

SKYWORTH

創維集團有限公司
SKYWORTH GROUP LIMITED

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號 : 00751.HK

Environmental, Social and Governance Report

環境、社會及管治報告

2023



SKYWORTH 創維

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1. ABOUT SKYWORTH

1.1. Our Business

The Group, comprising Skyworth Group Limited (the “Company”), together with its subsidiaries (the “Group”, “Skyworth”, “we” or “us”), is principally engaged in four major business sectors following integration and optimisation, including smart household appliances business, smart systems technology business, new energy business, and modern services business. The Group’s operations have been expanded worldwide, including mainland China and other regions in Asia, Africa, Europe and Americas, with mainland China being the primary market.

The Group was founded in 1988 and has two listed companies known as Skyworth Group Limited (stock code: 00751.HK), Skyworth Digital Co., Ltd. (stock code: 000810.SZ). Since its establishment over three decades ago, Skyworth has always adhered to the principles of technology leadership, quality first, managerial innovation, efficiency priority, user first, service home, employee-oriented and results sharing. Skyworth has sold its TVs, digital set-top boxes and other terminal products well both in domestic and international markets, consistently securing top market share; updated and iterated its smart TV application systems frequently; risen to a prominent position in residential distributed photovoltaics; and has developed a comprehensive strategy for smart automotive systems and smart habitat system, which have already been put on the appliances market. Through more than 30 years of dedication and meticulous work, Skyworth has become a globally recognised household appliances brand with two subsidiary brands, METZ and COOCAA.

Driven by the huge demand for intelligent manufacturing, digital economy and green environmental protection industries in China’s economic and social development and the strong support policies of the Chinese government, the Group will continue to develop products with the technological development concept of “5G + AI + Device”, promote the research and development and application of new technologies, new materials and new processes, and enhance product competitiveness, corporate innovation and research and development capabilities.

1. 關於創維

1.1. 我們的業務

本集團（包括創維集團有限公司（「本公司」），連同其附屬公司）（「本集團」、「創維」或「我們」）整合及優化後主要從事四大業務領域，包括智能家電業務、智能系統技術業務、新能源業務及現代服務業業務。本集團的業務遍佈世界各地，包括中國大陸及其他亞洲地區、非洲、歐美等。當中以中國大陸市場為主要業務市場。

本集團成立於1988年，旗下創維集團有限公司（股份代號：00751.HK）和創維數字股份有限公司（股份代號：000810.SZ）兩家為上市公司。創維自成立三十多年以來，始終堅持技術領先、品質至上、管理創新、效率優先、用戶第一、服務到家、員工為本、成果共享的原則。創維的彩電、數字機頂盒等終端產品在國內外市場銷售良好，持續佔據市場前列份額；其智能電視應用系統經常更新及迭代；在戶用分佈式光伏領域的提升至顯赫位置；目前已經制訂了一套完整的智能車載系統和智能人居系統策略，並已於電器市場推行。經過三十多年的努力和匠心工作，創維已成為全球知名的家電品牌，旗下擁有METZ及酷開兩個附屬品牌。

在中國經濟社會發展對智能製造、數碼經濟、綠色環保產業的巨大需求和中國政府的大力支持政策的推動下，本集團將繼續以「5G + AI + 終端」的技術開發理念研發產品，推動新技術、新材料、新工藝的研發和應用，提升產品競爭力、企業創新和研發能力。

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The Group will fully explore the core business advantages, continue to innovate the development model, actively implement organisational optimisation, accelerate the integration and development of new businesses, to create favourable conditions and environment for the future reform and development of the Skyworth Group, as well as to provide supports and empower synergies for the Group's businesses including scientific research, investment, production, procurement and construction.

本集團將充分開拓核心業務優勢，不斷創新發展模式，積極實施組織優化，加快新業務融合發展，為創維集團未來改革發展創造有利條件和環境，為本集團科研、投資、生產、採購、建設等業務提供支援和協同賦能。

1.2. Business Highlights of Skyworth for the Financial Year 2023

1.2. 2023年財政年度創維業務重點摘要



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1.3. Our Corporate Culture

The Group's Core Value:

- Technology leadership, quality first;
- Management innovation, efficiency priority;
- User first, service home; and
- Employee-oriented, results sharing.

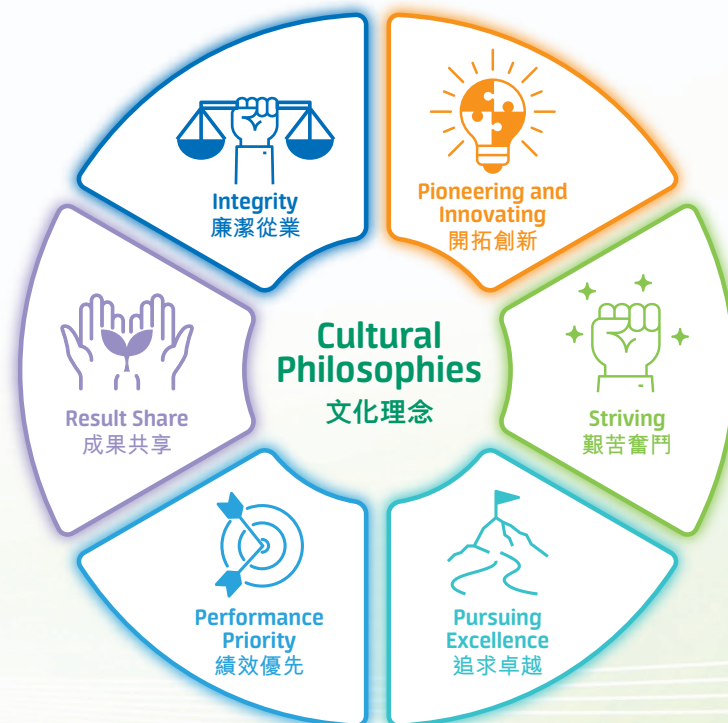
The Group takes on the mission of "Dedicated to creating a better life for mankind". Our mission to create an enhanced quality of life is the driving force behind our vision to ascend as a global leader in smart appliances and information technology. We pride ourselves on our unwavering commitment to technological innovation and supreme quality, setting the standard within the industry. Management innovation and operational efficiency are the bedrock of our approach, ensuring that every process is streamlined and every innovation is impactful. Our user-first mentality guides us to deliver unparalleled service, treating every customer as part of our home. We recognise that our remarkable team is the foundation of our success, which is why we cultivate an employee-centric environment where achievements are celebrated and shared.

