨氮的線上監測設備。

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The Group obtained the pollutants discharge permit from the local government. In accordance with the “Measures for Automatic Monitoring and Management of Pollution Sources”, sewage treatment station and online monitoring system are installed in the plant, and the local Ministry of Ecology and Environment can monitor the data of ammonia nitrogen emissions and chemical oxygen demand at any time on the online platform; and entrusted legitimate testing agency to examine the wastewater discharged by the plant at each discharge outlet every year, including tests of pH value, suspended solids, chemical oxygen demand, five-day biochemical oxygen demand, ammonia nitrogen, total phosphorus, animal and vegetable oil. During the Reporting Period, the Group’s test results have met the national “Water Pollutant Discharge Limit” and “Electroplating Pollutant Discharge Standard”. The local environmental protection department not only can monitor the pollutants in wastewater in real time through online monitoring system, but also examine the sewage discharge in the plant area on an irregular basis every year. During the Reporting Period, the Group did not receive any notice of excessive discharge of wastewater from relevant departments.

本集團獲得當地政府的污染物排放許可證，並按照《污染源自動監控管理辦法》，於廠房設置污水處理站及在線監控系統，當地生態環保局皆能透過信息發布平台，隨時監察氨氮排放量和化學需氧量的數據；而且每年委託合法檢測機構檢測廠房各排放口的廢水，內容包括水質酸鹼值、懸浮物、化學需氧量、五日生化需氧量、氨氮、總磷及動植物油，本集團於報告期內的檢測結果均符合國家的《水污染物排放限值》及《電鍍污染物排放標準》。地方環保部門除了透過線上監測設備即時監測廢水含污量外，亦會每年不定期對廠房的排污情況進行檢測；於報告期內，本集團未有收到有關部門任何廢水超標排放的通知。



Sewage Treatment Facilities
廢水處理設施

Environmental, Social and Governance Report

環境、社會及管治報告

Waste organic solvents and waste alcohol generated when cleaning the production equipment in the casting process, and waste oil, waste organic solvents, etc. (such as nickel plating waste liquid, degreasing waste liquid, waste mineral oil, activated waste liquid, waste engine oil, etc.) produced from plant facilities and equipment maintenance are hazardous and harmful. Therefore, it cannot be discharged directly into the sewage pipeline. The Group stores waste liquids by category in designated storage tanks and labelled clearly. The storage place has a top cover to prevent overflow of waste liquid at time of heavy rain leading to environmental pollution. The Group follows the “Measures for the Management of Hazardous Waste Transfer” to report real-time on the transfer and movement of hazardous wastes, set up internal management records accordingly; and entrusted a recycling company who holds the “Permit on Hazardous Waste Business Operation” to handle. Other unauthorized and informal channels for disposal is forbidden.

於流延工序中清洗生產設備時所產生的廢有機溶劑與廢酒精，以及維修及保養廠房設備時所產生的廢油、廢有機溶劑等(如鍍鎳廢液、脫脂廢液、廢礦物油、活化廢液、廢機油等)屬於危險及有害污染物，因此不可直接排放入污水管道。本集團將各類廢液分類並存放於指定的儲存桶內，於儲存桶上貼上清晰的標籤，存放地點必須設置上蓋，以防止廢液因雨水而溢出，造成環境污染。本集團按照國家的《危險廢物轉移管理辦法》，實時上報有害危險廢物的轉移情況，建立相關的信息管理記錄；並委託持有《危險廢物經營許可證》的回收公司處理，嚴防任何經非正常途徑的處置。

Environmental, Social and Governance Report

環境、社會及管治報告

During the Reporting Period, the Group produced approximately 92.40 tonnes of hazardous wastewater, representing a decrease of approximately 71.09 tonnes or 43.48%. It is mainly due to the drop in production level, resulting in a decrease of waste organic solvents, waste alcohol and tin plating waste liquid generated in the production process. Besides, the non-hazardous wastewater generated by the Group is mainly domestic sewage discharged directly to municipal pipelines and wastewater treated by the plant's sewage treatment station. During the Reporting Period, the Group produced approximately 113,930.90 tonnes of non-hazardous wastewater, representing a decrease of approximately 7,012.80 tonnes or 5.80%. Although the production level in the current year decreased, the reduction in the non-hazardous wastewater produced was relatively small. This is mainly because public facilities such as cooling towers, central air-conditioners, environmental protection facilities, etc. still needed to operate normally and would not be affected by the production level. Besides, the water is mainly in the end and the electroplating processes and the sewage treatment station, and the production process needs to exchange water regularly; in addition, the number of newly-developed products this year has increased, resulting in more testing products, and the production volume of newly-developed products accounted for a small proportion of the total production volume, but its water consumed is more than that of the normal batches. Therefore, the water consumption has not decreased correspondingly due to the reduction in production level.

At the beginning of the Reporting Period, the Group estimated that the production intensity of hazardous wastewater and non-hazardous wastewater would drop by 2.00% as compared with the previous year. However, due to the drop in production level and the above-mentioned reasons, resulting in an increase of the emission intensity of hazardous and non-hazardous wastewater. Please refer to the below table and the section "Summary of Environmental Data and Performance" below for the relevant data.

於報告期內，本集團所產生的有害廢水約92.40噸，較上年度減少約71.09噸或43.48%，主要是由於生產量下跌，以致生產過程中所產生的廢有機溶劑、廢酒精及鍍錫廢液減少。此外，本集團所產生的無害廢水主要是直接排放至市政管道的生活污水及經廠房的污水處理站處理後的廢水。於報告期內，本集團所產生的無害廢水約113,930.90噸，較上年度減少約7,012.80噸或5.80%。雖然本年度的生產量下跌，但無害廢水產生量的減幅較少，這主要是由於公用設施（如冷卻塔、中央空調機、環保設施等）仍需正常運行而不會受生產量影響。此外，生產工序用水主要在倒角工序與電鍍工序及污水處理站，生產工序需定時換水；加上本年度開發的新產品增加，試驗品因而增多，新產品開發產量佔總產量的比例小，但其用水量較正常批量的用水量多，故用水量未因生產量減少而相應下降。

於報告期初，本集團預計有害廢水排放量密度及無害廢水排放量密度均減少2.00%，但由於生產量下降及上述的原因，致使有害及無害廢水排放密度增加。有關數據請參閱下表及下文「環境數據表現摘要」一節。

Environmental, Social and Governance Report

環境、社會及管治報告

During the Reporting Period, the Group's emission of hazardous and non-hazardous wastewater are as follows:

於報告期內，本集團的有害與無害廢水的排放情況如下表：

		2022 2022年度 (Tonnes) (噸)	2021 2021年度 (Tonnes) (噸)
Hazardous Wastewater¹			
Total	有害廢水 ¹ 總量	92.40	163.49
Intensity ²	密度 ²	11.86	10.33
Non-hazardous Wastewater¹			
Total	無害廢水 ¹ 總量	113,930.90	120,943.70
Intensity ²	密度 ²	14,626.76	7,638.67

Notes:

附註：

¹ This is the hazardous and non-hazardous wastewater discharge data of the Group's MLCC business. The Group's investment and financial services business is in office setting and does not generate any hazardous wastewater; while non-hazardous wastewater is only produced by employees in daily life, and the wastewater is directly discharged into the sewage pipeline managed by the property management company. Since the property management company did not provide the relevant data, and also the amount involved is not significant; the Group did not make the disclosure in this Report.

¹ 此為本集團MLCC業務的有害與無害廢水排放量數據，而本集團的投資與金融服務只屬辦公室營運，並沒有產生任何有害廢水；而無害廢水只有員工於日常生活中產生的生活廢水，所產生的廢水均直接排放至由大廈物業管理處管理的污水管道，大廈物業管理處沒有提供相關數據及有關數據並不重大，故本集團沒有披露於此報告中。

² Due to the differences on the types, production time and production costs of the MLCC manufactured by the Group, the Group has converted the production level into product volume as the calculation basis of intensity. The intensity of hazardous and non-hazardous wastewater of the Group's MLCC business is measured in one cubic meter of MLCC produced.

² 由於本集團所製造的MLCC產品的種類、生產時間、生產成本等有所不同，因此本集團將生產量折合成產品的體積，作為計算密度的基數，本集團MLCC業務的有害與無害廢水排放量的密度是以每生產一立方米的MLCC產品單位計算。

Management of Disposal of Solid Wastes

Hazardous solid wastes generated in the Group's operations mainly includes oily rags, chemical and oil containers, waste capacitors, carbon filter cores and filter bags, waste activated carbon, organic solvent waste, waste glass bottles, waste empty barrels, waste plastic bottles, etc.. Non-hazardous solid waste mainly includes sludge, waste paper, waste paper box, waste paper tape, waste plastic, waste glass, waste cutting edge material, dust, plant waste and domestic waste, etc.

固體廢物處置的管理

本集團在營運中所產生的有害固體廢物主要包括含油抹布、化學品與油類容器、廢電容、廢濾芯及濾袋、廢活性炭、含有機溶劑廢物、廢玻璃瓶、廢空桶、廢膠瓶等。無害固體廢物主要包括污泥、廢紙、廢紙箱、廢紙帶、廢塑膠、廢玻璃、廢切割邊料、塵土、植物垃圾及生活垃圾等。

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環境、社會及管治報告

Management of Categorization and Storage of Solid Wastes

In order to comply with the “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes” and other applicable laws and regulations, the Group has established “Solid Waste Management Procedures”. Each department strictly follows the collection, classification, labelling, storage, disposal and recording procedures for solid wastes, and the Environmental Quality Office strictly monitors the whole process. Each production workshop sets up hazardous waste collection point. The Production Department classifies the toxic and hazardous solid wastes and affixes clear labels. The Material Department regularly transports the dangerous wastes from each collection point to the dangerous waste warehouse in the plant and keeps record. The dangerous waste warehouse was set up with anti-spread, anti-loss, anti-leakage and other pollutant prevention measures to ensure the hazardous wastes are stored in accordance with the “Standard for Pollution Control of Dangerous Wastes Storage”, and to prevent environmental pollution from improper storage. The Group categorizes non-hazardous solid wastes into recyclable waste and non-recyclable waste, and follows the “Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Wastes” to set up waste collection station, and the wastes are stored by category and are clearly labelled. Designated personnel are assigned to follow up and manage the wastes collected. Waste collection station are also clearly labelled and are set up with sun protection, rain protection, and anti-leakage measures.

固體廢物分類與儲存的管理

為了符合《中華人民共和國固體廢物污染環境防治法》及相關法律法規，本集團制訂了「固體廢棄物管理程序」，各部門嚴格按照程序對廢物的收集、分類、標識、儲存、處置與記錄進行管理，並由全質環境辦公室嚴密監督整個過程；每個生產車間均設有危險廢物收集點，生產部門先將有毒與有害固體廢物分類存放並做好標識，物料部定期將危險廢物從各個收集點移放至廠房內的危險廢物倉庫，並進行記錄；危險廢物倉庫已採取防揚散、防流失、防滲漏或其他防止污染環境的措施，以確保能按照《危險廢物儲存污染控制標準》儲存有害固體廢物，以及避免因儲存不當而造成環境污染。本集團將無害固體廢物分類為可回收廢物及不可回收廢物，並按照《一般工業固體廢物儲存場、處置場污染控制標準》在廠房內設置廢物收集場，將廢物分類及貼上清晰的標籤，並由專人負責跟進和管理，廢物收集場亦已設置清楚標識及具有防曬、防雨、防洩漏等措施。

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環境、社會及管治報告

Management of Disposal of Solid Wastes

Resources conservation and pollution mitigation are very important to protect the planet's limited resources. The Group is committed to improving environmental hygiene, reducing environmental pollution, reuses recyclable waste whenever possible, implements waste reuse and reduction policy, and entrusts companies that holds local environmental certification to handle and prevent resources wastage and environmental pollution. Non-recyclable wastes are passed to the local sanitation department for regular clearing. For the disposal of hazardous wastes, the Group follows the "Measures for the Management of Hazardous Waste Transfer" to report real-time on the transfer and movement of hazardous wastes, set up internal management records accordingly; and entrusted a recycling company who holds the "Permit on Hazardous Waste Business Operation" to handle. Other unauthorized and informal channels for disposal is forbidden. Besides, the Group conducts annual evaluation on the recycling companies according to the "Related Parties Management Procedures", and evaluation mainly covers whether waste disposal procedures comply with laws and regulations, whether the recycling companies use the appropriate disposal method, whether the wastes have been causing secondary pollution, etc. The contract with the Group will be renewed only when the recycling companies passed the evaluation.

During the Reporting Period, the Group generated approximately 165.78 tonnes of hazardous solid wastes, representing a decrease of approximately 53.94 tonnes or 24.55% as compared with the previous year. This is mainly due to the drop in production level. During the construction of new factory, a large amount of recyclable packaging materials (such as paper, plastic film, plastic paper, etc.). Therefore, the non-hazardous solid wastes generated by the Group during the Reporting Period increased by approximately 49.76 tonnes or 9.86% as compared with the previous year, with a total of approximately 554.44 tonnes of non-hazardous solid wastes generated.

固體廢物處置的管理

節約資源和減少污染對保護地球的有限資源十分重要，本集團致力於改善環境衛生，減少環境污染，儘可能將可回收廢物進行回收利用，實行廢物資源化和減量化，以及委託符合當地環保認證的公司處理，防止資源浪費和環境污染。不可回收的廢物則交由當地環衛部門定期清理。對於有害固體廢物的處置，本集團按照國家的《危險廢物轉移管理辦法》，實時上報有害危險廢物的轉移情況，建立相關的信息管理記錄；並委託持有《危險廢物經營許可證》的回收公司處理，嚴防任何經非正常途徑的處置。此外，本集團每年會按照「相關方管理程序」對回收公司進行評審，評審內容主要包括廢物的處置程序是否合乎法律法規、回收公司是否使用正確的處置方法、廢物有沒有曾經造成二次污染等，回收公司均需通過有關評審才可與本集團續約。

於報告期內，本集團產生有害固體廢物約165.78噸，較上年度減少約53.94噸或24.55%，這主要是由於生產量下跌。新工廠建設期間，新設備和物資產生大量可回收的包裝物（如紙皮、塑膠膜、塑膠紙等），因此，本集團於報告期內所產生的無害固體廢物較上年度增加49.76噸或9.86%，共產生無害固體廢物約554.44噸。

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At the beginning of the Reporting Period, the Group estimated that the production intensity of hazardous solid wastes and non-hazardous solid wastes would drop by 2% as compared with the previous year. However, as the drop in the hazardous solid waste generated is to a lesser extent than the production level, the production intensity of hazardous solid wastes is larger than expected. The large amount of recyclable packaging produced by the new factory has increased the generation of non-hazardous solid waste this year, thereby resulting in a higher production intensity of non-hazardous solid wastes than expected. Please refer to the below table and the section “Summary of Environmental Data and Performance” below for the relevant data.