1.3. 我們的企業文化

本集團的核心價值：

- 技術領先、品質至上；
- 管理創新、效率優先；
- 用戶第一、服務到家；及
- 員工為本、成果共享。

本集團以「全心全意為人類創造更加美好的生活」為使命。我們創造更高品質生活的使命，是我們實現成為全球智能家電和信息技術領導者願景的動力。我們對科技創新及卓越品質的堅定承諾引以自豪，在業內樹立了標準。管理創新和營運效率是我們實踐的基石，確保精簡每個流程，每個創新意念都具影響力。我們以用戶為先的心態引導我們提供無與倫比的服務，將每個客戶視為我們家的一部分。我們深明卓越的團隊是我們得以成功的基礎，亦是我們營造以員工為中心的環境的原因，並慶祝和分享我們的成就。



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1.4. Honours and Recognitions of the Group

To demonstrate its stringent operational management and high-quality products, the Group received numerous honours and recognitions in 2023, including but not limited to:

1.4. 本集團的榮譽及認可

為展示其嚴格的營運管理及優質產品，本集團於2023年獲得多項榮譽及認可，包括但不限於：

Organiser (in no particular order) 主辦機構 (排名不分先後)	Corporate award name 企業獎項名稱
BOAO Forum For Entrepreneurs Organising Committee 中國企業家博鰲論壇組委會	2022 (Industry) Leader of the Year 2022年度(行業)領軍企業 
	2022 (Industry) Integrity Model Enterprise of the Year 2022年度(行業)誠信示範企業 

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Organiser (in no particular order)
主辦機構 (排名不分先後)

Corporate award name
企業獎項名稱

Guangdong Solar Energy Association
廣東省太陽能協會

Outstanding Enterprise
優秀企業



Influential Brand – Residential Photovoltaics
影響力品牌 – 戶用光伏



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Organiser (in no particular order) 主辦機構 (排名不分先後)	Corporate award name 企業獎項名稱
<p>China Energy Development and Innovation Forum Organising Committee 中國能源發展與創新論壇組委會</p>	<p>2022 Innovative Business Model Award for Practicing Double Carbon Goals 踐行雙碳目標2022年度創新商業模式獎</p> 
<p>Syobserve.com and www.gongyidaily.com 數央網和數央公益</p>	<p>2023 Carbon Neutrality Exemplary Enterprise and 2023 Outstanding Green Quality Award 2023 碳中和典範企業及2023 傑出綠色質造獎</p> 
<p>ShanDong Solar Industry Association 山東省太陽能行業協會</p>	<p>"5A Level Operation and Maintenance Qualification" Certificate 「5A級運維資質」證書</p> 

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Organiser (in no particular order) 主辦機構 (排名不分先後)	Corporate award name 企業獎項名稱
<p>Guangdong Solar Energy Association 廣東省太陽能協會</p>	<p>Outstanding Photovoltaic Enterprise, High-Quality Photovoltaic EPC Enterprise, 2023 Excellent Photovoltaic Operations and Maintenance + Operations Enterprise 優秀光伏企業、光伏EPC優質企業及2023年度光伏運維+運營優秀企業</p> 
<p>Xinhua News Agency 新華網</p>	<p>2023 National Outstanding Enterprise for Rural Revitalisation 2023年全國鄉村振興優秀企業</p> 
<p>Social Responsibility Conference Organising Committee 社會責任大會組委會</p>	<p>2023 Rural Revitalisation Model of the Year Award 2023年度鄉村振興榜樣</p> 
<p>The Ministry of Industry and Information Technology of the People's Republic of China 中華人民共和國工業和信息化部</p>	<p>National Green Factory 國家層面綠色工廠</p>

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Organiser (in no particular order) 主辦機構 (排名不分先後)	Corporate award name 企業獎項名稱
<p>The Market Supervision Administrations of Anhui Province 安徽省市場監督管理局</p>	<p>Anhui Province Excellence in Industrial Design Award 安徽省外觀設計優秀獎</p> 
<p>China Association for Promoting International Economic & Technical Cooperation Standardisation Work Committee 中國國際經濟技術合作促進會 標準化工作委員會</p>	<p>China Standardisation Outstanding Contribution Award 中國標準化突出貢獻獎</p> 
Industry association 行業協會	Title 職銜
<p>China Association for Quality Inspection 中國質量檢驗協會</p> <p>International Green Economy Association 國際綠色經濟協會</p> <p>China Photovoltaic Industry Association 中國光伏行業協會</p> <p>Digital UK Digital UK</p> <p>Digital Television Group UK Digital Television Group UK</p> <p>China Association for Consumer Products Quality and Safety Promotion 中國消費品質量安全促進會</p> <p>China Association of the Design Industry 中國設計行業協會</p> <p>Green and Efficient Energy Products Professional Committee of China Energy Conservation Association 中國節能協會綠色高效用能產品專業委員會</p>	<p>Member 成員</p> <p>Executive Director 執行董事</p> <p>Member 成員</p> <p>Member 成員</p> <p>Member 成員</p> <p>Member 成員</p> <p>Member 成員</p> <p>Member 成員</p> <p>Committee Member 委員會成員</p>

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2. ABOUT THIS REPORT

2.1. Reporting Principle, Period and Scope

The Group is pleased to present the 2023 Environmental, Social and Governance (“ESG”) report (the “Report”). This Report is prepared in accordance with the disclosure requirements set forth in the “Environmental, Social and Governance Reporting Guide” (the “ESG Guide”) under Appendix C2 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “HKEX”).

This Report summarises the Group’s environmental and social related policies, activities, performance and contribution from 1 January 2023 to 31 December 2023 (the “Reporting Period”). The scope of the Report covers the Group’s core activities of our main business segments, including TV, digital set-top boxes and new energy. These three business areas have a significant impact on the Group’s operations since they generate the biggest revenue and cash flow transactions.

The preparation of this Report follows the reporting principles listed in the Guide:

Materiality 重要性	Quantitative 量化	Consistency 一致性
<p>The Group has conducted stakeholder engagement through different channels and the discussion of the board of directors of the Company (the “Board”) in consideration of the Group’s business nature and development to identify the material ESG issues.</p> <p>本集團已透過不同渠道進行持份者參與，並由本公司董事會（「董事會」）經考慮本集團的業務性質及發展後進行討論，以識別重大環境、社會及管治議題。</p>	<p>The Group has disclosed key performance indicators (“KPIs”) and comparative figures where appropriate. The KPIs are calculated with reference to “Appendix 2: Reporting Guidance on Environmental KPIs” and “Appendix 3: Reporting Guidance on Social KPIs” of “How to Prepare an ESG Report” published by the HKEX.</p> <p>本集團已披露關鍵績效指標（「關鍵績效指標」）及比較數字（如適用）。關鍵績效指標乃參考聯交所發佈的《如何準備環境、社會及管治報告》中的「附錄二：環境關鍵績效指標匯報指引」及「附錄三：社會關鍵績效指標匯報指引」計算。</p>	<p>The Group has adopted a consistent approach in data collection and calculation for meaningful comparisons of ESG data over time. In case of any adjustments in the reporting scope or preparation of data, they shall be explained for stakeholders’ reference.</p> <p>本集團在數據收集及計算方面採用一致的方法，以隨時間對環境、社會及管治數據進行有意義的比較。如報告範圍或數據編製有任何調整，均應解釋以供持份者參考。</p>

2. 關於本報告

2.1. 報告準則、期間及範圍

本集團欣然提呈其2023年度環境、社會及管治（「環境、社會及管治」）報告（「本報告」）。本報告根據香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄C2《環境、社會及管治報告指引》（「環境、社會及管治報告指引」）所載之披露規定來界定報告的內容。

本報告概述2023年1月1日至2023年12月31日（「報告期間」）本集團環境及社會相關的政策、活動、績效以及貢獻。本報告的範圍涵蓋主要分部的核心業務，包括彩電、數字機頂盒及新能源。此三項業務均為本集團最重要的收入來源及現金流項目，對本集團的營運有重大影響。

本報告的編製遵循指引所列匯報原則：

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This Report is available in both English and Chinese versions and is uploaded to the website of HKEX. In case of any discrepancies between the two versions, the English version shall prevail.