During the Reporting Period, the Group’s production of hazardous and non-hazardous solid wastes are as follows:

於報告期初，本集團預計有害固體廢物產生量密度及無害固體廢物產生量密度均減少2.00%，由於有害固體廢物產生量密度的跌幅低於生產量的跌幅，因此，有害固體廢物產生量密度較預期增加；新工廠所產生的大量可回收包裝物使本年度無害固體廢物的產生量增加，無害固體廢物產生量密度因此較預期增加。有關數據請參閱下表及下文「環境數據表現摘要」一節。

於報告期內，本集團的有害與無害固體廢物的產生情況如下表：

		2022 2022年度 (Tonnes) (噸)	2021 2021年度 (Tonnes) (噸)
Hazardous Solid Wastes¹	有害固體廢物¹		
Total	總量	165.78	219.72
Intensity ²	密度 ²	21.28	13.88
Non-hazardous Solid Wastes¹	無害固體廢物¹		
Total	總量	554.44	504.68
Intensity ²	密度 ²	71.18	31.88

Notes:

- ¹ This is the hazardous and non-hazardous solid waste data of the Group’s MLCC business. The Group’s investment and financial services business is in office setting and does not generate any hazardous solid waste; while non-hazardous solid waste is only domestic wastes and paper produced by employees in daily life, and the non-hazardous waste is handled by the property management company. Since the property management company did not provide the relevant data, and also the amount involved is not significant; the Group did not make the disclosure in this Report.
- ² Due to the differences on the types, production time and production costs of the MLCC manufactured by the Group, the Group has converted the production level into product volume as the calculation basis of intensity. The intensity of hazardous and non-hazardous solid waste of the Group’s MLCC business is measured in one cubic meter of MLCC produced.

附註：

- ¹ 此為本集團MLCC業務的有害與無害固體廢物產生量數據，而本集團的投資與金融服務業務只屬辦公室營運，並沒有產生任何有害固體廢物；而無害固體廢物只有員工於日常生活中產生的生活廢物及紙張等，所產生的無害固體廢物均由大廈物業管理處負責處理，大廈物業管理處沒有提供相關數據及有關數據並不重大，故本集團沒有披露於此報告中。
- ² 由於本集團所製造的MLCC產品的種類、生產時間、生產成本等有所不同，因此本集團將生產量折合成產品的體積，作為計算密度的基數，本集團MLCC業務的有害與無害固體廢物產生量的密度是以每生產一立方米的MLCC產品單位計算。

Environmental, Social and Governance Report

環境、社會及管治報告

Management of Noise

The noise generated by the Group mainly comes from the production machinery and exhaust fan. The impact on the environment from the noise is effectively controlled through our planning of the production time and location of the production workshop, the layout of the production equipment with the measures of shock absorption, noise reduction, noise elimination and sound insulation. For example, taping machine is installed in independent room, doors and windows of workshops are made of materials or structure with good sound insulation performance, shock absorbers are installed at the bottom of the equipment, strengthen the repair and maintenance of machinery and equipment, use lubricating oil to reduce wear and tear on the equipment, strengthen the greening of plant areas to further reduce the impact of noise to the surrounding communities and environment by the attenuation effect of trees. At the same time, the Group equips its employees with earmuffs or earplugs to reduce the chance of suffering from occupational diseases. The Group always strictly abides by the noise emission limits and guidelines of the “Emission Standard for Industrial Enterprises Noise at Boundary”, and follows the internal environment management policy to regulate noise emissions. During the Reporting Period, the test result of noise inspection report of each plant can meet the standard.

Compliance

During the Reporting Period, there was no violation or non-compliance incident in relation to environmental protection that had a significant impact on the Group.

2. Management of Resources Utilization

In order to comply with the “Law of the People’s Republic of China on Energy Conservation” and the applicable local laws and regulations, and to instill its people with thoughts in natural resources conservation and to promote the culture of environmental protection, the Group’s production departments and office administration have set up a number of measures to demand its employees to use resources diligently and to maximize its effectiveness and to eliminate waste.

噪音的管理

本集團的噪音主要來自操作生產機器設備及風機，透過合適的生產時間、生產車間位置的規劃、生產設備的佈局設置，同時採取減震、降噪、消聲及隔音的措施，以控制噪音對環境的影響，例如：將編帶機設置於獨立房間；車間的門窗選用隔聲性能良好的材料或結構；於設備底部安裝減震片；加強機器設備的維修保養及使用潤滑油防止機器磨損；加強廠區的綠化，通過樹木的衰減作用，進一步減輕噪音對周遭社區與環境的影響等。同時，本集團為員工配備耳罩或耳塞，以減少員工患上職業病的機會。本集團一直嚴格遵守《工業企業廠界環境噪聲排放標準》內的噪音排放限值與指引，並按照內部環境管理制度規範噪音的排放。於報告期內，各廠房的噪聲檢測報告結果均達標。

合規性

於報告期內，本集團並無發生重大與環境保護有關並對本集團有重大影響的違規或違法事件。

2. 資源使用的管理

為了遵守《中華人民共和國節約能源法》及當地的有關法律法規，以及樹立節約天然資源的思想及推動環境保護，本集團的生產部門和辦公室均推行了多項措施，要求員工能身體力行節約與充分利用資源，發揮其最大效益，杜絕浪費。

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環境、社會及管治報告

Management of Energy

Management of Gasoline, Diesel and Refrigerants

Gasoline and diesel are mainly consumed by the Group's business vehicles and cargo truck. The Group has established the "Fleet Management Regulations", which strictly stipulates the management of the use, repair and maintenance of vehicles. Vehicles of the Company are only used for business purpose to reduce extra fuel consumption due to unnecessary use of vehicles. Besides, the Group encourages drivers to plan their routes in advance. If passengers travel to the same or close destinations, they will be arranged to use the same vehicle to reduce the amount of gasoline and diesel used. The Group also promotes the concept of "Green Travel" and encourage employees to use public transport, and makes good use of various communication tools to communicate with business partners in order to reduce the use of vehicles and the number of business trips, thereby reducing the generation of greenhouse gases caused by business trips. The Administrative Service Department conducts regularly repairs and maintenances on vehicles for better energy use efficiency and to reduce fuel consumption and air emissions due to part failures.

In 2021, the Group arranged a gasoline vehicle for the business of one of the regions, and this vehicle was replaced by a diesel vehicle in 2022, so the gasoline consumption of the MLCC business of the Group decreased by approximately 5,887.67 liters or 23.68%, and diesel consumption increased by about 2,198.00 liters or 24.79% as compared with the previous year, with a total of approximately 18,976.11 liters of gasoline and approximately 11,064.03 liters of diesel consumed.

At the beginning of the Reporting Period, the MLCC business of the Group sets targets to reduce the consumption intensity of gasoline and the consumption intensity of diesel by 2.00% as compared with the previous year. As the decrease in the gasoline consumption is less than the decrease in production level, the consumption intensity of gasoline increased higher than estimation. The current year's diesel consumption increased due to the above-mentioned reasons, so the consumption intensity of diesel increased higher than estimation. Please refer to the below table and the section "Summary of Environmental Data and Performance" below for the relevant data.

節約能源

節約使用汽油、柴油及製冷劑

汽油及柴油主要用於本集團的公務用汽車及貨物運輸的貨車。本集團制定了「車隊管理規定」，嚴格規定車輛在使用、維修及保養方面的管理，公司車輛只能作公務用途，以減少非必要用車而產生額外用油。此外，本集團鼓勵司機用車前必須預先規劃路線，如乘客前往相同或接近的目的地，會安排他們使用同一車輛，以縮短行車路程及減少汽油及柴油的用量。本集團還推廣「綠色出行」理念，鼓勵員工多使用公共交通工具；善用各種通訊工具與業務夥伴進行溝通，減少使用車輛及出差次數，藉此減少差旅所帶來的碳排放。行政服務部定期維修及保養車輛，以提高能源的使用效率，以及減少因零件故障而增加消耗燃油和廢氣。

於2021年，本集團安排一輛汽油車輛專門負責其中一個地區業務，而該車輛於2022年改由一輛柴油車輛負責，故本集團MLCC業務的汽油用量較上年度減少約5,887.67公升或23.68%，以及柴油的使用量較上年度增加約2,198.00公升或24.79%，共使用汽油約18,976.11公升及柴油約11,064.03公升。

本集團MLCC業務於報告期初訂立目標，與上年度比較，將本年度的汽油用量密度及柴油用量密度均減少2.00%，由於汽油用量的跌幅低於生產量的跌幅，因此，汽油用量密度較預期增加；而由於上述原因，本年度柴油用量增加，柴油用量密度亦因此較預期增加。有關數據請參閱下表及下文「環境數據表現摘要」一節。

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During the Reporting Period, the Group's direct use of energy and the Scope 1 greenhouse gas emitted by the Group are as follows:

於報告期內，本集團直接使用能源及所產生範圍一溫室氣體的排放情況如下表：

		2022 2022年度		2021 ³ 2021年度 ³	
		Energy consumption 能源使用量	CO ₂ equivalent emissions (Tonnes) 二氧化碳 當量排放量 (噸)	Energy consumption	CO ₂ equivalent emissions (Tonnes) 二氧化碳 當量排放量 (噸)
MLCC Business:	MLCC業務：				
Gasoline	汽油	18,976.11 Liters 公升	51.38	24,863.78 Liters 公升	67.33
Diesel	柴油	11,064.03 Liters 公升	30.61	8,866.03 Liters 公升	24.58
Liquefied Petroleum Gas	液化石油氣	2,093.00 Kilograms 公斤	6.32	2,236.00 Kilograms 公斤	6.75
Refrigerants	製冷劑	108.80 Kilograms 公斤	114.51	28.00 Kilograms 公斤	24.19
Total Business's Emission	業務排放總量		202.82		122.85
Business Emission Intensity¹	業務排放量密度¹		26.04		7.76
Investment and Financial Service Business	投資與金融服務業務：				
Gasoline	汽油	2,097.82 Liters 公升	5.68	2,270.45 Liters 公升	6.15
Total Business's Emission	業務排放總量		5.68		6.15
Business Emission Intensity²	業務排放量密度²		0.25		0.26

Notes:

- Due to the differences on the types, production time and production costs of the MLCC manufactured by the Group, the Group has converted the production level into product volume as the calculation basis of intensity. The intensity of greenhouse gas emissions of the Group's MLCC business is measured in one cubic meter of MLCC produced.
- The emission intensity of investment and financial services business is calculated based on the number of employees.
- Part of last year's comparative figures are restated to conform with the current year's presentation.

附註：

- 由於本集團所製造的MLCC產品的種類、生產時間、生產成本等有所不同，因此本集團將生產量折合成產品的體積，作為計算密度的基數，本集團MLCC業務的溫室氣體排放量的密度是以每生產一立方米的MLCC產品單位計算。
- 投資與金融服務業務的排放量密度以每位員工計算。
- 上年度部分數據需重列作為比較用途。

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環境、社會及管治報告

Management of Electricity

The Group's electricity is mainly used in office and electrical equipment in the production plant, actively promotes the "energy conservation and consumption reduction" policy based on the applicable laws and regulation in energy conservation, and implements a series of energy conservation measures to educate employees on the relationship between energy use and earth sustainability, so that they can build good habit in use of electricity. The air conditioners in the office should only be used according to seasonal changes; switch off the unused lights, air conditioners, computers and other electrical equipment at lunch break and after work, encourage employees to use natural light for daily operations; repair and maintain the production and electrical equipment regularly to reduce wasted power due to malfunctioning. In order to use energy reasonably and reduce resource consumption, the Group has established "Energy Resource Management Procedures" to encourage employees to make reasonable recommendations, and adopt new energy-saving production techniques; urge employees to strictly follow the operating guidelines so as to reduce unnecessary waste. When purchasing new equipment, the Group will select those with greater energy efficient or with the energy-efficient labels (such as LED lights, etc.) whenever possible. As required under the "Electricity Saving Operation Procedure", the Equipment Department regularly inspects the production equipment for engine idling situation, and conducts maintenance and repairs; checks and records the electricity consumption data of each department every month, and takes necessary and timely action to control it in case of abnormality found. Besides, the Equipment Department compares the ratio of electricity consumption and production level in the current and previous years, investigation will be conducted and remediation plan will be set up in case of significant variance is found so as to reduce greenhouse gas emissions due to abnormal electricity use in the plants. Designated personnel are assigned by each department to manage the high-power refrigeration equipment and to monitor the electricity consumption of the department. Electrician is responsible for the night time power consumption monitoring to ensure equipment operates under normal condition.

節約用電

本集團的電力主要用於辦公室及廠房的用電設備，以有關節約能源的法律法規為標準，積極推廣「節能減耗」的能源使用方針，並實施一系列節能措施，教育員工明白能源使用與地球可持續性的關係，讓他們能培養良好的用電習慣。辦公室的空調機需按照季節變化而調節；於中午休息時、下班後關掉不使用的照明燈、空調機、電腦等用電設備；鼓勵員工使用自然光進行日常作業；定期維修及保養生產及用電設備，以減少因設備不正常運作而浪費電力。為了合理利用能源，降低資源消耗，本集團制定了「能源資源管理程序」，鼓勵員工提出合理化的建議，採取節約能源的新工藝；督促員工嚴格按照工作指引操作，減少不必要的浪費。在購置新設備時，本集團儘量選擇能源效益較大或帶有能源效益標籤的設備(如LED燈等)。各部門亦根據「節約電能操作規程」的要求，設備部定期巡查生產設備是否有空載現象及進行保養與維修；每月需檢查及記錄各部門的耗電量，如出現異常情況，需及時採取措施加以控制；此外，設備部比較本年度與上年度的耗電量與生產量之間的比率，發現偏差較大時，進行調查並提出整改方案，以減少廠房的非正常用電，從而減少溫室氣體的排放。而各部門由專人負責管理大功率製冷設備及監控部門的用電情況，派電工則負責監控夜間的用電情況，確保設備均處於正常狀況下運作。

Environmental, Social and Governance Report

環境、社會及管治報告

During the Reporting Period, the Group's MLCC business consumed approximately 29,170.58 megawatt hours (MWh) of electricity, representing a decrease of 5,270.22 MWh or 15.30% as compared with the previous year. It is mainly due to the drop in the production level.

At the beginning of the Reporting Period, the MLCC business of the Group sets a target to reduce the consumption intensity of electricity by 2.00% as compared with the previous year. Although the production level in the current year decreased, the reduction in the electricity consumption was relatively small. This is mainly because public facilities such as power, environmental protection, occupational health and safety protection facilities, etc.) would not be affected by the production level, and still needed to operate normally. Besides, the number of newly-developed products this year has increased, resulting in more testing products, and the production volume of newly-developed products accounted for a small proportion of the total production volume, but its electricity consumed is more than that of the normal batches. Therefore, the electricity consumption has not decreased correspondingly due to the reduction in production level. Hence, the electricity consumption of MLCC business increased higher than estimation. Please refer to the below table and the section "Summary of Environmental Data and Performance" below for the relevant data.