本報告備有中英文版本並已上載至聯交所網站。如有任何歧義，概以英文版本為準。

3. LETTER TO STAKEHOLDERS

This year, Skyworth further expedited the green development of the carbon peak and carbon neutrality ("Double Carbon") strategy and facilitated the innovative, healthy and sustainable development of the global ultra-high-definition video industry, as well as created synergy and a win-win situation in various aspects such as technological innovation, quality requirements and users-first philosophy. In response to the target of the 2060 carbon neutrality and intelligent manufacturing of the People's Republic of China, the Group will regularly review its sustainable development paths and strategies such as greenhouse gas emissions reduction, health and safety, and employee development, and strengthen the Company's operations foundation.

Climate change is still the priority of the global agenda. We have committed ourselves to enhancing our resilience and adaptability to climate change and taking appropriate measures to mitigate it. As a responsible manufacturer, Skyworth regards carbon neutrality as one of the common objectives of human beings and takes steps to achieve it.

In order to achieve business success and sustainable development, we also listen to the advice and feedback from stakeholders. We collect stakeholders' opinions through different channels to identify important issues for the Group. Maintaining communication with key stakeholders enables the Group to formulate strategies more comprehensively.

In the face of the ever-changing market, the Group will continue to drive industrial transformation and innovative development in its business strategies. At the same time, the Group will pay close attention to the latest market development, from the digital innovation of smart home appliances to the achievement of the Double Carbon goal by the new energy industry as a green development drive. The Group attaches great importance to the innovation of self-developed technology and the high-quality development of the industry. Through forward-looking layout, the Group has been led to expand its business horizontally and vertically, making a step-by-step progress and achievement of the digital transformation and global development strategy by adopting diversified and multi-channel strategies.

3. 致持份者的話

本年度，創維進一步加快碳達峰與碳中和（「雙碳」）戰略的綠色發展，推動全球超高清影像產業創新、健康、可持續發展，在科技創新、品質要求、用戶至上等多方面實現協同共贏。為響應中華人民共和國2060年碳中和及智能製造的目標，本集團將定期檢討溫室氣體減排、健康及安全以及員工發展等可持續發展道路及策略，並鞏固我們的營運基礎。

氣候變化仍然是全球議程的優先事項。我們致力提升應對氣候變化的抗逆力及適應能力，並採取適當措施減緩氣候變化。作為負責任的製造企業，創維將碳中和視為人類的共同目標之一，並採取措施實現碳中和。

為使業務達致成功及可持續發展，我們亦聽取持份者的意見及反饋。我們透過不同渠道收集持份者的意見，以識別本集團的重要議題。與主要持份者保持溝通有助本集團更全面地制定策略。

面對瞬息萬變的市場，本集團將繼續在業務戰略中推動產業轉型和創新發展。同時，本集團將密切關注最新市場發展，從智能家電的數碼創新，以至新能源業務產業實現雙碳目標，作為綠色發展動力。本集團高度重視自主技術的創新和行業的高質量發展。通過前瞻性佈局，本集團已率先橫向、縱向拓展業務，並通過多元化、多渠道的策略，循序漸進，實現數字化轉型及全球化發展戰略。

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4. SUSTAINABILITY GOVERNANCE

The Board has taken up an overall responsibility for formulating the Group's ESG strategy and reporting. The Board takes a proactive approach to review the Group's ESG-related risks on a regular basis to ensure that effective risk management and internal control systems are in place. The Board oversees all ESG issues, including the review of material issues and progress towards ESG-related goals. The Board inspects the Group's overall ESG performance with reference to key performance indicators. Relevant ESG issues will be discussed and reported at Board meetings for improvement and adjustment when necessary.

Skyworth has initiated the establishment of an ESG Working Task Force, underscoring its commitment to advancing sustainability within the organisation. This task force is composed of representatives from various departments across the company, ensuring a breadth of viewpoints are incorporated into the dialogue. This cross-functional team is integral to integrating diverse insights and fostering a comprehensive approach to ESG issues. Monitoring the Group's ESG performance and identifying any material issues is the responsibility of the ESG Working Taskforce, which then reports to the Board for consideration, evaluation, and eventual implementation or revision of the ESG's strategies. The ESG Working Taskforce will invite sustainability professionals to participate under the appointment from the Board in order to further strengthen the Company's sustainability management techniques. The ESG Working Taskforce also reports the market trends and other significant risks and opportunities to the Board. The Group has engaged an independent consultant, to assist in report preparation and provide ESG-related consultancy services.

4. 可持續發展管治

董事會承擔制訂本集團環境、社會及管治策略及匯報的整體責任。董事會採取積極態度定期審視本集團的環境、社會及管治相關風險，確保風險管理及內部監控制度行之有效。董事會負責監督所有與環境、社會及管治有關的事項，包括審查重要議題及達致環境、社會及管治相關目標的進度。董事會參照關鍵績效指標審視本集團的整體環境、社會及管治表現。相關環境、社會及管治事宜將於董事會會議上討論及報告，以於必要時作出改善及調整。

創維已發起成立環境、社會及管治工作組，強調其在組織內促進可持續發展的承諾。該工作組由公司各部門的代表組成，確保將廣泛的觀點納入對話。該跨部門團隊是整合不同見解及就環境、社會及管治議題培養全面方針的重要一環。環境、社會及管治工作組負責監督本集團環境、社會及管治的表現及識別任何重大議題，並向董事會報告，以供考慮、評估及隨後執行或修訂環境、社會及管治戰略。為進一步加強本公司的可持續發展管理方法，環境、社會及管治工作組將根據董事會的委任，邀請可持續發展專業人士加入。環境、社會及管治工作組亦向董事會報告市場趨勢及其他重大風險及機遇。本集團已委聘一間獨立顧問公司協助編製報告及提供環境、社會及管治相關諮詢服務。

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Through the support and recommendations of the ESG Working Taskforce, the Board oversees the Group's sustainability issues, including but not limited to overall sustainability performance, strategies, targets, and reporting. The sustainability governance structure is as below:

董事會透過環境、社會及管治工作組的支持及推薦建議，監督本集團的可持續發展事宜，包括但不限於整體可持續發展表現、戰略、目標及報告。可持續發展管治架構如下：



For the Group's other corporate governance details, please refer to the "Corporate Governance Report" section in the Annual Report 2023.

有關本集團其他企業管治詳情，請參閱2023年年報「企業管治報告」一節。

5. STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

5. 持份者參與及重要性分析

5.1. Stakeholder Engagement Activities

5.1. 持份者參與活動

Skyworth remains dedicated to fostering continuous engagement with both its internal and external stakeholders. To facilitate this, the Group has organised a series of engagement activities designed to establish and deepen connections with these key parties. These engagement activities are instrumental in gathering a wide array of perspectives and insights, which are then strategically integrated into the Company's planning processes.

創維依然致力於促進其內部及外部持份者的持續參與。為此，本集團組織了一系列參與活動，旨在建立及加深與該等關鍵人士的聯繫。這些參與活動有助於收集廣泛的觀點和見解，然後戰略性地融入本公司的規劃流程。

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We believe that the feedback from our employees is critical to the operation of the business. Therefore, Skyworth regularly holds internal meetings to strengthen internal communication across the Group, such as core management meeting and operation decision-making meeting. The meetings also help to disseminate the corporate development plan to our employees. The Group offers a variety of training programmes and recreational activities to help employees develop their capabilities and enhance employee relations.

In order to obtain the latest market trends and exchange information with other industrial peers, the Group proactively participates in diverse external fairs and exhibitions, such as the 1st Sino-German Green Sustainable Energy Development Business Forum, and the ZeroEmission Mediterranean 2023. As such, the Group could grab the insights and improve the design and quality of its products.

我們相信，員工的反饋對業務經營至關重要。故此，為加強本集團的內部溝通，創維定期召開核心高管會議、經營決策會議等內部會議。該等會議亦有助我們向員工傳達企業發展計劃。本集團亦提供各種培訓計劃及康樂活動，協助員工提升技能及增進僱員關係。

為獲得最新市場趨勢並與其他同業交換信息，本集團積極參與各類對外博覽會和展覽，如首屆中德綠色可持續能源發展商業論壇（1st Sino-German Green Sustainable Energy Development Business Forum）及意大利羅馬國際新能源展（ZeroEmission Mediterranean 2023）。因此，本集團可從中汲取洞見，改善其產品設計及質量。



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Intersolar Europe 2023 in Munich, Germany is the largest and most influential solar industry trade fair globally to date, bringing together all well-known companies in the industry internationally. The Group is honoured to participate in the 2023 technology exhibition, where we engaged in in-depth discussions with solar industry manufacturers from around the world on topics including market trends, technologies, and financing.

在德國慕尼黑舉行的國際太陽能技術博覽會 (Intersolar Europe 2023) 是迄今全球規模最大、最具影響力的太陽能行業貿易展覽會，匯集了業內所有國際知名公司。本集團有幸參與 2023 年科技展，與世界各地的太陽能行業製造商就市場趨勢、技術及融資等議題進行深入討論。

5.2. Communication Channels

The key stakeholders of the Group and the respective communication channels are summarised as follows:

5.2. 溝通渠道

本集團主要持份者及相應的溝通渠道概述如下：

Stakeholders 持份者	Main communication channels 主要溝通渠道
Employees 員工	<ul style="list-style-type: none"> Staff activities 員工活動 E-mail notice 電郵通告 Technical seminars 技術研討會 Printed materials 印刷材料
Management 管理層	<ul style="list-style-type: none"> Enterprise content management system 企業內容管理系統 E-mail notice 電郵通告 Monthly meetings for operation 月度經營分析會 Board meetings 董事會議
Business partners and clients 商業夥伴及客戶	<ul style="list-style-type: none"> Social media platform 社交媒體平台 ESG reports 環境、社會及管治報告 Business communication 業務通訊 Functions/meetings 活動／會議 Collaboration projects 合作項目 Visits 訪問
Governmental bodies 政府機構	<ul style="list-style-type: none"> Functions/meetings 活動／會議 Visits 訪問
Media 媒體	<ul style="list-style-type: none"> Social media platform 社交媒體平台 ESG reports 環境、社會及管治報告 Visits 訪問 Volunteer-sponsored community activities 義工資助社區活動

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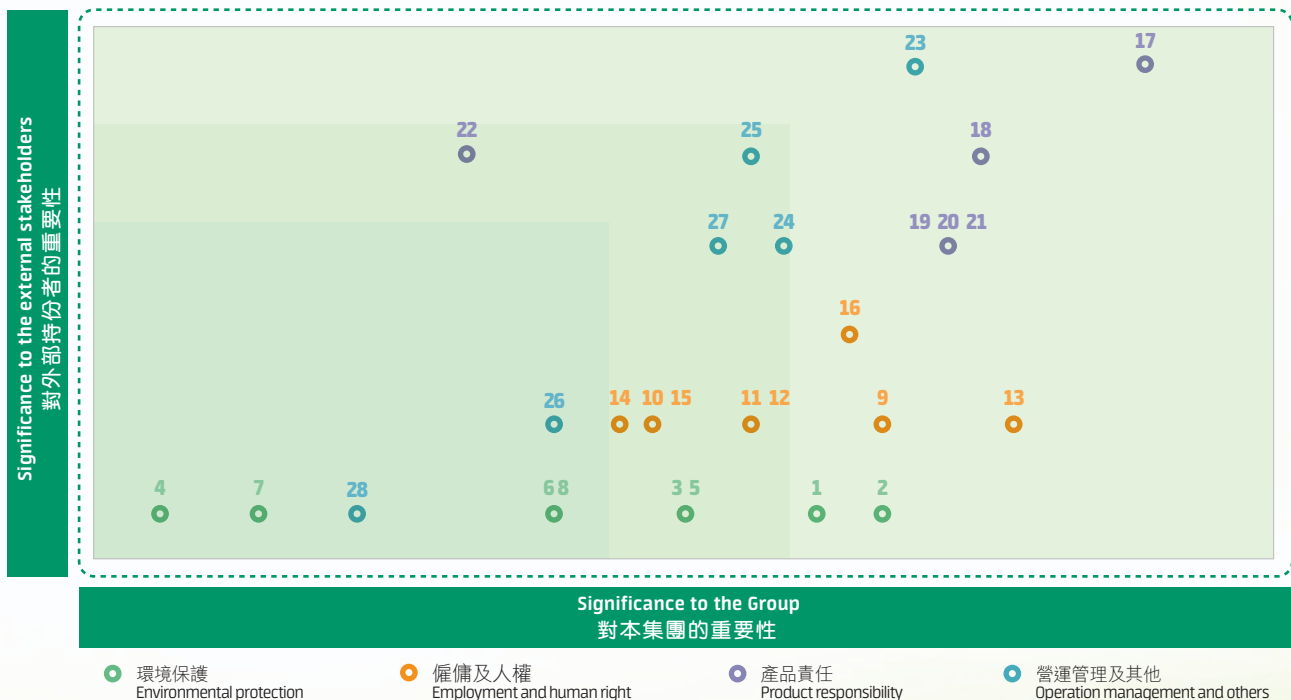
5.3. Materiality Assessment

The Group has continuously conducted stakeholder engagement with its stakeholders to identify the material topics that bring significant impacts on the business and stakeholders. During the Reporting Period, an online survey was conducted for better understanding of the stakeholders' concerns on Skyworth's sustainability. Following analysis of the survey result, the Group developed a materiality assessment in accordance with the reporting principles of materiality, and thus a materiality matrix was formed and listed below:

5.3. 重要性分析

本集團一直與持份者溝通，以識別對業務及持份者帶來重大影響的重大議題。本集團與持份者保持接觸。於報告期間，本集團進行了一項線上調查，以更有效地了解持份者對創維可持續發展的關注。在對調查結果進行分析之後，本集團根據重要性報告原則制定重要性評估，形成一個重要性矩陣並列示如下：