於報告期內，本集團MLCC業務消耗電力約29,170.58兆瓦時，較上年度減少約5,270.22兆瓦時或15.30%，主要是由於生產量減少。

本集團MLCC業務於報告期初訂立目標，與上年度比較，將本年度的用電量密度減少2.00%，雖然本年度的生產量下跌，但用電量的減幅較少，這主要是由於公共設施（如動力、環保、職業健康與安全防護設施等）不受生產量影響而需全年正常運行。此外，本年度開發的新產品增加，試驗品因而增多，新產品開發產量佔總產量的比例小，但其用電量較正常批量的用電量多，故用電量未因生產量減少而相應下降。因此，MLCC業務的用電量密度較預期增加。有關數據請參閱下表及下文「環境數據表現摘要」一節。

Environmental, Social and Governance Report

環境、社會及管治報告

During the Reporting Period, the Group's use of electricity and the Scope 2 greenhouse gas emitted by the Group are as follows:

於報告期內，本集團使用電力及所產生範圍二溫室氣體的排放情況如下表：

		2022 2022年度		2021 2021年度	
		Consumption (MWh) 使用量 (兆瓦時)	CO ₂ equivalent emissions (Tonnes) 二氧化碳 當量排放量 (噸)	Consumption (MWh) 使用量 (兆瓦時)	CO ₂ equivalent emissions (Tonnes) 二氧化碳 當量排放量 (噸)
MLCC Business: Electricity	MLCC業務： 電力	29,170.58	17,796.97	34,440.80	21,012.33
Business Emission Intensity¹	業務排放量密度¹		2,284.82		1,327.12
Investment and Financial Service Business Electricity	投資與金融服務業務： 電力	27.02	19.19	24.40	17.33
Business Emission Intensity²	業務排放量密度²		0.83		0.72

Notes:

- ¹ Due to the differences on the types, production time and production costs of the MLCC manufactured by the Group, the Group has converted the production level into product volume as the calculation basis of intensity. The intensity of greenhouse gas emissions of the Group's MLCC business is measured in one cubic meter of MLCC produced.
- ² The emission intensity of investment and financial services business is calculated based on the number of employees.

附註：

- ¹ 由於本集團所製造的MLCC產品的種類、生產時間、生產成本等有所不同，因此本集團將生產量折合成產品的體積，作為計算密度的基數，本集團MLCC業務的溫室氣體排放量的密度是以每生產一立方米的MLCC產品單位計算。
- ² 投資與金融服務業務的排放量密度以每位員工計算。

Environmental, Social and Governance Report

環境、社會及管治報告

Conservation of Water Resources

The Group's MLCC business uses government-supplied water sources, mainly for the production of MLCC and domestic use; while the water source for other businesses is provided and managed by the property management companies, mainly for restroom use. Although the Group does not encounter any water sourcing problem during the Reporting Period, the Group has actively taken various measures to educate its employees to save water in daily life. In order to establish correct concept of water use and enhance employees' environmental awareness, the Group posts water saving tips in prominent place so as to raise the employees' awareness and to reduce wastage; for example, remind employees to cherish water, drinking water cannot be used for other purposes; control water flow when washing hands and turn the faucet off after use, etc.; all production departments and office administration need to regularly check the water facilities, pipelines, faucets, etc. within their operating area to eliminate the long flowing water from occurring; immediately inform the Maintenance Department to carry out repairs when pipeline or valve damage or water leakage is found.

During the Reporting Period, the Group's water consumption was approximately 113,930.90 cubic meters, representing a decrease of 7,012.80 cubic meters or 5.80% as compared with the previous year. It is mainly due to the drop in the production level.

節約用水

本集團的MLCC業務使用政府供應的水源，主要用於生產MLCC及生活用水；其他業務的水源由物業管理公司提供及管理，主要是洗手間用水。於報告期內，本集團雖然沒有就取得適用水源上遇到任何問題，但仍積極採取各項措施，教育員工節約用水應從日常生活開始，為了建立正確的用水觀念及加強員工的環保意識，本集團於當眼處張貼節約用水提示，提高員工用水的自覺性，減少浪費；例如：提醒員工珍惜食水，飲用水不可作其他用途；洗手時控制水流，水龍頭儘量開小，用完隨手關閉等；各生產部門及辦公室定期檢查其範圍內的用水設施、管道、水龍頭等，杜絕長流水現象。如發現管道、閥門有損壞漏水的，應立即通知維修部門進行維修。

於報告期內，本集團的耗水量約113,930.90立方米，較上年度減少約7,012.80立方米或5.80%，主要是由於生產量減少。

Environmental, Social and Governance Report

環境、社會及管治報告

At the beginning of the Reporting Period, the Group sets a target to reduce the consumption intensity of water by 2.00% as compared with the previous year. Although the production level in the current year decreased, the reduction in the water consumption was relatively small. This is mainly because public facilities such as cooling towers, central air-conditioners, environmental protection facilities, etc. still needed to operate normally and would not be affected by the production level. Besides, the water is mainly in the end and the electroplating processes and the sewage treatment station, and the production process needs to exchange water regularly; in addition, the number of newly-developed products this year has increased, resulting in more testing products, and the production volume of newly-developed products accounted for a small proportion of the total production volume, but its water consumed is more than that of the normal batches. Therefore, the water consumption has not decreased correspondingly due to the reduction in production level. Hence, the water consumption of MLSS business increased higher than estimation. Please refer to the below table and the section “Summary of Environmental Data and Performance” below for the relevant data.

本集團於報告期初訂立目標，與上年度比較，將本年度的用水量密度2.00%，雖然本年度的生產量下跌，但用水產生量的減幅較少，這主要是由於公用設施（如冷卻塔、中央空調機、環保設施等）仍需正常運行而不會受生產量影響。此外，生產工序用水主要在倒角工序與電鍍工序及污水處理站，生產工序需定時換水；加上本年度開發的新產品增加，試驗品因而增多，新產品開發產量佔總產量的比例小，但其用水量較正常批量的用水量多，故用水量未因生產量減少而相應下降。因此，MLCC業務的用水量密度較預期增加。有關數據請參閱下表及下文「環境數據表現摘要」一節。

Environmental, Social and Governance Report

環境、社會及管治報告

During the Reporting Period, the Group's use of water resources is as follows:

於報告期內，本集團水資源的使用情況如下表：

		2022 2022年度 (Cubic Meters) (立方米)	2021 2021年度 (Cubic Meters) (立方米)
Water Resources¹	水資源¹		
Total	總量	113,930.90	120,943.70
Intensity ²	密度 ²	14,626.76	7,638.67

Notes:

- ¹ This is the water consumption data of the Group's MLCC business. The water source of the Group's investment and financial services business is managed by building management company. The property management company did not provide the relevant data, and thus the Group did not make the disclosure in this Report. Water used by the investment and financial services business is mainly for drinking and cleaning purposes.
- ² Due to the differences on the types, production time and production costs of the MLCC manufactured by the Group, the Group has converted the production level into product volume as the calculation basis of intensity. The intensity of water consumption of the Group's MLCC business is measured in one cubic meter of MLCC produced.

附註：

- ¹ 此為本集團MLCC業務的用水量數據，而由於本集團的投資與金融服務業務用水由大廈物業管理處管理，而大廈物業管理處未有提供相關的用水數據，故未於本報告披露有關數據。投資與金融服務業務用水只作為飲用及清潔用途。
- ² 由於本集團所製造的MLCC產品的種類、生產時間、生產成本等有所不同，因此本集團將生產量折合成產品的體積，作為計算密度的基數，本集團MLCC業務的用水量的密度是以每生產一立方米的MLCC產品單位計算。

Conservation of Paper

The Group promotes green office policy and encourage employees to save paper and avoid wastage. Paper is purchased by the Procurement Department; the Company realizes the file information management on the file system OA and tries to reduce photocopying and printing by sending files in electronic forms, fully uses and recycles the one-sided used papers, used envelope and packaging materials whenever possible, collects the double-sided wasted papers to the qualified recycler for recycling. During the Reporting period, the Group consumed a total of 4.31 tonnes of paper, representing a decrease of 1.79 tonnes or 29.34% as compared with the previous year.

節約用紙

本集團提倡綠色辦公室政策，鼓勵員工節約用紙，避免浪費。紙張由採購中心統一採購；公司實現文件系統OA文檔信息化管理，儘量以電子檔案形式傳遞信息及文件，以減少影印及列印；而當有需要影印或列印時，亦要儘量充分利用及循環使用單面列印的紙張、舊信封及包裝材料，將兩面都已使用過的廢紙放入再造紙收集箱，並交由符合資格的廢物回收商處理。於報告期內，本集團的共使用紙張4.31噸，較上年度減少1.79噸或29.34%。

Environmental, Social and Governance Report

環境、社會及管治報告

3. The Environment and Natural Resources

In recent years, the national environmental protection department continuously tightens the emission standard and environmental protection policies on “three wastes” (i.e. waste gas, wastewater and solid waste). It increases the difficulty of environmental management. Each production plant of the Group has obtained and passed the audit of GBT 24001-2016/ISO 14001:2015 environmental management system certification. This not only affirming the Group’s commitment in environmental protection, but also demonstrates the determination of environmental protection. The Group will continue to adopt different measures, such as investing in increasing environmental protection and treatment facilities and upgrade the existing facilities; enhance the production process to reduce the generation of “three wastes”; providing regular departmental training courses to ensure the effective operation of management system, thereby raising awareness of environmental protection among employees; outsourcing the processes with high pollutant emissions to meet the “three wastes” emission standards and environmental protection policies under strict control of the PRC.

3. 環境及天然資源

近年，由於國家環保部門不斷收緊「三廢」（即廢氣、廢水及固體廢物）的排放指標及環保政策，增加了環保管理工作的難度，本集團各個生產廠房多年來均獲得並通過GBT24001-2016/ISO 14001:2015環境管理體系審核認證，這除了肯定本集團在環境保護工作的投入外，亦同時見證對環境保護的決心，並將繼續採取不同措施，投放資金於增加環保治理設施及將現有設施升級；改善技術以減少「三廢」的產生；定期為部門提供培訓課程，確保管理體系有效地運作，從而提高員工之環保意識，將污染物排放量大的工序外包等，以應對國家嚴加管控的「三廢」排放指標及環保政策。

Environmental, Social and Governance Report

環境、社會及管治報告

The Group upholds the entrepreneurial spirit of hard work, takes the concept of building a centennial enterprise, regards integrity as the cornerstone of life and business development, and pursues excellence as its business goal, making important contributions to social development and industrial progress. The Group has a pool of dedicated and diligent employees. When formulating sustainable development strategies, the employees actively support and contribute feasible suggestions speeding up the Group's pace towards green management. The Group will continuously take the national environmental protection policy as its blueprint for development, and will adhere to the principles of safety, harmony, green development and clean production, instilling the thoughts about environmental protection to the core of its operations, to protect and to care for the nature, and also to work with employees in order to build an environmental-friendly and resource-saving enterprise. We would also like to dispatch our environmental protection messages to families, friends, business partners, etc., to let them understand that global environmental issues are becoming more and more severe, so as to build a more powerful cohesion to improve and jointly create a more livable environment and to promote the sustainable development of the world. All members of the Group will, as always, give back to the society with excellence and best service. As a responsible corporate citizen, the Group creates value for customers, creates opportunities for employees, creates returns for shareholders while achieving stable economic growth for the Group and building up the Group as a world-class enterprise, and strikes the balance between business development and environmental protection to reduce the Group's demand and adverse impact on the environment.

本集團秉承艱苦奮鬥的創業精神，以打造百年企業為理念，以誠信作為做人做事及企業發展的基石，以追求卓越作為經營目標，為社會的發展和產業的進步作出重要貢獻。本集團擁有一群敬業、勤奮的好員工，在訂定可持續發展的營運策略時，有賴各員工的積極配合並提出可行的建議，加快了本集團邁向綠色經營的步伐，本集團將繼續以國家未來的環保政策作為發展藍圖，堅持安全、和諧、綠色發展及清潔生產的方針，把環保管理思想置入營運活動的核心，同時關注及愛護大自然，與員工共同努力構建環境友好型與資源節約型的企業，並將環保訊息傳給身邊的家人、朋友、業務夥伴等，讓他們了解到全球的環境問題日趨嚴峻，以建立更有力量的凝聚力，儘力改善及共同打造更宜居的環境，促進世界可持續發展。本集團全體將一如既往以感恩的情懷，以精益求精、至善至美的服務精神回饋社會。作為一個負責任的企業公民，本集團為客戶創造價值，為員工創造機會，為股東創造回報，為本集團取得穩定經濟增長，把本集團建設為世界一流企業的同時，亦建立與環境保護同步發展的平衡點，以減少本集團對環境的索求與不良影響。

Environmental, Social and Governance Report

環境、社會及管治報告

4. Climate Change

Climate change is expected to worsen the frequency and severity of extreme weather events and cause catastrophic damage. Climate change is also changing seasonal and annual patterns of temperature, precipitation and other weather phenomena, increasing risk of heavy rains, rising tides and flooding that can cause serious damage to assets such as buildings, warehouses and inventories, resulting in economic losses. In the long term, climate change may lead to rise in the sea level, long-term changes in climate patterns of chronic heat waves (persistent higher temperature, etc.). The unprecedented crisis from the global spread of COVID-19 has created significant challenges worldwide while the risks of climate change are still imminent. Understanding of these trends and the relationship with its businesses can help the Group to prepare, analyze possible risks and opportunities, seize the opportunities of potential benefits and establish the response capacity of the Group in the long run.

Climate change is a major concern of governments around the world. Governments may change the related policies, laws and regulations to deal with climate change. Therefore, the Group needs to change internal policies and measures, increasing the risk of facing relevant laws and regulations, which may increase operating costs and affect product demand. In response to climate change, the Group is committed to reducing carbon emissions and waste generated by each production plant and office. The Group reduces the consumption of electricity, water, paper and gasoline used by vehicles from the source and follows the principle of Use Less, Fully Exploit, Seek Alternatives, Fix and Reuse, Rethink, through daily management and strengthens education and publicity, and actively takes technically feasible and economically reasonable measures, so as to reduce operating costs, reduce carbon emissions and waste in operation, and actively explore new models of low carbon development. At the same time, the Group has formulated scientific reasonable and realistic goals, indicating that the company has a directional and purposeful plan for reducing greenhouse gas emissions, and is prepared in advance to respond to national-level regulatory policies of climate change. Besides, the ESG targets of the Group provide benchmarks and future directions for the annual review of progress in greenhouse gas reduction and energy transition, and motivate more efficient actions to address climate change.

4. 氣候變化

氣候變化使各種極端天氣變得更頻繁，情況更為惡劣，經常造成災難性的損失；氣候變化還正在改變溫度、降水和其他天氣現象的季節性和年度模式，增加暴雨、潮位上升和洪水災害的風險，可能對建築物、倉庫和儲存貨物等資產造成嚴重破壞，從而造成經濟損失。長遠而言，氣候變化可能導致海平面上升、慢性熱浪的氣候模式的長期變化（如持續較高的溫度等）。正當前所未有的2019冠狀病毒病危機在全球造成重大的挑戰時，氣候變化的風險仍迫在眉睫，通過了解這些趨勢與自身業務的關連，有助本集團作好準備，分析可能出現的風險和機遇，長遠而言有助把握機遇的潛在得益及建立本集團的應對能力。

氣候變化是世界各國政府關注的主要問題，各國政府可能改變相關政策、法律法規以應對氣候變化，本集團因而需改變內部政策及措施，增加面對相關法律法規的風險，這可能增加營運成本及影響產品需求。為了應對氣候變化，本集團致力減少各生產廠房及辦公室的碳排放及廢物的產生。本集團從源頭著手，降低電力、水、紙張以及公司車用燃料的消耗，並遵循減少使用、物盡其用、替代使用、修復再用、重新思考的原則，透過日常管理及加強教育與宣傳，強化能源節約與能效提升理念，積極採取技術上可行與經濟上合理的措施，於降低營運成本之餘，減少辦公室的碳排放及廢物的產生，積極探索低碳發展新模式。同時，本集團制定科學合理與現實可行的目標，說明企業有方向性和目的地規劃溫室氣體減排路徑，提前做好應對國家層面的氣候變化監管政策的準備。此外，本集團的ESG目標為每年檢討溫室氣體減排和能源轉型進展提供參考的基準和未來的發展方向，並激勵採取更有效率的應對氣候變化的行動。

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環境、社會及管治報告

V. EMPLOYMENT AND LABOR PRACTICES

Employees are the Group's valuable assets and the key driver for the Group's sustainable and long-term business development. The Group devotes to create a non-discrimination, equal, harmonious and safe workplace; build up a mutual-respect and good relationship with its people; encourage its employees to be innovative, flexible and committed when dealing with its customers and produce high quality products and services as their mission. To accomplish this target, the Group offers opportunities of advancement to attract, develop, retain and reward its talented staff; provides commensurate remuneration, personal growth and career development training. Besides, the Group cares about its employees' work, life, physical and mental health. The Group organizes regular cultural, free time activities and training courses to enrich their leisure time and to enhance their technical skills and team cohesion. The Group encourages employees to maintain harmonious interpersonal relationships, promote team spirit of cooperation and unity, bravely face difficulties and overcome challenges.