Materiality Matrix
重要性矩陣



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Aspects 層面	Number 編號	Topics 議題
Environmental protection 環境保護	1	Air pollutant and greenhouse gas emissions 空氣污染物及溫室氣體排放
	2	Wastewater discharge and management 廢水排放及管理
	3	General and hazardous waste management 一般及危險廢棄物管理
	4	Noise pollution and management 噪音污染及管理
	5	Effective use of resources (including energy, water and materials) 有效使用資源 (包括能源、用水及材料)
	6	Renewable resources 可再生資源
	7	Ecology and biodiversity 生態及生物多樣性
	8	Addressing climate change (including climate risk assessment, climate change mitigation and adaptation) 應對氣候變化(包括氣候風險評估、氣候變化緩解和適應)
Employment and human right 僱傭及人權	9	Employee benefits 員工福利
	10	Training and development 培訓及發展
	11	Equal opportunity and diversity 平等機會及多元化
	12	Prevention of child labour and forced labour 防止僱用童工和強制勞工
	13	Occupational health and safety 職業健康及安全
	14	Work environment 工作環境
	15	Management and employee communication 管理層及員工溝通
	16	Anti-corruption and integrity 反貪污及誠信

Aspects 層面	Number 編號	Topics 議題
Product responsibility 產品責任	17	Product and service quality and safety 產品及服務品質與安全
	18	Customer feedback and follow-up 客戶回饋及意見跟進
	19	Customer satisfaction 客戶滿意度
	20	Intellectual property rights protection 保障知識產權
	21	Privacy and data security protection 保障私隱及資料安全
	22	Marketing and advertising 市場行銷及廣告
Operation management and others 營運管理及 其他	23	Sustainable development strategy 可持續發展策略
	24	Sustainable development goal and progress monitoring 可持續發展目標及進度監控
	25	Supply chain management 供應鏈管理
	26	Green procurement (including packaging material selection) 綠色採購 (包括包裝材料的選擇)
	27	Crisis or emergency incident management 危機或緊急事故處理
	28	Community engagement 社區參與

Based on the result of materiality assessment this year, the top three significant ESG topics related to the Group's business were as follow:

- Product and service quality and safety;
- Sustainable development strategy; and

根據本年度重要性評估的結果，與本集團業務相關的三個最重大環境、社會及管治議題如下：

- 產品及服務品質與安全；
- 可持續發展策略；及

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- Customer feedback and follow-up.

Those significant topics were highlighted in the materiality assessment. The Group's material topics referred to the analysis of survey results and benchmarking with the industrial peers.

6. OUR OPERATING PRACTICES

Providing high-quality products and meeting customers' expectations are keys to the Group's success. Skyworth has always adhered to our core values, "technology leadership" and "quality first". In this regard, the Group has established a comprehensive quality management system for product design, supply chain management, product production process, delivery and after-sales services.

6.1. Supply Chain Management

Understanding that the caliber of the final product and the fulfillment of our customers are intimately tied to the efficiency of our supply chain operations, Skyworth places a high value on supply chain management and strives to preserve the stability of the material supply and minimise the related environmental and social risks in the supply chain. The Group evaluates existing and new suppliers based on three basic principles: volume concentration, business integrity and proximity.

Supplier Engagement

The Group highly emphasises production quality, business integrity, and the proximity of suppliers in supplier selection. In accordance with the volume concentration concept, the Group centralises procurement to a feasible extent while maintaining a considerable number of suppliers in the same categories. This ensures that suppliers are able to obtain sufficient orders and reduce the production costs. The Group evaluates and reviews their performance on a monthly basis with regard to the delivery time, material quality, cost and services.

Moreover, as a socially responsible corporation, the Group places a premium on the business integrity and social responsibility of its suppliers. The Group expects its suppliers to adhere to the Group's code of conduct as well as all applicable laws and regulations. In case of any violation of the code or legal obligations, the suppliers are disengaged and the Group shall reserve the right to seek all remedies available by law.

- 客戶回饋及意見跟進。

重大議題已於重要性評估中列出。本集團的重大議題指調查結果的分析及與行業比較的基準。

6. 我們的運營慣例

提供優質產品及滿足客戶期望是本集團成功的關鍵。創維一直追求技術領先及品質至上的核心價值觀。為此，本集團已就產品設計、供應鏈管理、產品製造過程以及出貨和售後服務等方面設立全面的品質管理系統。

6.1. 供應鏈管理

製成品的質量和客戶滿意度與供應鏈的效率直接相關，因此創維十分重視供應鏈管理，維持穩定的物料供應，並盡量降低供應鏈中的相關環境及社會風險，本集團奉行集中、業務誠信及鄰近三大核心原則，對現有及新的供應商進行評估。

供應商參與

本集團在選擇供應商時高度重視生產質量、商業操守及供應商的相鄰性。根據其集中原則，本集團在可行範圍內集中採購並維持各類別供應商於相當數量，從而確保供應商獲得足夠的訂單量及降低製造成本。本集團就交收時間、物料質量、成本及服務方面對供應商的表現進行月度評估及審閱。

此外，本集團積極承擔社會責任，高度重視供應商的業務誠信和社會責任，期望供應商遵守其操作守則以及所有適用的法律法規。本集團如發現供應商違反守則或法律責任，將淘汰該供應商，並保留追究其所有法律責任的權利。

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To shorten the shipping transportation time and minimise associated pollution, Skyworth prioritises the suppliers which are close to the production line.

為縮短供貨時間及盡量減低運輸相關的污染，創維優先選用距離生產線較近的供應商。

Total Number of Suppliers in 2023
2023年供應商總數

Suppliers by location	按位置劃分的供應商	TV business 彩電業務	Digital set-top boxes business 數字機頂盒業務	New energy business 新能源業務
Hong Kong	香港	76	55	0
Mainland China	中國大陸	528	474	79
Taiwan	台灣	0	6	0
Overseas	海外	6	13	0

Environmental and Social Risk Management

To demonstrate its commitment to a sustainable supply chain, the Group is developing a comprehensive sustainable procurement policy. When selecting and assessing suppliers, the Group also takes into account the suppliers' performance in sustainability. It is mandatory for all suppliers to comply with the relevant environmental and social legislation and regulations. The procurement team conducts sustainability evaluations in accordance with internal standards and processes, including site inspections and document checks, to identify environmental and social risk along the supply chain. During the Reporting Period, we have conducted assessment on 1,197 suppliers.

Meanwhile, the Group actively encourages suppliers to utilise environmentally preferable products and services, and provides improvement guidance as well as advice to the suppliers that fail to meet the standard. If they could not resolve the issues for an extended period of time, they would be removed from the supplier list.

環境及社會風險管理

本集團正制定全面的可持續採購政策，以實現針對可持續供應鏈的承諾。在選擇及評估供應商時，本集團亦會考慮供應商在可持續發展方面的表現。所有供應商必須遵守相關環境及社會法律及法規。採購團隊根據集團內部制定的相關標準及程序，透過現場打分及文件審核，進行可持續發展的評估工作，以識別整個供應鏈中的環境及社會風險。於報告期間，我們已對1,197間供應商進行評估。

與此同時，本集團積極鼓勵供應商使用環保產品及服務，並為不合標的供應商提供改進的指導及意見。若供應商持續未能改善問題，本集團將從供應商名單中撤銷該供應商。

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6.2. Product Responsibility

Skyworth strives to perform its mission of “Dedicated to creating a better life for mankind”, and thus has developed a stringent quality management system. Under the quality management system, the Group's product development, supply chain management, production process, delivery, and aftersales services are managed in a methodological manner. In accordance with norms, laws, and regulations applicable to products and services in each of the countries and jurisdictions where the Group operates, relevant departments are in charge of recording, monitoring, and reviewing products. Relevant laws and regulations include but are not limited to:

- The Cybersecurity Law of the People's Republic of China;
- The Advertising Law of the People's Republic of China;
- The Product Quality Law of the People's Republic of China;
- The Patent Law of the People's Republic of China;
- The Trademark Law of the People's Republic of China; and
- The Copyright Law of the People's Republic of China.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress, that would have a significant impact on the Group.