五、僱傭及勞工常規

本集團一直視員工為最寶貴的資產，對業務可持續和長遠發展起著關鍵作用。本集團致力打造非歧視、平等、和諧及安全的工作環境；並以互相尊重、與員工建立良好關係為目標；鼓勵員工創新、靈活和重視承諾，完成為客戶提供優質產品和服務的使命。為了實現這一點，本集團創造有利條件吸引、發展、挽留和獎勵人才；提供相稱的薪酬與福利、個人發展和職業發展培訓。此外，本集團非常關注員工的工作、生活和身心健康，通過定期組織文藝、工餘活動和培訓課程，豐富員工的生活，提升員工的技能和團隊凝聚力。本集團鼓勵員工建立融洽和諧的人際關係，提倡相互協作的團隊力量並發揚本集團多年來累積的團結精神；發揮集體的力量接受困難及迎接挑戰。

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The Group has strictly complied with the national and Hong Kong laws and regulations on employment and labor, including the “Constitution of the People’s Republic of China”, the “Labor Law of the People’s Republic of China”, the “Law of the People’s Republic of China on the Protection of Minors”, the “Provisions on the Special Protection on Minor Workers”, the “Provisions on the Prohibition of Using Child Labor”, the “Law of the People’s Republic of China on the Protection of Women’s Rights and Interests”, the “Insurance Law of the People’s Republic of China”, the “Labor Contract Law of the People’s Republic of China”, the “Social Insurance Law of the People’s Republic of China”, the “Regulations on Work-Related Injury Insurances”, the “Labor Union Law of the People’s Republic of China”, the “Employment Promotion Law of the People’s Republic of China”, the “Labor Dispute Mediation and Arbitration Law of the People’s Republic of China”, the “Law of the People’s Republic of China on the Protection of Disabled Persons”, the “Individual Income Tax Law of the People’s Republic of China”, the “Implementing Regulations of the Labor Contract Law of the People’s Republic of China”, the “Prevention and Control of Occupational Diseases Law of the People’s Republic of China” and the “Production Safety Law of the State” in the laws and regulations of Mainland China, and the “Employment Ordinance” (Cap. 57), the “Employees’ Compensation Ordinance” (Cap. 282), the “Mandatory Provident Fund Schemes Ordinance” (Cap. 485), the “Minimum Wage Ordinance” (Cap. 608), the “Sex Discrimination Ordinance” (Cap. 480), the “Disability Discrimination Ordinance” (Cap. 487), the “Family Status Discrimination Ordinance” (Cap. 527), the “Race Discrimination Ordinance” (Cap. 602), the “Occupational Safety and Health Ordinance” (Cap. 509) in the laws of Hong Kong, and other local government requirements and standards. Relevant information will be described in detail in the sections “Employment”, “Health and Safety”, “Development and Training” and “Labor Standards” below.

本集團嚴格遵守國家及香港有關僱傭及勞工的法規，包括中國內地的《中華人民共和國憲法》、《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》、《未成年工特殊保護規定》、《禁止使用童工規定》、《中華人民共和國婦女權益保障法》、《中華人民共和國保險法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》、《工傷保險條例》、《中華人民共和國工會法》、《中華人民共和國就業促進法》、《中華人民共和國勞動爭議調解仲裁法》、《中華人民共和國殘疾人保障法》、《中華人民共和國個人所得稅法》、《中華人民共和國勞動合同法實施條例》、《中華人民共和國職業病防治法》、《國家安全生產法》，以及香港法例中的《僱傭條例》（第57章）、《僱員補償條例》（第282章）、《強制性公積金計劃條例》（第485章）、《最低工資條例》（第608章）、《性別歧視條例》（第480章）、《殘疾歧視條例》（第487章）、《家庭崗位歧視條例》（第527章）、《種族歧視條例》（第602章）、《職業安全及健康條例》（第509章）及其他當地政府的要求與標準。有關資料將於下文「僱傭」、「健康與安全」、「發展及培訓」及「勞工準則」部分中詳細描述。

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環境、社會及管治報告

1. Employment

The Group has established an internal management system which specifies the requirements for recruitment, promotion, dismissal, working hours, rest periods, compensation, welfare and other benefits.

Recruitment, Promotion, Dismissal, Equal Opportunity, Diversity and Anti-discrimination

The Group is a fair opportunity employer and respects personal privacy, and it has established and implemented fair treatment policy. In accordance with the principle of “openness, fairness, equality, competition and selection of merits” and adherence to the concept of use of talents, the appropriate candidates would be selected based on their morality, knowledge, abilities and job requirements, and regardless of their age, gender, sexual orientation, race, marital status, religion, political factions. The policy applies to all phases of the employment relationship, including but not limited to, hiring, promotion, performance appraisal, training, personal development and termination. The Group handles dismissal and compensation in accordance with the local laws and regulations.

In order to enhance quality of work and competency of employees, the Group follows the principle of “equality, openness and transparency” to conduct periodic performance appraisal and fairly assess the level of awards, subsidies, bonuses, salaries increment, transfer of job position and/or promotion recommendations based on a number of criteria, including working experience, seniority, knowledge and skills, performance, contribution, etc.. In the performance appraisal process, the department head communicates and discusses with employees about their achievements, suggest areas for improvement, and setting objectives and performance indicator for the next appraisal period, so as to motivate the employees for continuous improvement and to develop their potential.

On the basis of equality, the Group hopes to identify talents who are committed and dedicated to work, willing to take responsibility, keep learning, continuously improving their abilities and willing to move forward with the Group.

1. 僱傭

本集團制定了內部管理制度，並對招聘、晉升、解僱、工作時數、假期、薪酬、福利及其他待遇等方面作出明確要求。

招聘、晉升、解僱、平等機會、多元化及反歧視

本集團主張平等機會及尊重個人私隱，並制定了相關政策，本集團均以品德、學識、能力及崗位要求為僱用標準，按照「公開、公正、平等、競爭、擇優」的原則，秉持「七分人品，三分才，為我所用是人才」的理念，為不同年齡、性別、性傾向、種族、婚姻狀況、信仰、政治派別的人士給予平等的僱用機會。此等政策適用於不同階段的僱傭關係，包括但不限於招聘、晉升、績效考核、培訓、個人發展及終止聘用。如解僱員工或因此而需要作出賠償，本集團亦會按照當地的法律法規處理。

為了提升員工的工作質素與辦事效率，本集團以「公平、公開、透明」的原則，定期為員工進行績效考核並按照多項標準，包括工作經驗、年資、知識技能、表現、貢獻等，使本集團能公平地評估給予員工的獎金、津貼、分紅、加薪幅度、調職及／或晉升建議。於績效考核的過程中，部門主管與下屬員工溝通與討論，主要是為了肯定員工的成績，提出改進建議及為員工制訂下一個考核週期的績效計劃和工作目標，以激勵員工持續改進及引發員工潛能。

在平等的基礎上，本集團期望發掘能投入工作、敬業及勇於承擔責任的人才，並且對不斷學習、持續改善自身能力及願意與集團一同向前發展的員工寄予信心和厚望。

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At the end of the Reporting Period, there are 1,084 (2021: 1,203) employees and distribution of the Group's employees are as follows:

於報告期末，本集團的僱員人數為1,084名(2021:1,203名)，其分佈情況如下表：

		2022 2022年度	2021 2021年度
Gender	性別		
Male	男性	57.66%	57.19%
Female	女性	42.34%	42.81%
Employment Type	僱傭類別		
Full-time	全職	99.91%	99.92%
Part-time	兼職	0.09%	0.08%
Age Group	年齡組別		
18-30	18-30	43.73%	47.63%
31-45	31-45	46.40%	43.47%
46-60	46-60	9.78%	8.65%
>60	>60	0.09%	0.25%
Geographical Region	地區		
Mainland China	中國內地	98.06%	98.17%
Hong Kong	香港	1.94%	1.83%

During the Reporting Period, the Group's average monthly employee turnover rate is as follows:

於報告期內，本集團僱員平均每月流失率如下表：

		2022 2022年度	2021 2021年度
Gender	性別		
Male	男性	3.85%	5.28%
Female	女性	3.57%	4.60%
Age Group	年齡組別		
18-30	18-30	5.46%	6.56%
31-45	31-45	2.48%	3.71%
46-60	46-60	1.36%	1.71%
>60	>60	11.76%	3.03%
Geographical Region	地區		
Mainland China	中國內地	3.76%	5.04%
Hong Kong	香港	2.02%	2.27%

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環境、社會及管治報告

Compensation, Welfare and Other Benefits

The Group attracts and retains outstanding talents with competitive remuneration packages; benchmarks up-to-date remuneration data in their industry and strives to establish a fair, reasonable and competitive remuneration scheme. According to the remuneration regulations, staff salaries level is decided based on one's knowledge, skills, experiences and education background relevant to their work requirements, and the Group implements a remuneration system that consists of basic salary and performance-based bonus. Employee compensation varies among factories and offices situating by locations.

The remuneration package of employees in Mainland China includes salary, overtime subsidies, discretionary bonus, year-end bonus, and so on. Other benefits include birthday and festive gifts (Spring Festival, International Working Women's Day, Dragon Boat Festival, Mid-Autumn Festival, etc.), free body check-up, telephone expenses, provision of staff quarters, etc.. Besides, the Group has also established technical research and development project bonuses, including project development and efficiency awards in order to inspire technical and research and development personnel to innovate actively, and encourage technological and product development.

Besides, in accordance with the local labor laws and social security laws and regulations, the Group provides social security benefits for all employees. The Group contributes to various social security scheme (endowment insurance, medical insurance, unemployment insurance, work injury insurance and maternity insurance) and housing provident fund for the employees in Mainland China, and provides group medical insurance, annual body checks, employees' compensation insurance and contributes to the Mandatory Provident Fund Scheme for the employees in Hong Kong.

薪酬、福利及其他待遇

本集團以具有競爭優勢的薪酬吸引和保留高質素員工，了解行業勞工市場薪酬情況，力求建立公平、合理、極具競爭力的薪酬體系。根據薪酬管理規定，員工的薪酬是按照每個職位所要求的知識技能、經驗和教育程度等因素而釐定，並實行崗位工資和績效獎金相結合的薪酬制度。員工的待遇因不同地區的工廠和辦公室而有所不同。

內地員工的基本待遇包括工資、加班費、獎金、年終獎金等。其他福利包括員工生日及節日福利品(春節、三八婦女節、端午節、中秋節等)、免費身體檢查、電話費、提供食宿等。此外，本集團還設立技術研發項目獎金，包括項目開發獎和項目效益獎，務求激發技術研發人員積極創新，促進科技發展及開發新產品。

此外，本集團按照當地的勞動法及社會保障的法律法規，為所有員工提供社會保險福利項目；為內地業務員工繳納各項社會保險費(養老保險、醫療保險、失業保險、工傷保險及生育保險)和住房公積金，以及為香港員工提供團體醫療保險、年度身體檢查、員工補償保險和強積金計劃供款。

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The Group cares about its employees' physical and mental health, and sets up reading room in the plant areas. The Group also organizes leisure activities regularly or irregularly, including Party building celebrations, badminton activities, basketball competition, staff sports competition, team building activities, Mid-Autumn Festival gathering, etc. in order to enhance team cohesiveness and sense of belongings, and to reduce work pressure. The Group also has labor unions and employee representatives to conduct employee satisfaction surveys and carry out the respective remediation on a quarterly basis, and has established a mechanism for collecting feedback, complaints and appeals.

本集團亦非常關注員工的身心健康，於廠區內為員工提供閱覽室，還定期或不定期為員工組織活動，包括黨建慶祝活動、羽毛球活動、籃球比賽、職工運動會、團建活動、中秋節聚會等，希望增強員工之間的凝聚力、提升員工的歸屬感和減輕員工的工作壓力。本集團還設有工會和員工代表，於每季度進行員工滿意度調查及作出相應的改進，並建立意見反映、投訴和申訴機制。



Staff Activities
員工活動

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Working Hours and Rest Periods

The Group pays attention to its employees' health and encourages work-life balance. Employees' work hours are based on the local labor laws, and their rights of rest days and holidays such as annual leave, sick leave, marriage leave, maternity leave, paternity leave, funeral leave in accordance with the local labor laws.

The Impact of COVID-19

The Group did not reduce the employees' compensation and welfare nor lay off any employees during COVID-19 in 2022. For the sake of employees' health and safety, the Group has formulated "COVID-19 Prevention and Control Plan" and implemented various anti-epidemic prevention measures. Please refer to the section "Health and Safety" below for details.

2. Health and Safety

The Group pays attention to its employees' health and provides a safe work environment so as to prevent occupational hazards. To comply with the "Production Safety Law of the State", the "Prevention and Control of Occupational Diseases Law of the People's Republic of China", the "Regulations on Work-Related Injury Insurances", the "Labor Union Law of the People's Republic of China", the "Social Insurance Law of the People's Republic of China", the "Labor Law of the People's Republic of China" of Mainland China and other applicable laws and regulations, the Group establishes policies and procedures in production safety and sets up production safety committee and safety management organization structure. Supervisors and employees at all levels must clearly understand their own safety responsibilities and sign the respective safety responsibility statement, and strictly perform the requirements as stated on the safety responsibility statement.