To enhance production efficiency and the process of quality control, the Group persistently upgrades its manufacturing technologies and infrastructure. During the production workflow, the Group has applied In-Process Quality Control (IPQC) to conduct inspections on the manufacturing processes such as moulding and packaging. Following the assembly phase, IPQC lead inspection work to check product safety, function and appearance to ensure they comply with the internal guidelines, laws and regulations. Before delivery, finished products must pass a series of tests, including a high/low temperature test, an energy efficiency test, and a stand-by power test to verify whether they meet or exceed national and industry safety and quality requirements. In case of defects, the quality assurance team conducts remediation works and maintains a record system to prevent reoccurrence.

6.2. 產品責任

創維致力於履行「為人類創造更加美好的生活」的使命，建立了一套嚴謹的品質管理系統。根據該品質管理系統，本集團以方法為本，管理產品開發、供應鏈管理、製造過程以及出貨和售後服務等方面。相關部門根據本集團經營所在國家及司法管轄權區適用的產品服務常規以及法律法規，負責記錄、監控及審核產品。相關法律法規包括但不限於：

- 《中華人民共和國網絡安全法》；
- 《中華人民共和國廣告法》；
- 《中華人民共和國產品質量法》；
- 《中華人民共和國專利法》；
- 《中華人民共和國商標法》；及
- 《中華人民共和國著作權法》。

於報告期間，本集團並不知悉任何嚴重違反有關所提供產品及服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的法律及法規而對本集團產生重大影響的情況。

為提升生產效率及質量控制過程，本集團持續升級生產技術及基礎設施。在生產流程中，本集團已採用過程質量控制(IPQC)檢測塑模及包裝環節。完成組裝後，IPQC主導檢驗工作，負責檢查產品的安全、功能及外觀，確保其符合內部指引和法律法規。成品在出廠前需通過包括高/低溫、能效及待機功率等測試在內的檢驗，確保其品質符合甚至高於國家及行業的安全及質量標準。質量保證團隊將維修有缺陷的產品，並記錄在案，以防再次發生。

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To enhance the competitiveness of distributed photovoltaic products and create high-quality, high-standard, and highly competitive residential photovoltaic products, the Group has decided to establish a "Residential Product and Equipment Operation Evaluation" working group. Through the assessment of grid-connected power station product application schemes and the operation of key power station equipment, the aim is to comprehensively optimise product design plans, improve equipment reliability, reduce the equipment failure rate of newly built power stations, and enhance the operational stability of the power stations.

為提升分佈式光伏產品競爭力，打造高品質、高標準、高競爭力的戶用光伏產品，本集團決定成立「家用產品及設備運作評價」工作組。通過對並網電站產品應用方案及重點電站設備運行情況的評估，旨在全面優化產品設計方案，提高設備可靠性，降低新建電站設備故障率，以及提升電站運作穩定性。

Quality Management Systems for the Production Process 生產過程質量控制體系



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Complaints Handling

Every customer feedback is an opportunity to improve product and service quality. Therefore, the Group values customer feedback and has developed a number of feedback channels as well as a handling system to respond to complaints or opinions about the goods or services. In order to standardise the Group's customer complaint response process, maintain brand image, and improve end-user service satisfaction, the "Customer Complaint Standardised Processing Management Measures (Trial)" have been specifically formulated. These measures are aimed at enhancing the timeliness of customer complaint handling and clarifying responsibilities. When a complaint is received, complaint specialists investigate its veracity and adopt relevant courteous measures. The specialists are required to consolidate the complaints and conduct analysis, which would serve as a reference to relevant departments for the development of improvement plans.

Skyworth maintained zero recalls of TV products, digital set-top boxes and photovoltaic products throughout the Reporting Period (Note 1). Every complaint and recall is handled in accordance with the Group's Product Recall and Complaint Policy. The customer satisfaction performance of TV business, digital set-top boxes business, and new energy business during the Reporting Period are listed as below:

投訴處理

客戶的每一個意見是改善產品及服務質素的機會。因此，本集團重視客戶意見，並為此設立若干反饋渠道及處理機制，以回應有關產品或服務的投訴或意見。為規範本集團客戶投訴處理流程，維護品牌形象，並提升最終用戶服務滿意度，特別制定《客戶投訴標準化處理管理辦法(試行)》。該等措施旨在加快處理客戶投訴及釐清責任。一旦接獲投訴，投訴專員會調查投訴是否成立，並採取相關的禮貌措施。投訴專員須整合投訴並進行分析，以供相關部門制定改善方案時作為參考。

於報告期間，創維的電視機產品、數字機頂盒及光伏產品保持零回收紀錄(附註1)。所有投訴及回收產品，均嚴格遵循本集團產品回收以及投訴程序進行處理。彩電業務、數字機頂盒業務及新能源業務在報告期間的客戶滿意度表現如下：

Product Recall (Note 1) and Complaint during the Reporting Period
報告期間產品回收(附註1)及投訴

Category	類型	TV business 彩電業務	Digital set-top boxes business 數字機頂盒業務	New energy business 新能源業務
Product complaint	產品投訴			
Total product complaint (cases)	產品投訴總數(宗)	5,772	41	14,256
Complaint rate (%)	投訴率(%)	0.0367	0.0001	3.2309
Product recall	產品回收			
Total product recall (units)	產品回收總數(單位)	0	0	0
Recall rate (%)	回收率(%)	0	0	0

Note 1: Products subject to recall for health and safety reasons.

附註1：因健康及安全理由而須回收的產品。

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Customer Data Protection and Privacy

Protecting consumer privacy is of paramount importance for the Group. We consistently uphold the user-first core value and have set internal procedures dedicated to ensuring security of data management. Employees are prohibited from using customer information that they have obtained without permission. An encrypted data management system has been designed for the processing and storage of confidential information. The information access right requires prior clearance from the Information Technology Department. During the Reporting Period, the Group has adhered to the personal privacy-related laws and regulations, including the Cybersecurity Law of the People's Republic of China.

Intellectual Property Management

As the Group's business involves product research and development, we strongly understand the importance of intellectual property ("IP") rights to the Group. Therefore, we are committed to protecting our IP rights, and have established an IP management team under the legal department to reduce the operation risk associated with IP infringement. They are responsible for developing the Group's intellectual property strategy, patent applications, negotiations, and litigation. In addition to the IP management team, the Group has implemented a patent management system for patent proposal, application, protection, and maintenance. The Group has more than 13,000 patent applications filed by the end of the Reporting Period. The Group has adhered to the intellectual property-related laws and regulations including the Patent Law, the Trademark Law and the Copyright Law of the People's Republic of China during the Reporting Period.