工作時數及假期

本集團重視員工的健康，鼓勵他們維持工作與生活平衡，並依照當地的勞動法訂立員工工作時數及保障員工休息休假的權利，所有員工均享有休息日及法定假日(如年假、病假、婚假、產假、陪產假、喪假等)。

2019冠狀病毒病的影響

本集團於2022年沒有因2019冠狀病毒病而削減員工待遇或裁減員工。為了員工健康及生命安全著想，本集團制定了新冠肺炎疫情防控方案，並採取了多項防疫措施，詳細資料請參考下文「健康與安全」部分。

2. 健康與安全

本集團一向著重員工健康及提供安全的工作環境，預防及避免員工受到職業性的危害。為了符合中國內地的《安全生產法》、《中華人民共和國職業病防治法》、《工傷保險條例》、《中華人民共和國工會法》、《中華人民共和國社會保險法》、《中華人民共和國勞動法》及其他相關的法律法規，本集團制定安全生產責任制度並建立安全生產委員會和安全管理組織架構；各級管理層和各員工必須清楚了解自身的安全職責，逐級簽訂安全生產責任書，並嚴格按安全生產責任書履行安全職責。

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環境、社會及管治報告

Safe Working Environment

The Production Department is responsible for equipment safety inspection, and qualified external maintenance companies are engaged to conduct regular checkup. The Equipment Department posts warning sign at noticeable locations in the production workshops to remind employees of potential safety hazards (such as chemicals, electrical appliances, fire, vehicles, slipping and falling). The Group also educates its employees to correctly use production equipment and installed facilities, fire prevention facilities, protective and first aids tools, etc. In order to make sure that the equipment is in good condition and safe, the Equipment Department conducts monthly and quarterly safety inspection, formulates remediation plan and completion timeline for any safety hazards identified, and takes follow-up action in the regular production meeting. For example, the Equipment Department discovered that the lighting level of emergency lights is inadequate during the safety inspection, employees may not evacuate and leave the incident site promptly, or fail to find the fire-fighting equipment in time during the outbreak of fire. The Equipment Department has assessed the problem and taken follow-up actions. The Group provides employees with necessary protective supplies in accordance with the national requirements so that they can work under safe and hygienic conditions and to reduce the risk of work injury.

安全工作環境

生產部門負責機器的安全檢查，並由符合資格的外部維修公司進行定期檢查。設備部於生產車間的當眼位置貼上安全隱患的警告標示，以提示員工工作場所的潛在危險（如化學、電器、火災、車輛、滑倒、絆倒和墜落的危險）。本集團還教育員工生產設備、安裝設備、消防設施、防護器材和急救工具的正确使用方法。設備部進行月度及季度安全檢查，為發現的安全隱患制定整改計劃及設定完成期限，並於安全生產例會中跟進有關整改工作，以保證設備處於良好及安全的生產狀態，例如：設備部於安全檢查中，發現應急燈光照度不足，員工可能因此無法快速疏散離開事故現場，或於火災時未能及時找到消防設備等，設備部已為此進行評估及跟進。本集團為員工提供符合國家規定的勞動安全衛生條件和必要的勞動保護用品，確保員工有足夠的防護措施下工作，減少工傷意外的發生。



Safe Working Environment
安全工作環境

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Safety Training

Training topics are mainly related to workplace safety and occupational health. The Group sets annual safety training plan, develops monthly training plan with reference to the actual needs of each department, and reviews the implementation status and assesses the safety risk from business change. These provide solid reliable base for developing the training plans in the coming years. The Group makes use of the comprehensive staff training plan and explains to their employees about the corporate development direction, with an aim to enhance the employees' awareness on occupational health and safety and strengthen their consciousness, improve their professional skills, especially those job positions with significant potential safety hazards, and enable them to perform their duties in a safe environment. Employees have to report to the management immediately when incident occurs or aware of any potential hazards. New hires and interns are required to complete the "3-Level safety training (i.e., company level, plant level and production line level) and must pass the assessment prior to putting into work. In order to reduce the possibility of Incident from happening, and protect staff safety, they must join different practical knowledge and trainings regularly and being assessed to make sure that they are able to master the production workflow and guidelines and equipment operation techniques. During the Reporting Period, on top of the induction training to the new hires of the MLCC business, the Group organized various safety training programs, for example, occupational health and safety management system training, production safety training, hazard source identification and risk assessment control procedures, hazardous substance process management system training, dangerous waste management, dangerous chemicals safety training, various work flows and precautions, fundamental training on resistor and circuit, knowledge of safety risks in confined space operations, fire-fighting safety training, power outages emergency plan, use of fire extinguisher, drills in various areas (fire safety, chemical spills, response to riot emergency) and so on. The Group also designs specific training for technical staff and site management staff such as safety management regulations on special work types in accordance with local labor laws and regulations. They must pass the assessment to ensure that they have the required knowledge and skills to perform their work.

安全培訓

員工培訓、提供安全工作環境及職業健康有著密不可分的關係，本集團每年會編製年度安全培訓計劃，各部門結合實際情況，制定月度培訓計劃，並於年末審視計劃的實施情況及因業務變化帶來的安全風險，為來年的計劃提供可靠的依據。本集團透過全面的安全培訓計劃及向員工講解企業方針，提升員工的職業健康與安全意識，增強員工的自覺性及提高員工的專業技能，尤其是負責存在重大安全隱患崗位的員工，使員工能於安全的環境下履行職責；如發現事故及安全隱患，需立即向管理層報告。新入職員工與實習人員必須完成三級安全教育(即公司級、廠級及線組級)，經考試合格後，才可上任工作；員工在職期間亦需定期接受各類型的實操訓練、知識培訓及考核，讓員工掌握生產部門的工作流程和指引，各項設施的操作技術，以減少事故發生的機會和保障員工安全。於報告期內，MLCC業務除了為新員工提供職前培訓外，本集團還組織了多項安全培訓工作，如職業健康安全體系培訓、生產安全培訓、危險源識別與風險評估控制程序、有害物質過程管理體系培訓、危險廢物管理、危險化學品的安全培訓、各項工作流程及注意事項、電阻與電路基礎知識培訓、有限空間作業安全風險知識、消防安全培訓、停電應急預案、滅火器的使用、不同範疇的演練(消防安全、化學品洩漏、防暴應急處置)等。本集團更為需要專門技術的員工或從事現場管理工作的員工，依照各地勞工條例，設計特殊工作培訓計劃，如特種作業安全管理規範等，以提升專業人員的知識和技能，員工需通過培訓考核，持証工作。

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Safety Training and Drills
安全培訓與演練



Employee Occupational Health

In order to monitor the harmful substance level, the Group employs external qualified company to make assessment of various occupational hazards existed in the workplace, and to conduct benzene, toluene, xylene, other dusts, nickel and its compounds, hydrogen sulfide, ammonia, noise assessment and so on for special operations plants. All test results have met national hygiene standards. The Group installs exhaust fans in the plants and provides employees with protective tools such as masks, earplugs according to the characteristics of production process and actual needs; and demand the employees to use the tools appropriately following the requirement. Besides, the Group provides free health check every year to employees who have completed one year of service. In order to meet the government's requirement for special positions, the Group arranges occupational health check for the related employees. These measures show our respects and care for the employees' health and occupational safety.

員工職業健康

為了掌握工作場所有害物質狀況，本集團委託外部符合資格的檢測公司對工作場所的職業病危害因素進行檢測，檢測內容包括針對特殊工種的車間進行苯、甲苯、二甲苯、其他粉塵、鎳及其化合物、硫化氫、氨、噪音等，而檢測結果均符合國家衛生標準要求。本集團在車間設置排氣扇；按照生產特點和實際需要，為員工提供防護用品，如口罩、耳塞等，並督促員工需按規定使用。此外，本集團為所有入職滿一年的員工提供每年一次的免費健康檢查，而且按政府規例為特殊崗位的員工提供職業健康體檢，此等措施均顯示本集團重視員工的健康和職業安全。

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Impact of COVID-19

In order to popularize the knowledge to employees on the prevention and control of COVID-19 and to enhance their awareness and ability of self-protection, the Group has improved the epidemic information monitoring and reporting network to achieve early detection, reporting, isolation and treatment, and to take timely and effective control measures to prevent and control the spread and diffusion of COVID-19 in the workplace. The Group formulates the "COVID-19 Prevention and Control Plan", establishes the Epidemic Prevention and Control Command, directs and organizes the prevention and control of the epidemic and emergency response, and oversees the implementation of prevention and control work of various departments, so as to meet the financial and material requirements for the said prevention and control. In the event of emergencies or the discovery of suspected case of infection, the Group will take command of the situation on site, cooperates with the government and relevant departments in the prevention and control of the outbreak, and approves and issues reports from the company to the governmental departments.

During the Reporting Period, the number of lost days due to work injury are as follows:

		2022 2022年度	2021 2021年度
Lost Days Due to Work Injury	因工傷損失工作日數	52 days天	92 days天

There was no work-related fatality occurred in each of the past three years (including the Reporting Period) within the Group.

2019冠狀病毒病的影響

為了普及各員工對新型冠狀病毒的防控知識和提高自我防護意識和能力，本集團完善疫情信息監測報告網路，達致早發現、早報告、早隔離、早治療，及時採取有效的防控措施，預防和控制新型冠狀病毒在工作場所的傳播和蔓延。本集團制定「新冠肺炎疫情防控方案」、建立疫情防控指揮部、指揮和組織疫情防和應急處置、監察各部門防控工作的實行，以滿足疫情防控所需的資金與物資需求。對於突發狀況或發現疑似感染病例，本集團採取現場指揮處理，配合政府和有關部門推行疫情防控工作，審定並簽發公司向政府部門的報告。

於報告期內，本集團員工因工傷損失工作日數如下表：

本集團於過去三年（包括報告期內）沒有員工因工亡故。

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3. Development and Training

The Group is fully aware that an excellent team is core to the competitiveness of the enterprise, and is critical to its sustainable and long-term business development. Therefore, the Group has always regarded talent training as one of its core tasks, and has established stringent recruitment system, standards and procedures; introduced competition mechanism, hoping to explore and cultivate professional talents, and to encourage employees to continue study and lifelong learning. Apart from aligning the Group's corporate business plan, the Group also hopes to enhance the quality, technical skills and knowledge of employees through continuous training, and build up positive work attitude among employees.

Manufacture and Sale of MLCC Business

New hires have to participate in induction training and must pass the assessment. The training topics include company overview, corporate culture, policies and procedures, quality awareness, production workflow and skills, systems knowledge, environmental protection and safety knowledge. During the Reporting Period, the Group also organized various training programs related to corporate culture, business, finance, human resources, procurement, vendor management, customer service, information technology, environmental protection, production, quality management (please refer to the section "Product and Service Responsibilities" below for details) and occupational health and safety ((please refer to the section "Health and Safety" below for details) to achieve the ultimate goal of nurturing talent. The training topics include corporate culture, risk management, interpretation of key policies, asset accounting training, salary plan training, employee mental health care, procurement model training, business partner selection and evaluation, communication skills, business etiquette training, emotional intelligence training, conflict management, information and industrialization integration management system, information safety management system training, training on basic computer operation knowledge, domestic waste classification training in office areas, basic knowledge of MLCC process, basic knowledge training on warehouse management and so on.

3. 發展及培訓

本集團充分意識到高質素團隊是企業的核心競爭力，對於本集團的持續及長遠發展起著重要的作用，故一直視人才培訓為本集團的核心任務之一，並通過嚴格的聘任制度、標準和程序，引入競爭機制，希望發掘和培養專業人才，以及鼓勵員工持續進修及終身學習。除了配合業務發展需要，本集團還希望通過持續培訓提升員工的質素、職業技能與知識，以及為員工建立正面的工作態度。

製造與銷售MLCC業務

新員工需接受職前培訓，內容包括公司概況、企業文化、以及規章制度、品質意識、生產流程及技術、各體系知識、環境保護、安全工作，他們需通過考核才能上任。於報告期內，本集團還組織了多項與企業文化、業務、財務、人力資源、採購、供應商管理、客戶服務、資訊技術、環境保護、生產、品質管理(詳細資料請參考下文「產品及服務責任」部分)、職業健康與安全(詳細資料請參考上文「健康與安全」部分)等方面的培訓課程，如企業文化、風險管理、重點政策解讀、資產賬務培訓、工資方案培訓、關注員工心理健康、採購模式培訓、商業夥伴篩選及評估、溝通技巧、商務禮儀培訓、情商培養培訓、衝突管理、資訊化和工業化融合管理體系、資訊安全管理體系培訓、電腦基本操作常識培訓、辦公區生活垃圾分類培訓、MLCC工藝基礎知識、倉庫管理基礎知識培訓等。本集團藉著不同範疇的培訓，希望能達到培育人才之最終目的。

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Investment and Financial Services Business

The Group provides on-the-job training for its employees in Hong Kong. The Human Resources Department together with the supervisors of each department introduce the corporate culture, industry knowledge and job responsibilities to new staff. Management and professional staff (such as analyst, head of risk management, head of finance) are required to participate in external and internal training regularly in the form of seminars.

During the Reporting Period, the percentage of the Group's MLCC business and investment and financial services business employees trained¹ is as follows:

投資與金融服務業務

本集團為香港企業員工提供在職培訓，透過人事部和部門主管，讓新員工了解企業文化、行業知識、工作職責等。管理層及專業人員(如分析員、風險管理主管、財務主管等)定期參加外部及內部培訓，此等培訓以講座形式進行。

於報告期內，本集團MLCC業務及投資與金融服務業務的受訓員工百分比¹如下表：

		2022 2022年度	2021 ³ 2021年度 ³
Gender	性別		
Male	男性	98.60%	66.75%
Female	女性	92.50%	71.74%
Employee Category	職級組別		
Senior management ²	高級管理層 ²	75.00%	33.33%
Middle management	中級管理層	96.41%	33.33%
Ordinary staff	普通員工	96.07%	69.57%

Notes:

- ¹ "The percentage of the Group's employees trained" refers to the number of Group's employees trained within the Reporting Period divided by the sum of Group's number of employees at the end of the Reporting Period and the number of departing employees within the Reporting Period.
- ² The Group encourages their employees to enhance their knowledge by reading training materials on their own, such training hours is not recorded by the Group and thus not reflected in the training data above.
- ³ Last year's comparative figures are restated to conform with the current year's presentation.

附註：

- ¹ 「受訓員工百分比」是指本集團於報告期內受訓員工人數除以本集團年底員工人數及於本報告期內離職員工人數總和。
- ² 本集團鼓勵員工自行閱讀培訓材料以增加知識，本集團並未記錄該等培訓時數，因此未反映在上述培訓數據中。
- ³ 上年度數據需重列作為比較用途。

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During the Reporting Period, the average training hours¹ per the Group's MLCC business and investment and financial services business employee are as follows:

於報告期內，本集團MLCC業務及投資與金融服務業務僱員的平均受訓時數¹如下表：

		2022 2022年度	2021 ³ 2021年度 ³
Gender	性別		
Male	男性	9.03	6.06
Female	女性	7.54	6.27
Employee Category	職級組別		
Senior management ²	高級管理層 ²	0.75	–
Middle management	中級管理層	22.01	1.31
Ordinary staff	普通員工	6.53	6.26

Notes:

- ¹ The average training hours refers to the number of training hours provided by the Group to its employees within the Reporting Period divided by the Group's total number of employees at the end of the Reporting Period.
- ² Some employees of the Group read the training materials on their own. Therefore, the Group did not have training data for these employees.
- ³ Last year's comparative figures are restated to conform with the current year's presentation.

附註：

- ¹ 「平均受訓時數」是指本集團於報告期內為員工提供培訓的總時數除以本集團年底員工人數及報告期內離職員工人數總和。
- ² 本集團部分員工自行閱讀培訓資料，因此，本集團沒有此等員工的培訓數據。
- ³ 上年度數據需重列作為比較用途。

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4. Labor Standards

The Group cherishes human rights and prohibits any unethical hiring practices in accordance with applicable labor laws and regulations, including child and forced labor by conducting background checks (review the identity documents of the applicants) in its hiring process according to the “Recruitment Management Measures” and “Labor Protection Management Measures” to prevent any application with unlawful identity. At the same time, the Group does not engage in forced labor practices such as debt relief, binding contract and so on, recruit illegal labor or participate in human trafficking. Employees’ consent for working overtime is required to avoid forced overtime work, and the employees are compensated in accordance with the applicable labor laws and regulations.

Compliance

During the Reporting Period, the Group did not involve in any non-compliance incidents relating to employment, health and safety, and labor standards that have significant impact on the Group.

4. 勞工準則

本集團重視人權，保護勞工權益。本集團根據適用的勞動法律法規，嚴格禁止童工或強制勞工；並按照「招聘管理辦法」及「勞工保護管理辦法」，在招聘的過程中進行背景審查（核對應聘者的身份證明資料），以防止有人以不合法的身份應聘。同時，本集團不使用抵債、契約束縛等方式強迫員工工作，不聘用非法勞工或參與人口販賣。員工的工作時間需符合當地有關勞動法律法規，任何必要的加班安排必須獲得員工同意並自願配合，按照當地法律法規給予員工補償，以避免強迫性加班。

合規性

於報告期內，本集團沒有涉及與僱傭、健康與安全及勞工準則相關並對本集團有重大影響的已確認違法、違規事件。

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VI. OPERATING PRACTICES

1. Supply Chain Management

The Group conveys its concern on environmental issues to its suppliers and business partners, and expects them to implement similar practices. The Group serves to maintain long-term, stable and strategic cooperative relationships with leading suppliers, and co-develops with them on the basis of equality and win-win situation. The Group has established a supply chain management system to carry out initial, alternative and renewal evaluation of suppliers and materials. The Group regularly assesses the performance of existing suppliers, and revises the "Supplier List" based on the results of the assessment. The assessment criteria include the quality and delivery of raw materials, and the frequency of feedback on the supplied products and the suppliers' capability in handling the feedbacks. Suppliers that fail to meet the standards will be removed from the "Supplier List" and downgraded to candidate supplier. The candidate supplier can be re-examined if it can complete the rectification within a reasonable period. The Group based on the results of the new supplier evaluation forms, supplier qualification and certification reports and supplier evaluation forms to select new suppliers. Suppliers that meet the qualification and certification requirements will be added to the qualified Supplier List after completing the qualification and certification process. The plant will request materials from suppliers for trial. After passing the small, medium and large trial evaluations, the qualified material certification will be completed and added to the list of qualified materials. To ensure that suppliers are competitive and that the goods and services provided to the Group are with high quality, the Group has strict requirements for division of labor in respect of contract signing as well as operation of inspection of received and supervision. The Group requires the suppliers of goods and services to possess recognized qualifications and good internal control system, provide quality stability, deliver on-time, comply with laws and regulations, and have the required professional skills and quality, and so on. The Group has established policies and procedures in supply chain management and provided various reporting channels for employees, suppliers, customers and other business partners to report any violations and suspected abuse of one's authority for own interest.

六、營運慣例

1. 供應鏈管理

本集團向供應商及業務夥伴傳達本集團對環保的重視、所採取的措施及期望，冀盼他們能配合本集團對社會履行的責任。本集團希望與有實力的供應商建立長期、穩定的戰略合作關係；與供應商在平等、雙贏的基礎上共同發展業務。本集團制定供應商開發管理控制程序，對供應商、新物料的初選評估、備選和續用資格進行審核。本集團定期評審現有供應商的表現，並根據評審結果修訂「供應商目錄」，評審標準包括來料合格率、交貨及時率、對供應產品品質的反饋次數、處理反饋的能力等統計數據；未能達標的供應商會於「供應商目錄」進行調整為待選供應商；如待選供應商能在合理期限內完成整改，可被重新覆核。於挑選新供應商時，本集團依據新供應商導入評估表、供應商資格認證報告及供應商評鑒表結果，達到資質認證要求的供應商完成合格認證後，加入合格供應商目錄；廠房向供應商提出物料需求作為試用用途，經過小、中、大試用評估合格後，完成合格物料認證，加入合格物料清單；從簽訂合約到驗收的操作和監督皆有嚴密分工規定，務求物品和服務供應商具認可資格、有良好的內部管理制度、品質穩定、準時交貨、合法合規、具應有專業技術／質素等，確保供應商具競爭性和提供高質素的物品和服務。對於供應鏈系統管理，本集團設有嚴謹的程序，讓員工、供應商、客戶和本集團與業務有關人士舉報任何懷疑利用職務違法、違規的行為。

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Prior to entering into the contract stage with key business partners, the Group conducts an assessment on the quality of suppliers and ethical standards based on a variety of criteria, including attitude towards environmental and social issues. When selecting suppliers, the Group conducted investigations to understand suppliers' considerations on social responsibility issues such as child labor, forced labor, discrimination, employees' remuneration, working hours, intellectual properties, protection of privacy of business partners (including suppliers, customers and employees) etc.. Besides, the Group also requires suppliers to provide investigation reports on environmental and occupational health and safety, including whether suppliers have obtained approvals from the government, environmental management system certification, occupational health and safety management system certification, whether pollutants are generated during the production process, whether toxic or dangerous chemicals are used in products or production process, whether suppliers were involved violations, complaints or lawsuits in relation to environmental protection that have significant impact, whether suppliers have disclosed occupational hazards (including toxic and harmful gases, noise, dust, high temperature, radiation, etc.), whether suppliers provide employees with appropriate labor protective supplies, whether suppliers have formulated emergency plans (safety, environment, fire-fighting, leakage of dangerous chemicals), etc.. Besides, the Group requires the suppliers to provide products, parts and materials, etc. that do not contain conflict minerals¹. The Group makes regular assessment on suppliers to ensure they follow the relevant principles, and obtains certification documents from them to ensure the supplied minerals are not sourced from the conflict regions. When conflict minerals exist in the supply chain, the Group re-assesses the related suppliers and implements remedial measures immediately. During the Reporting Period, the Group did not have significant issues relating to violations in this respect.

Note:

¹ "Conflict minerals" mainly include tin, tantalum, tungsten and gold. They refer to minerals mined in situations of armed conflict and human rights violations, especially in the Democratic Republic of Congo ("DRC") and its neighboring countries and regions, and the resources from mines that are controlled by the DRC army and many other armed rebel groups. If the Group purchases the relevant minerals, it results in an unintentional support to the rebel groups or terrorist activities.

本集團堅持與主要業務合作夥伴訂立合約之前，根據不同方面的標準評估業務夥伴的質素及道德標準，包括對環境及社會事宜的態度。於選擇供應商時，本集團對供應商作出調查，了解供應商對童工、強迫勞工、歧視、員工薪酬、工作時間、知識產權、保障所有業務相關人員（包括供應商、客戶和員工）的私隱等社會責任事宜的考量。此外，本集團亦要求供應商提供環境及職業健康與安全方面的調查報告，內容包括供應商是否獲得政府的環境批文、環境管理體系認證、職業安全衛生管理體系、生產過程是否產生污染物、產品或生產過程是否使用有毒或危險化學品、供應商是否存在重大環保違規與環保投訴或訴訟、供應商是否公示職業危害因素（包括有毒有害氣體、噪音、粉塵、高溫、輻射等）、供應商是否為員工配備合適的勞動防護用品、供應商有沒有制定應急預案（安全／環境／消防／化學危險品洩漏等）等。此外，本集團要求供應商提供的產品、零部件、材料等不含衝突礦物¹，定期審查供應商以確保他們均遵循有關方針，並取得供應商的證明文件以確保所提供的金屬不會來自衝突地區；當得知供應鏈中出現任何衝突礦物，本集團會立刻覆審有關供應商及採取補救措施。於報告期內，本集團並沒有收到任何有關供應鏈方面的嚴重違規報告。

附註：

¹ 「衝突礦物」主要包括錫、鉍、鎢及金四種金屬，是指在武裝衝突和侵犯人權的情況下所開採的礦物，特別是指在剛果民主共和國（簡稱「剛國」）及其周邊國家與地區，由剛國政府軍和其他許多武裝叛亂集團所控制的礦場所開採的資源；如果採購有關礦物，便無意中支援叛亂組織或恐怖分子活動。

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During the Reporting Period, the main suppliers that have business with the Group are as follows:

於報告期內，與本集團有業務往來的主要供應商數量及地理分佈如下表：

		2022 2022年度	2021 2021年度
Main suppliers that have business with the Group 與本集團有業務往來的主要供應商			
Mainland China	中國內地	435	340
Other regions	其他地區	27	23

2. Product and Service Responsibility

Manufacture and Sale of MLCC Business

The Group's business objective is "leading technology and consumer first". The Group is committed to providing good quality services to satisfy its consumers; to strictly complying with product liability-related regulations, such as the "Product Quality Law of the People's Republic of China" and local government requirements and standards; and to producing environmental-friendly products and to reducing its impact on the environment. The Group continuously makes substantial investment in technology research and development such as purchasing advanced equipment, hiring and developing technical and professional personnel, and working with world renowned enterprises in technical exchanges to produce high quality and safe products.

2. 產品及服務責任

製造與銷售MLCC業務

本集團本著「以精品滿足客戶，以服務贏得客戶」的管理方針滿足客戶的需求，以高服務質素贏得客戶；嚴格遵守與產品相關的法律法規，例如《中華人民共和國產品質量法》及當地政府的要求與標準，並生產環保產品，以減少對環境的影響。本集團一直投放資源於科技研發技術，如購買先進的儀器、聘請及培訓專業技術人員、進行國際性技術合作，務求提供優質及安全的產品。

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(1) Product Quality Assurance

The Group has established “Process, Product Inspection and Test Control Procedures” in accordance with the requirements of the IATF 16949:2016 and ISO 9001:2015/GB/T 19001-2016 quality management system, and regulates the employees starting from the pre-production procedures to the quality control and inspection procedures on finished products. The “Sampling Procedure for Finished Products” sets out the specifications and standards for each test item (such as tensile, force, durability, adhesion, etc.) of the products to make sure that the test can be completed on time, and employees must record the relevant test results in detail. If abnormality on the product quality is found, the employees must handle it in accordance with the inspection procedures and “Sub-standard Product Control Procedures” and “OCAP Hierarchical Management Regulations”.

The Group introduces green measures starting from product research and development, pays close attention to updates in the regulations and instructions relating to hazardous substances, grasps the international environmental protection standards and requirements on products, selects environmental-friendly raw materials, uses environmental technologies so as to ensure that the products are up to the global environmental standards. The Group’s products comply with the standards of “Restriction of Hazardous Substances” (“RoHs”) and “Registration, Evaluation, Authorization, and Restriction of Chemicals” (“REACH”) adopted by the European Union (“EU”). RoHs is directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment. It restricts the concentrations of four hazardous substances including lead, cadmium, mercury and hexavalent chromium, and two flame retardants including polybrominated biphenyls and polybrominated diphenyl ethers in the electrical and electronic products. REACH is adopted to improve the protection of human health and the environment from the risks that can be posed by chemicals, while enhancing the competitiveness of the EU chemicals industry. The Group insists on green production and manufacturing environmental-friendly products and supporting the measures for protecting the environment.

(1) 產品質量檢定

對於產品品質的控制，本集團根據IATF 16949:2016及ISO 9001:2015/GB/T 19001-2016質量管理體系的要求，制定「過程、產品檢驗及試驗控制程序」，規範員工從各生產工序作業前準備到完成生產的品質控制與檢驗流程。「成品抽樣規程」則列明對產品各測試項目（如拉力、耐用度、附著力等）的規範與標準，務求各項試驗能按時完成，員工須詳細記錄有關測試結果。如發現產品品質出現異常情況，必須按照檢驗規程與「不合格品控制程序」及「OCAP分層級管理規定」處理。

本集團從研發開始引入環保管理，密切關注危害物質指令和法規的更新，掌握國際的環保標準及對產品的規範，包括選擇環保原材料並採用環保技術，從而保證產品能符合全球環保要求。本集團的產品符合歐盟《關於限制在電子電氣設備中使用某些有害成分的指令》（英文簡稱為「RoHs」）和《關於化學品註冊、評估、許可和限制法案》（英文簡稱為「REACH」）的標準。RoHs是歐盟為了限制電機電子設備所使用之確定有害物質而發布的指令，它限制了鉛、鎘、汞、六價鉻四種危險物質與多溴聯苯、多溴聯苯醚兩種阻燃劑在電機電子產品中的濃度；而REACH用於保護人體健康和環境對化學品進行預防性的管理，以避免化學物質可能帶來的風險，這個歐盟法規亦能提高歐盟化學工業的競爭力。本集團將一如既往堅持環保生產模式，生產環保產品與支持環保措施。

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(2) Quality Management Training

The Group believes that employees' quality has positive impact on product quality, thereby regularly providing training courses relating to product quality, such as quality management system, quality awareness training, seven quality application methods, education on quality cases, major abnormal quality control program cases, material inspection procedures, quality tool application training, quality cost, quality information traceability, etc. The Group also hopes that employees can gain sense of satisfaction and accomplishment at work, seize every opportunity to improve the product quality with the Group together and move towards a higher quality goal.

(3) Customers Management

The Group has established internal management procedures in respect of identification and confirmation of customers' requirements, product specification and contract signing in order to provide employees with clear guidelines and standards, to make sure that customers' requirements can be identified and assessed effectively, and to comply with the requirements of the related quality management system. Besides, the Group has established "Customers Complaints Handling Procedures" and "Customer Information Feedback Handling Control Procedures" to standardize the procedures for customer service personnel to handle customers' complaints. If customers find any product quality problem or the products failed to satisfy their requirements, they can report the case to our After-Sales Service Department and their complaints are handled through the customers complaints mechanism.

During the Reporting Period, the number of products and service related complaints received by the Group's MLCC business are as follows:

(2) 品質管理的培訓

本集團相信員工質素會對產品質量產生正面的影響，故定期為員工提供有關產品品質的培訓課程，培訓內容包括品質管理體系、品質意識培訓、品質七大手法應用、品質案例教育、重大異常品質管控方案案例、物料檢驗規程、品質工具應用培訓、品質成本、品質資訊追溯等，以確保品質管理員擁有最新的技術和知識。本集團亦希望員工於工作上獲得滿足感和成就感之餘，能與本集團共同把握每次改良產品品質的機會，向更高品質的目標邁進。

(3) 客戶管理

從識別與確認客戶的要求、訂明產品規格到簽定銷售合同，本集團已訂定內部管理程序，給予員工明確的指引和標準，確保能有效地識別及評審客戶要求，並符合品質管理體系的相關要求。此外，本集團制定「客訴應對處理規程」及「客戶信息回饋處理控制程序」，規範客戶服務人員處理客戶投訴的程序，如果客戶發現產品質量出現問題或產品不符合其需求，客戶可透過售後服務及投訴機制處理。

於報告期內，本集團MLCC業務接獲關於產品及服務的投訴數目如下表：

		2022 2022年度	2021 2021年度
Complaints received	接獲的投訴	8	15

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(4) *Customer Data Protection and Privacy Policies*

Confidentiality is one of the Group's core values. The Group will handle customers' information diligently and confidentially. For any confidential information obtained through business relationships, all employees are strictly prohibited to disclose any information to third parties without proper authority unless there is a legal or professional right or duty to do so.

(5) *Recall of Products*

During the Reporting Period, the Group has no product sold or shipped subject to recalls for safety and health reasons.