Marketing and Advertising

Skyworth is committed to conducting its marketing and advertising efforts with a high degree of responsibility. The Group is aware that marketing initiatives not only enhance product visibility in the market but also play a crucial role in educating consumers and the public about product functionalities. Accordingly, the Group expends considerable effort to verify the accuracy of marketing materials and product descriptions to prevent the dissemination of any misleading information. The Group reviews the transcripts of product packaging and advertising before going to market. The Group has adhered to the marketing and labelling-related laws and regulations, including the Advertising Law and the Product Quality Law of the People's Republic of China during the Reporting Period.

客戶資料保護及私隱

保護消費者私隱對本集團而言至關重要。我們始終秉持用戶第一的核心價值觀，並已制定專門的內部程序，確保數據管理的安全性。嚴禁員工在未經授權的情況下使用已收集的客戶資料。本集團已建立經過加密處理的數據管理系統，用於儲存及處理保密資料。如需獲取資料的存取權限，須獲得信息技術部門的事先批准。本集團於報告期間已遵守與個人私隱有關的法律法規，包括《中華人民共和國網絡安全法》。

知識產權管理

由於本集團的業務涉及產品研發，我們深明知識產權（「知識產權」）對本集團的重要性。因此，我們致力於保護我們的知識產權，並在法律部門轄下成立了知識產權管理組，以降低與侵犯知識產權相關的營運風險。彼等負責為本集團制定知識產權策略、申請專利、進行談判以及處理訴訟。除知識產權管理組外，本集團亦已設立專利管理系統，以處理專利提案、申請、保護及維護。於報告期間末，本集團已提交逾13,000項專利申請。本集團在報告期間已遵守與知識產權相關的法律法規，包括《中華人民共和國專利法》、《中華人民共和國商標法》及《中華人民共和國著作權法》。

營銷及廣告

創維致力以高度的責任感進行營銷及廣告工作。本集團意識到，營銷活動不僅提高了產品在市場上的知名度，而且在向消費者和公眾宣傳產品功能方面發揮了關鍵作用。因此，本集團投放大量精力核實營銷材料及產品描述的準確性，以防止傳播任何誤導性信息。在產品推出市場之前，本集團會檢視廣告及產品包裝上的文案。本集團於報告期間已遵守與營銷和標籤相關的法律法規，包括《中華人民共和國廣告法》及《中華人民共和國產品質量法》。

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6.3. Anti-corruption

The Group takes “zero tolerance” approach on any corruption, bribery, extortion, money-laundering and other forms of frauds. We are committed to maintaining the highest standard of corporate governance. As mentioned in Skyworth's Employee Integrity Policy, employees are not permitted to accept or solicit any benefits from other parties. In order to detect and combat corruption, the Group has established an independent reporting mechanism. Employees are encouraged report any misconduct via the channel. The Group is committed that adequate confidentiality measures will be taken to protect the identities of the whistleblowers during investigations. The internal audit and legal departments are in charge of investigating the reported cases. In case of any confirmed illegal action, the Group would report to the local authority immediately.

The Group recognises the importance of employee understanding of corporate ethics and integrity in preventing and addressing misbehaviours. During the Reporting Period, the Group organised a legal and regulatory education and training to general staff and the management, to strengthen the awareness of integrity in practice among the Group. Moreover, the Group provided anti-corruption training to the Board utilising training materials issued by the HKEX and the Independent Commission Against Corruption (ICAC), such as the ICAC Anti-corruption and ethical business culture presentation.

The Group has complied with all laws and regulation related to anti-corruption, including the Prevention of Bribery Ordinance Cap. 201 of the Laws of Hong Kong and the Criminal Law of the People's Republic of China. During the Reporting Period, the Group or its employees were not involved in any concluded lawsuits regarding corrupt practices. The Group was also not aware of any material non-compliance with laws and regulations relating to bribery, extortion, fraud and money laundering, which would have a significant impact on the Group.

6.3. 反貪污

本集團對任何形式的賄賂、勒索、欺詐及洗黑錢等貪污行為均堅持零容忍的原則。我們致力維持最高水平的企業管治。創維員工的廉正操守規定，禁止員工向任何人士收取或索取任何利益。為防止及打擊貪污，本集團設有獨立的舉報機制，鼓勵員工透過該渠道舉報任何可疑的不當行為。本集團承諾在調查過程中採取足夠的保密措施，以保護舉報人的身份。內部審計和法律部門負責對舉報案件進行調查。對於任何經證實的違法行為，本集團會即時向當地政府部門舉報。

本集團明白，員工了解商業道德和誠信原則對預防及打擊不當行為至關重要。於報告期間，本集團為一般員工及管理層籌辦法律及監管教育及培訓，以加強本集團的廉潔從業意識。此外，本集團利用聯交所及廉政公署 (ICAC) 發佈的培訓材料向董事會提供反貪污培訓，例如廉政公署反貪污及道德商業文化簡報。

本集團已遵守所有與反貪污有關的法律及法規，包括香港法例第201章《防止賄賂條例》及《中華人民共和國刑法》。於報告期間，本集團或其僱員並無涉及任何有關貪污行為的已審結訴訟。本集團亦不知悉任何嚴重違反有關賄賂、勒索、欺詐及洗黑錢的法律及法規而對本集團造成重大影響的情況。

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7. OUR ENVIRONMENTAL PROTECTION PRACTICES

7.1. Environmental Strategies

Sustainability is one of the main focuses of Skyworth's business operation. To fulfill the Group's mission of "Dedicated to creating a better life for mankind.", the Group strives to maintain its sustainable operation and development. In order to monitor sustainable performance and reach a stringent standard, the environmental management system with ISO 14001:2015 certification has been implemented in the business operation. Under the management system framework, four long-term green initiatives were established, which are "Production Design", "Concepts of Environmental Protection", "Operational Energy Saving" and "Clean Energy" respectively. The initiatives drive a long-term sustainable impact to the Group.

The Group has adhered to environment-related laws and regulations, including but not limited to the Pollution Prevention and Control Law, the Water Law, and the Water Pollution Prevention and Control Law of the People's Republic of China. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, which would have a significant impact on the Group.

7. 我們的環保實踐

7.1. 環境策略

可持續發展是創維業務營運的主要重點之一。為履行「為人類創造更加美好的生活」的使命，本集團致力維持其可持續營運及發展。本集團已於其業務營運中實施通過ISO 14001：2015認證的環境管理體系，以監察可持續發展的表現並達致嚴格的標準。我們已根據管理體系框架制定四項長遠綠色舉措，分別為「生產設計」、「環保概念」、「營運節能」及「潔淨能源」。該等舉措推動本集團實現長期可持續發展。

本集團遵守環境相關法律法規，包括但不限於《中華人民共和國污染防治法》、《中華人民共和國水法》及《中華人民共和國水污染防治法》。於報告期間，本集團並不知悉任何嚴重違反有關廢氣及溫室氣體排放、向水及土地的排污、產生有害及無害廢棄物的法律及法規而對本集團造成重大影響的情況。

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Skyworth's Long-term Green Initiatives 創維的長遠綠色舉措



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7.2. The Environment and Natural Resources

Due to the business nature of the Group, Skyworth involves production process, and thus waste and emission are generated. In view of this, the Group strives to minimise adverse impacts on the environment. The relevant measures and initiatives are listed in section "Emissions" and "Resources Management". On top of that, the concept of environmental protection is ingrained in the culture of Skyworth. The Group has made every effort to enhance the sustainability awareness within the Group, and nurture the employees to be talents with sustainable mindsets. We constantly offer our staff trainings and programmes on sustainability to help them become more knowledgeable. Moreover, posters and environmentally friendly reminders are displayed in the common area to remind the employees.