Investment and Financial Services Business

In terms of sustainability, client satisfaction is vital to the growth of the Group in the future. The Group has been dedicated in providing high quality and professional services with the highest degree of integrity to its clients at competitive rates, and always seeks to exceed its clients' expectation. The Group summarizes below its approaches in its operations in achieving this aim:

(1) *Licences and Regulations*

The Group has a team of financial specialists, who hold necessary SFC licences required by the existing laws and regulations, dedicated to providing quality professional investment advisory and asset management services over a wide range of financial products. To avoid any doubt on their professional qualification, they are mandated to undertake 10 to 12 hours of continuous professional training per calendar year for each of the regulated activity. The Group also holds the money lending licence and provides service to its clients following the applicable laws and regulations.

(4) *客戶資料保障及私隱政策*

保密是本集團的核心價值之一，本集團嚴謹及機密處理客戶資料；所有透過業務關係獲取的機密資料，除非是擁有法律或專業權限或職責需要，在未獲得適當授權下，員工不得向第三方披露任何資料。

(5) *回收產品*

於報告期內，本集團沒有已售或已運送產品中因安全與健康理由而須回收的產品。

投資與金融服務業務

本集團深明令客戶滿意是未來業務持續增長的關鍵，故一直以誠信的態度，為客戶提供高質素和專業的服務，並追求卓越，努力超越客戶的期望。為了實現此目標，本集團於營運中採取以下措施：

(1) *牌照和註冊*

本集團建立了一支金融專才團隊，他們均持有在現行法例及法規要求下，由證券及期貨事務監察委員會所發出的牌照，並致力於為客戶提供高質素、專業的金融產品投資諮詢和資產管理服務。為保持團隊成員的合適性，針對每個受規管的服務，相關員工每年必須參加10至12小時的專業訓練。本集團亦具有持牌放債人的資格，合法和合規地為客戶提供服務。

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(2) Know Your Client

In order to provide the best services to the clients and to build up trust, the Group conducts “know your client” background review prior to account opening for new clients. The Group must understand their identity, qualification of professional investors, investment objectives and experience, financial situation, etc. and obtain relevant documents as proof and for keeping record. Each client must be approved in writing by the responsible officer to ensure there is sufficient written information in file. The Group reviews and updates the client profiles periodically.

(3) Customer Data Protection and Privacy Policies

The Group respects the data privacy of its customers and strictly complies with the relevant data privacy laws and regulations including the “Personal Data (Privacy) Ordinance” (Cap. 486). We handle the client personal data carefully with integrity and in accordance with applicable laws and internal compliance manual. All employees must keep client personal data confidential and securely. The Group has to inform clients about the purpose of collecting their personal data and to whom their data will be transferred to (if the recipient is within the Company). All client personal data collected can only be used for the sole purpose as agreed in advance, and shall be exchanged internally and exclusively on a “business need-to-know” basis. The Group has to obtain the client’s consent prior to disclosing such information to other parties whenever necessary. The compliance officer is responsible for monitoring data protection practices and carries out periodic review of the personal data systems.

(4) Customer Complaints

The Group established its policies and procedures in handling client complaints. All complaints must be investigated and responded promptly by a person who is not the subject of the complaints. Where a complaint cannot be remedied promptly, the Group has to inform the client of further applicable actions that they may take under the regulatory system. The Group has maintained proper record, and will cooperate with the regulators in the event of any query, investigation or audit. During the Reporting Period, the Group’s investment and financial services business did not receive service-related complaints.

(2) 認識你的客戶

對於金融服務業務，為了提供最佳的服務和建立客戶信心，新客戶開立賬戶前，本集團會進行「認識你的客戶」的背景調查，以確認其身份、專業投資者的資格、投資目標、投資經驗、財務狀況等相關資料，並索取相關證明以便識別並妥善保存記錄；每位客戶必須得到負責人員的書面批准，以確保有足夠的書面文件存檔。本集團還會定期審查和更新客戶資料。

(3) 保護客戶資料和隱私權的原則

本集團尊重客戶資料私隱並嚴格遵守相關資料私隱的法律法規包括《個人資料(私隱)條例》(第486章)。我們根據法律法規及內部合規手冊，以誠信和謹慎的態度處理客戶的個人資料，所有員工處理客戶的個人資料時，必須符合保密的要求並妥善存檔。客戶必須已獲通知其個人資料之用途及資料將轉交予何人(如與公司有關的人士)。收集到的客戶個人資料只可使用於根據其收集目的用途上，如客戶資料需向其他人士披露，應「基於業務需求」的基礎上進行內部交換，並須事先獲得客戶本人同意。合規主任負責監督保護資料措施，並定期審查個人資料系統。

(4) 客戶投訴

本集團訂定了政策和程序，以處理客戶的投訴。所有投訴都必須由不屬於投訴對象的人員進行調查和及時回覆。如果投訴不能及時得到糾正，本集團必須告知客戶在監管體系下可採取的進一步行動。本集團妥善保存相關的記錄，並在發生任何詢問、調查或審計時，必須與監管機構全力合作。於報告期內，本集團投資與金融服務業務沒有接獲關於服務的投訴。

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(5) Integrity

To ensure that the Group's business can have sustainable growth, the Group demands all employees to conduct businesses with integrity and to comply with laws and regulations, and upholds its core values. All staff members, including directors, management and general staff are required to adhere to the internal Code of Conducts (the "Code"). In case of conflict between the Code and the laws and regulations from the regulators, the stricter of the two must be followed to an extent that the local laws and regulations are not violated.

Maintenance and Protection Intellectual Property Rights

The Group respects intellectual property rights and employees are not allowed to possess or use copyrighted material without permission from the copyright owners.

Compliance

During the Reporting Period, the Group's products and services did not involve in any significant issues relating to violations, nor did the Group receive any complaints concerning breaches of customer privacy, loss of data and intellectual property rights.

(5) 誠信

為確保業務可持續增長，本集團要求各員工必需擁有誠信，以及遵從法律、法規行事及支持彼此認同的價值。所有員工（包括董事、管理層及各級成員等）都必須遵守內部守則。如果守則的內容與監管機構制定的法律和法規存在任何衝突，員工必須遵守兩者之間較嚴謹的要求，確保沒有違反當地的法律法規。

維護及保障知識產權

本集團尊重知識產權，未經版權擁有者的允許，員工不得擁有或使用受版權保護的材料。

合規性

於報告期內，本集團沒有涉及與產品及服務責任相關並對本集團有重大影響之已確認違法、違規事件，亦沒有收到關於違反客戶私隱、遺失資料及侵犯知識產權的投訴。

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3. Anti-corruption

Maintaining an ethical working environment is one of the Group's core values. The Group has adopted a zero-tolerance approach for all kinds of corruption, bribery and extortion situation to ensure that all employees comply with the "Criminal Law of the Peoples' Republic of China" and the "Criminal Procedure Law of the People's Republic of China". Hence the Group has established "Integrity and Self-discipline Management Measures" to strictly regulate the behavior of employees. The Group provides on-the-job anti-corruption training to all employees (including directors and employees), as well as internal training on self-discipline, and demand all employees to build a habit of strict compliance with policies and procedures. In order to protect the Group's interests, some employees (such as Sales Department, Procurement Department, etc.) are required to sign "Integrity and Self-discipline Agreement" to prevent bribery. The Group brings the disciplinary monitoring work in the production and business process and has established "Integrity and Self-discipline Monitoring Committee" which comprises of team General Manager, Deputy General Manager, Head of Internal Risk Control Department, general managers of each center, leaders of functional departments and the assistant to General Manager as members. The day-to-day operation of the Integrity and Self-discipline Monitoring Committee is in the charge of the Internal Risk Control Department. The Group has set up channels such as hotline and email for reporting suspected cases of obtaining personal interests in carrying out one's job duties, bribes, extortion, fraud, money laundering in breach of policies, regulations and other laws. The Supervisory Committee will receive reports reflecting the integrity and discipline problems of employees promptly. In the face of problems of serious nature and their clues, the Supervisory Committee will, in addition to registering them for record, report the same to General Manager in a timely manner. After preliminary verification, the Supervisory Committee will submit corresponding evidences and written investigation reports to General Manager if there is a need to pursue corresponding responsibilities for the integrity violation. The Supervisory Committee will determine the nature of cases based on the evidences and transcripts of the parties involved, and will issue a unified announcement after a consolidated evaluation.

3. 反貪污

維持高道德標準的工作環境是本集團的核心價值之一，本集團對各種貪污、賄賂及勒索情況採取零容忍態度，確保所有員工遵守《中華人民共和國刑法》及《中華人民共和國刑事訴訟法》，因此制定了「廉潔自律管理辦法」，嚴格規範員工的行為。本集團向所有員工（包括董事及員工）提供在職的反貪污培訓，以及組織廉潔自律的內部培訓，要求所有員工養成遵守規章制度的習慣。為了保障本集團的整體利益，部分員工（如銷售部、採購部等）更需要簽訂「廉潔自律協議書」，以杜絕一切行賄受賄行為。本集團將紀律檢查與監察工作深入到生產和經營過程中，並成立「廉潔自律監督委員會」，由總經理、副總經理、內審風險控制部負責人、各中心總經理、職能部門主管領導、總經理助理組成。廉潔自律監督委員會的日常運作由內審風控部負責，並設置舉報電話和電子郵箱，舉報利用職務謀取個人私利、賄賂、勒索、欺詐及洗黑錢等違紀、違規或其他違法的個案。對於反映員工廉潔違紀問題的舉報，監督委員會會及時受理，面對性質嚴重的問題及其線索，監督委員會除登記備案外，會及時上報總經理。經初步核查屬實後，如需要追究相應責任的廉潔違紀問題，監督委員會會將相應證據材料及書面調查報告一併上交至總經理。監督委員會根據證據材料及當事人的筆錄定性案件，並綜合匯總評議後統一發佈公告。

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Based on the principle of honesty and integrity, the Company operates in accordance with the law and in a proper manner. The Company is determined to oppose, stop, and eliminate all improper, unethical and illegal business practices, and thoroughly prevent all kinds of bribery and improper gifts from its employees to customers during its business dealings with customers. The Company resolutely refuses and actively reports the improper behavior to the relevant departments of the customer if there is any improper request, or the act of soliciting bribes and benefits from the customer's personnel, so as to create a healthy and good business atmosphere of mutual supervision. Insisting on the principle of honesty and integrity, the Company holds strict requirements for employees, and resolutely opposes dishonest acts such as bribery and bribery solicitation by employees, while strictly supervising employees through their relevant departments. This is to ensure that employees are of integrity in their work and abide by the laws, not being allowed to use the convenience of their duties to infringe upon the Company's property, misappropriate funds, accept bribes and offer or introduce bribes. Corruption and dishonesty are prohibited in order to achieve the goal of "prohibition of association, bribery, substandard work, jerry-building, falsification and commercial fraud, and keep of promises", i.e., "six prohibitions and one keep".

公司本著誠信為本的原則，依法、正當地經營。堅決反對、制止、杜絕一切不正當、違反商業道德、違反法律的經營行為，在與客戶進行業務往來中，堅決並徹底地杜絕員工對客戶人員的各種行賄行為和不正当饋贈行為。對客戶人員如有不正當要求、索賄、索取好處的行為，堅決拒絕並將其不正當行為積極向客戶有關部門反映，創建一個健康的互相監督的良好經營氛圍。公司堅持誠信為本的原則，對員工抱有嚴格要求，堅決反對員工進行行賄和索賄等不誠信行為，同時透過公司相關部門對員工進行嚴格監督。此舉確保員工在工作活動中廉潔奉公，遵守法紀，不准利用職務上的便利，侵害公司財物、挪用公款，不准收受賄賂，以及行賄或介紹賄賂。禁止腐敗和不誠信事件，達致「不關聯、不行賄、不以次充好、不偷工減料、不弄虛作假、不商業欺詐、信守承諾」，即「六不一守」。

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Regarding the investment and financial services business, to comply with anti-corruption laws including the "Prevention of Bribery Ordinance" (Cap. 201) enforced by the Hong Kong Independent Commission Against Corruption, and other anti-money laundering and counter-terrorist financing activities ordinances including the "Anti-Money Laundering and Counter-Terrorist Financing Ordinance" (Cap. 615), the "Anti-Money Laundering and Counter-Terrorist Financing (Financial Institutions) (Amendment) Ordinance 2018", the "Drug Trafficking (Recovery of Proceeds) Ordinance" (Cap. 405), the "Organized and Serious Crimes Ordinance" (Cap. 455), the "United Nations (Anti-Terrorism Measures) Ordinance" (Cap. 575), the "United Nations Sanctions Ordinance" (Cap. 537), the "Weapons of Mass Destruction (Control of Provision Of Services) Ordinance" (Cap. 526) and the Code of Conduct for Persons Registered with the Securities and Futures Commission, and to protect the interests of all stakeholders, employees have to process each of the transactions following or policies and procedures, including the verification of clients' identities, assessment of the clients' honesty, integrity and creditworthiness; and to keep documents and records properly. The Group has therefore established the "Anti-Money Laundering and Counter-Terrorist Financing Policy Regulations" and the "Code of Compliance" under the Securities and Futures (Stock Market Listing) Rules, Cap. 571, the "Securities and Futures Ordinance". To avoid dealing with potential money launderers, terrorist financiers or to handle funds derived from any criminal activity, the Group ensures legitimate source of funds for customers and refuses the operation of any accounts for anonymous clients or in obviously fictitious names. Employees are required to bring any suspicious transaction to the urgent attention of compliance officer for review. The compliance officer shall conduct a thorough investigation and determine whether suspicion remains. The Group has strict requirements on the integrity of our employees, and provides appropriate training for employees to understand internal rules and regulations, to fully grasp the new and emerging techniques used by criminals for money laundering and terrorist financing transactions, and to remind them of their own responsibilities. During the Reporting Period, the Hong Kong company organized employees to participate in lectures organized by the Hong Kong Independent Commission Against Corruption.

During the Reporting Period, the Group or employees of the Group were not involved in any litigation cases of corruptions.

對於投資與金融服務業務，為了遵守香港有關反貪污的法例包括香港廉政公署所執行的《防止賄賂條例》(第201章)及其他打擊清洗黑錢及反恐怖分子融資活動條例，包括《打擊洗錢及恐怖分子資金籌集條例》(第615章)、《2018年打擊洗錢及恐怖分子資金籌集(金融機構)(修訂)條例》、《販毒(追討得益)條例》(第405章)、《有組織及嚴重罪行條例》(第455章)、《聯合國(反恐怖主義措施)條例》(第575章)、《聯合國制裁條例》(第537章)、《大規模毀滅武器(提供服務的管制)條例》(第526章)及《證券及期貨事務監察委員會註冊人操守準則》，以及保障各持份者的利益，員工對每宗交易均需嚴格遵守規章制度，包括驗證客戶身份，評估客戶誠信和信譽，並妥善保存記錄。本集團因此根據證券及期貨(在證券市場上市)規則第571章《證券及期貨條例》，設立了「打擊洗錢及恐怖分子資金籌集政策規章制度」及「合規守則」。為了避免參與潛在的洗黑錢活動、協助恐怖分子融資或處理任何來自犯罪活動的資金，本集團確保客戶的資金來源是合法的，並拒絕為客戶開立匿名或虛假帳戶。本集團設有合規主任，負責監察、防止及處理反洗黑錢和反恐怖主義融資的相關事宜，如遇可疑交易時，必須立即進行內部通報，並進行徹底調查，直至釋除所有疑慮為止。本集團對員工的誠信有嚴格的要求，為員工提供適當培訓，使他們了解內部的廉潔自律規章制度，能夠充分掌握新興的罪犯常用的洗黑錢和恐怖分子融資交易的技巧，並提醒他們自身的責任。於報告期內，香港公司組織員工參與香港廉政公署的講座。

於報告期內，並沒有涉及指控本集團或本集團員工貪污的訴訟案件。

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VII. COMMUNITY INVESTMENT

The Group understands that everyone has a lot of responsibilities, and we should be responsible to ourselves, families, corporations and the society. The Group pays attention to its corporate image and fulfills its social responsibility by actively contributing to the society. Ever since its establishment, the Group is a responsible taxpayer and offers job opportunities to local people. The Group establishes retirement plan for employees, pays the “five insurances and housing provident fund” for employees in Mainland China and “mandatory provident fund” for employees in Hong Kong. The Group runs its business following good practices; actively promotes green energy-saving and environmental-friendly concepts; and sets up a role model for the industry. To some certain extent, the Group has contributed to social stability and building a harmonious community. During the Reporting Period, the Group organized the activity of “Fighting the Epidemic Together, We Will Win, Eyang in Action”, and delegated volunteers to participate in the sanitation and epidemic prevention work in public places, assisting in personnel flow control, health code inspection, temperature observation, order maintenance, etc.. The Group also organized activities to express condolences to fire brigade and frontline staff of epidemic prevention and control, and donated urgently needed materials such as masks.

七、社區投資

本集團深明責任無處不在，應當對自己負責、對家人負責、對企業負責、對社會負責，重視企業形象與社會責任，並以「以人為本、履行社會責任」的管理方針，積極追求回饋及貢獻社會。本集團向來依法經營納稅，不遺餘力地協助解決當地的就業壓力。本集團為員工好好計劃退休生活作準備，為國內業務員工繳納五險一金，香港業務員工參加強積金計劃。本集團一直保持良好的生產經營、積極推行綠色環保理念及營造良好的發展秩序，在保持社會穩定及建設和諧社區方面，有一定的貢獻。於報告期內，本集團於疫情期間組織「同心抗疫一定能贏，宇陽在行動」活動，派遣義工參與公共場所衛生防疫工作，協助人員流動控制、健康碼查驗、體溫觀測、秩序維護等工作。本集團還組織慰問消防人員及疫情防控前線工作人員，捐贈口罩等急需物資。



Condolences to Epidemic Prevention Personnel and Fire Brigade Activities
慰問防疫工作人員與消防人員活動

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VIII. HONORS AND CERTIFICATIONS

During 2022, the Group was awarded the following honors and certifications:

深圳市宇陽科技發展有限公司¹及深圳市宇陽科技發展有限公司東莞分公司¹

- “GB/T 24001-2016/ISO 14001:2015 Environmental Management System” Certification
- “GB/T 19001-2016/ISO:9001:2015 Quality Management System” Certification
- “IATF 16949:2016 Quality Management System” Certification
- “QC080000:2017 Hazardous Substance Process Management System” Certification
- “GB/T 45001-2020/ISO:45001:2018 Occupational Health and Safety Management System” Certification
- “Hi-Tech Enterprise” Certificate
- “Enterprise Credit Evaluation AA Grade Credit Enterprise” Honor
- “AEO Advanced Certified Enterprise” honor
- “Key Technology Research and Application of Microwave High-Q Chip Multilayer Ceramic Capacitors” honor – Innovation Award of the 10th China Electronic Information Expo” honor
- “2022 (19th) China IOT Industry Conference and Brand Event – Top Ten Outstanding Brands of Electronic Components” honor
- ““Pilot Enterprise” of 2022 Guangdong-Hong Kong-Macao Greater Bay Area Strategic Emerging Industry” honor
- “Shenzhen SRDI “Little Giant” Enterprise” honor

八、榮譽及認證

於二零二二年度，本集團獲取之榮譽及認證如下：

深圳市宇陽科技發展有限公司及深圳市宇陽科技發展有限公司東莞分公司

- 「GB/T 24001-2016/ISO 14001:2015 環境及管理體系」認證
- 「GB/T 19001-2016/ISO:9001:2015 質量管理體系」認證
- 「IATF 16949:2016 質量管理體系」認證
- 「QC080000:2017 有害物質過程管理體系」認證
- 「GB/T 45001-2020/ISO:45001:2018 職業健康安全管理体系」認證
- 「高新技術企業」證書
- 「企業信用評價AA級信用企業」榮譽
- 「AEO高級認證企業」榮譽
- 「第十屆中國電子信息博覽會創新獎-5G通信用微波高Q片式多層陶瓷電容器」榮譽
- 「2022年（第十九屆）中國物聯網產業大會暨品牌盛會-十大電子元件傑出品牌」榮譽
- 「2022年粵港澳大灣區戰略性新興產業「領航企業」」榮譽
- 「深圳市專精特新「小巨人」企業」榮譽

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Anhui Jineyang Electronic Technology Co., Ltd.

- “GB/T 24001-2016/ISO 14001:2015 Environmental Management System” Certification
- “GB/T 19001-2016/ISO:9001:2015 Quality Management System” Certification
- “IATF 16949:2016 Quality Management System” Certification
- “GB/T 45001-2020/ISO:45001:2018 Occupational Health and Safety Management System” Certification
- “IECQ QC080000:2017 Hazardous Substance Process Management System” Certification

安徽金宇陽電子科技有限公司

- 「GB/T 24001-2016/ISO 14001:2015 環境管理體系」認證
- 「GB/T 19001-2016/ISO:9001:2015 質量管理體系」認證
- 「IATF 16949:2016 質量管理體系」認證
- 「GB/T 45001-2020/ISO:45001:2018 職業健康安全管理体系」認證
- 「IECQ QC080000:2017 有害物質過程管理體系」認證

Note:

- ¹ No official company name in English.

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IX. ENVIRONMENTAL PERFORMANCE DATA SUMMARY

九、環境數據表現摘要

	Unit 單位	MLCC Business MLCC業務		Investment and Financial Services Business 投資與金融服務業務		Total 合計		
		2022 2022年度	2021 ⁶ 2021年度 ⁶	2022 2022年度	2021 2021年度	2022 2022年度	2021 2021年度 ⁶	
Greenhouse Gas ("GHG") Emission	溫室氣體							
Scope 1 ^{1,3} :	範圍一 ^{1,3} :							
Total	總量	Tonnes 噸	202.82	122.85	5.68	6.15	208.50	129.00
Intensity ^{4,5}	密度 ^{4,5}	Tonnes 噸	26.04	7.76	0.25	0.26	N/A 不適用	N/A 不適用
Scope 2 ^{2,3} :	範圍二 ^{2,3} :							
Total	總量	Tonnes 噸	17,796.97	21,012.33	19.19	17.33	17,816.16	21,029.66
Intensity ^{4,5}	密度 ^{4,5}	Tonnes 噸	2,284.82	1,327.12	0.83	0.72	N/A 不適用	N/A 不適用
Air Emissions³	廢氣總排放量³							
Nitrogen Oxides	氮氧化物	Kilograms 公斤	334.84	279.61	1.66	1.80	336.50	281.41
Sulfur Oxides	硫氧化物	Kilograms 公斤	0.46	0.51	0.03	0.03	0.49	0.54
Particulate Matters	顆粒物	Kilograms 公斤	540.01	435.08	0.12	0.13	540.13	435.21
Volatile Organic Compounds	揮發性有機化合物	Kilograms 公斤	656.29	1,168.98	-	-	656.29	1,168.98
Toluene	甲苯	Kilograms 公斤	70.55	602.40	-	-	70.55	602.40
Hazardous Wastes	有害廢物:							
Solid Wastes Generated:	固體廢物:							
Total	總量	Tonnes 噸	165.78	219.72	-	-	165.78	219.72
Intensity ⁴	密度 ⁴	Tonnes 噸	21.28	13.88	-	-	N/A 不適用	N/A 不適用
Sewage Discharged:	廢水:							
Total	總量	Tonnes 噸	92.40	163.49	-	-	92.40	163.49
Intensity ⁴	密度 ⁴	Tonnes 噸	11.86	10.33	-	-	N/A 不適用	N/A 不適用
Non-hazardous Wastes	無害廢物:							
Solid Wastes Generated:	固體廢物:							
Total	總量	Tonnes 噸	554.44	504.68	-	-	554.44	504.68
Intensity ⁴	密度 ⁴	Tonnes 噸	71.18	31.88	-	-	N/A 不適用	N/A 不適用
Sewage Discharged:	廢水:							
Total	總量	Tonnes 噸	113,930.90	120,943.70	-	-	113,930.90	120,943.70
Intensity ⁴	密度 ⁴	Tonnes 噸	14,626.76	7,638.67	-	-	N/A 不適用	N/A 不適用
Packaging Materials Used for Finished Goods	製成品所用包裝材料							
Total	總量	Tonnes 噸	1,071.15	1,319.72	-	-	1,071.15	1,319.72
Intensity ⁴	密度 ⁴	Tonnes 噸	137.52	83.35	-	-	N/A 不適用	N/A 不適用
Energy and Water Consumptions	能源及水資源消耗量							
Electricity:	電力:							
Total	總量	MWh 兆瓦時	29,170.58	34,440.80	27.02	24.40	29,197.60	34,465.20
Intensity ^{4,5}	密度 ^{4,5}	MWh 兆瓦時	3,745.00	2,175.24	1.17	0.94	N/A 不適用	N/A 不適用
Gasoline:	汽油:							
Total	總量	Liters 公升	18,976.11	24,863.78	2,097.82	2,270.45	21,073.93	27,134.23
Intensity ^{4,5}	密度 ^{4,5}	Liters 公升	2,436.20	1,570.37	91.21	94.60	N/A 不適用	N/A 不適用
Diesel:	柴油:							
Total	總量	Liters 公升	11,064.03	8,866.03	-	-	11,064.03	8,866.03
Intensity ⁴	密度 ⁴	Liters 公升	1,420.43	559.97	-	-	N/A 不適用	N/A 不適用
Liquefied Petroleum Gas	液化石油氣:							
Total	總量	Kilograms 公斤	2,093.00	2,236.00	-	-	2,093.00	2,236.00
Intensity ⁴	密度 ⁴	Kilograms 公斤	268.70	141.22	-	-	N/A 不適用	N/A 不適用
Refrigerants:	製冷劑:							
Total	總量	Kilograms 公斤	108.80	28.00	-	-	108.80	28.00
Intensity ⁴	密度 ⁴	Kilograms 公斤	13.97	1.77	-	-	N/A 不適用	N/A 不適用
Water:	水資源:							
Total	總量	Cubic meters 立方米	113,930.90	120,943.70	-	-	113,930.90	120,943.70
Intensity ⁴	密度 ⁴	Cubic meters 立方米	14,626.76	7,638.67	-	-	N/A 不適用	N/A 不適用

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Notes:

- 1 Scope 1 refers to the Group's business direct GHG emission, including combustion of gasoline, diesel, liquefied petroleum gas and refrigerants.
- 2 Scope 2 refers to the Group's business indirect GHG emission, including consumption of purchased electricity.
- 3 The abovementioned carbon emissions are calculated with reference to the emission factors published by the electricity suppliers, the "2019 China Regional Grid Baseline Emission Factors" issued by the Climate Change Department of the Ministry of Ecology and Environment of the PRC and the "Reporting Guidance on Environmental Key Performance Indicators" issued by The Stock Exchange of Hong Kong Limited.
- 4 Due to the differences on the types, production time and production costs of the MLCC manufactured by the Group, the Group has converted the production level into product volume as the calculation basis of intensity. The emission/generation/consumption intensity of the Group's MLCC business is measured in one cubic meter of MLCC produced.
- 5 The emission/consumption intensity of investment and financial services business is calculated based on the number of employees.
- 6 Last year's comparative figures are restated to conform with the current year's presentation.

附註：

- 1 範圍一是指本集團業務直接產生的溫室氣體排放，包括使用汽油、柴油、液化石油氣及製冷劑。
- 2 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。
- 3 上述碳排放之計算參照電力供應商發佈的排放系數、中國生態環境部應對氣候變化司公佈之《2019中國區域電網基準線排放因子》及香港聯合交易所有限公司《環境關鍵績效指標匯報指引》。
- 4 由於本集團所製造的MLCC產品的種類、生產時間、生產成本等有所不同，因此本集團將生產量折合成產品的體積，作為計算密度的基數，MLCC業務的各項環境數據表現排放量／產量／消耗量的密度是以每生產一立方米的MLCC產品單位計算。
- 5 投資與金融服務業務的排放量／消耗量密度以每位員工計算。
- 6 上年度部分數據需重列作為比較用途。

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X. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE STOCK EXCHANGE OF HONG KONG LIMITED

十、香港聯合交易所有限公司的《環境、社會及管治報告指引》

General Disclosure/KPIs 一般披露／關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
A. Environmental A. 環境		
Aspect A1 層面A1	Emissions 排放物	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	16-31
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。	20, 27, 30, 72
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	33, 36, 72
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	27, 30, 72
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	27, 30, 72
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	18-31

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General Disclosure/KPIs 一般披露／關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
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. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	21-30
Aspect A2		
層面A2		
Use of Resources		
資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	32-39
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以兆瓦時計算）及密度（如以每產量單位、每項設施計算）。	33, 36, 72
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	37-39, 72
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. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	32-36
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，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	37-39
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。	72
Aspect A3		
層面A3		
The Environment and Natural Resources		
環境及天然資源		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	40-41

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General Disclosure/KPIs 一般披露／關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
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。	40-41
Aspect A4 層面A4		
Climate Change 氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	42
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. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	42
B. Social B. 社會		
Employment and Labor Practices 僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	43-49
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	46
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。	46

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General Disclosure/KPIs 一般披露／關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
Aspect B2 層面B2	Health and Safety 健康與安全	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	49-53
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. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	53
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。	53
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	49-53
Aspect B3 層面B3	Development and Training 發展及培訓	
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	54-55
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	55
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，每名僱員完成受訓的平均時數。	56

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General Disclosure/KPIs 一般披露／關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
Aspect B4		
層面B4		
Labor Standards		
勞工準則		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	57
一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	57
關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	57
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	
Aspect B5		
層面B5		
Supply Chain Management		
供應鏈管理		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	58-59
一般披露	管理供應鏈的環境及社會風險政策。	
KPI B5.1	Number of suppliers by geographical region.	60
關鍵績效指標B5.1	按地區劃分的供應商數目。	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	58-59
關鍵績效指標B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	
KPI B5.3	Description of practices used to identify environmental and social risks.	58-59
關鍵績效指標B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	58-59
關鍵績效指標B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	

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General Disclosure/KPIs 一般披露／關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
Aspect B6	Product Responsibility	
層面B6	產品責任	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	60-65
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	63
關鍵績效指標B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	62, 64
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	65
關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	
KPI B6.4	Description of quality assurance process and recall procedures.	61
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	63-64
關鍵績效指標B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	
Aspect B7	Anti-corruption	
層面B7	反貪污	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	66-68
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	

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General Disclosure/KPIs 一般披露／關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
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。	66-68
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and 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。	66-68
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	66-68
Aspect B8 層面B8	Community Investment 社區投資	
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	69
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport). 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。	69
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源 (如金錢或時間)。	69