Skyworth extends its commitment to sustainability beyond fostering a corporate culture, taking concrete steps by incorporating green building elements into its facilities and premises. Skyworth Shiyan Science & Technology Industrial Park (the "Industrial Park") has attained Shenzhen Green Building Certification (Bronze Level) and 1-star China Green Building Label. The Industrial Park is equipped with atmospheric control areas of Class 1, water protection area, rubbish recycling area and sewage treatment station and greenery area. We believed that the green buildings can achieve a better efficiency and reduce the environmental footprint.

We also acquired energy-efficient facilities in the Industrial Park for our buildings, as well as thermal insulation materials for the building façade. The materials have the ability to lower indoor temperature. In addition, to improve energy efficiency, the Group installed LED lighting and improved the HVAC systems.

7.2. 環境及天然資源

由於本集團的業務性質，創維參與生產過程，因此產生廢棄物及排放物。有鑒於此，本集團致力盡量減少對環境的不利影響。相關措施及舉措載於「排放」及「資源管理」章節。除此之外，環保理念已深深植根於創維文化之中。本集團不遺餘力提升其內部的可持續發展意識，培養員工成為具有可持續發展思維的人才。我們定期為員工提供可持續發展相關的培訓及課程，以增加彼等的知識。此外，在公共區域張貼海報及環境友好提示，以提醒員工。

創維致力於可持續發展的承諾不僅限於培養企業文化，採取具體措施將綠色建築元素融入其設施及場所。創維石岩科技工業園（「工業園」）已獲得深圳市綠色建築認證（銅級）及一星級中國綠色建築標識。工業園設有大氣一類控制區、水源保護區、垃圾回收區、污水處理廠以及綠化區。我們認為，綠色建築可達致更高效率及減少環境足跡。

在辦公大樓方面，我們亦在工業園採購節能設施，以及在建築立面中採用可降低室內溫度的熱絕緣材料。此外，本集團已安裝LED照明及改善暖通空調系統，從而進一步提升能源效益。

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7.3. Climate Change

In recent decades, there is no doubt that climate change is becoming one of the world's most significant and urgent challenges. Physical and transitional risks from climate change are unprecedented and unforeseen. Mitigation and adaptation to climate change has become an important issue of business concern. Skyworth, as a responsible firm, has taken steps to address the climate change issue, and climate risks have been identified as one of the business's potential risks. In particular, changes in consumer preferences and demand for greener products may shift markets away from traditional goods and services, thus inducing transition risk. To better deal with climate change, the Group has adopted its climate change policy to adapt to the market trend of decarbonisation. The Group is on track to transit to a low-carbon operation and productions.

To demonstrate our commitment in transitioning to low-carbon economy, we were honoured to receive the 2022 Innovative Business Model Award for Practicing Double Carbon Goals issued by the China Energy Development and Innovation Forum Organising Committee, the 2023 Carbon Neutrality Exemplary Enterprise and 2023 Outstanding Green Quality Award issued by syobserve.com and www.gongyidaily.com, as well as the National Green Factory certificate issued by the Ministry of Industry and Information Technology of the People's Republic of China.

Meanwhile, climate change is expected to bring business opportunities to the Group. In the context of the global shift towards a low-carbon, intelligent, and diversified energy landscape, the "one-stop photovoltaic power station solution" has been brought to international markets. This initiative facilitates the straightforward and efficient installation of power stations, empowering an increasing number of households to harness new energy forms. It represents a significant contribution to the worldwide endeavour of energy transformation.

7.3. 氣候變化

近數十年來，氣候變化無疑正在成為世界上最重大及最迫在眉捷的挑戰之一。氣候變化帶來的物理和轉型風險是前所未有且無法預見的。減緩和適應氣候變化已成為營運業務的重要問題。作為一家負責任的公司，創維已採取措施應對氣候變化問題，氣候風險亦已被視為業務的潛在風險之一。尤其是消費者喜好及對更環保產品的需求變化可能將市場從傳統商品及服務轉向，引發轉型風險。為更有效應對氣候變化，本集團已制定其應對氣候變化的政策。本集團正處於過渡至低碳經營及生產的軌道上。

為彰顯我們向低碳經濟轉型的承諾，我們榮獲中國能源發展與創新論壇組委會頒發的踐行雙碳目標2022年度創新商業模式獎、數央網和數央公益頒發的2023碳中和典範企業及2023傑出綠色質造獎以及中華人民共和國工業和信息化部頒發的國家層面綠色工廠認證。

同時，氣候變化預期將為本集團帶來商機。在全球向低碳化、智能化、多元化能源格局轉型的情況下，「一站式光伏電站解決方案」已打入國際市場。此舉有助於直接高效地安裝發電站，使越來越多的家庭使用新能源業務形式，對全球能源轉型作出重大貢獻。

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7.4. Emissions

Due to the business's nature of the Group, energy consumption stands as the primary contributor to greenhouse gas ("GHG") emissions during the product manufacturing. For a better management of energy consumption and GHG emission in the operation, we have applied an ISO 50001: 2011 certified Energy Management System. The Group has implemented a number of mitigation measures to minimise the environmental impacts and climate-related risks under the system.

7.4. 排放

由於本集團的業務性質，能源消耗是產品製造過程中溫室氣體（「溫室氣體」）排放的主要來源。為更好地管理營運中的能源消耗及溫室氣體排放，我們已應用通過ISO 50001：2011認證的能源管理體系。本集團在該體系下亦已採取多項紓緩措施，務求將環境影響及氣候相關風險減至最低。

Aspect 層面	Mitigation measures 緩解措施
Facilities optimisation 設施優化	<ol style="list-style-type: none"> 1. Phasing out traditional air compressor to reduce loading time and electricity consumption as well as GHG emission 淘汰傳統的空壓機，以減少空載時間、用電量及溫室氣體排放 2. The hot water and excess steam generated during the production with a foam molding machine are collected through pipelines to create a foam baking room, so as to reduce natural gas consumption 通過管道收集使用泡沫成型機生產過程中產生的熱水和多餘蒸汽，打造泡沫烘房，減少天然氣消耗 3. Replaced traditional electricity generators of the central cooling tower with water turbine to reduce electricity usage and GHG emission 將傳統的中央冷卻水塔發電機替換為水輪機，以減少用電量及溫室氣體排放 4. Utilised waste heat generated from boiler to reheat boiler water 利用鍋爐產生的餘熱加熱鍋爐用水 5. Prioritised the selection of equipment with high energy efficiency 優先選擇高能效設備
Clean fuel and energy 清潔燃料及能源	<ol style="list-style-type: none"> 1. Promoted use of cleaner fuel such as natural gas in the manufacturing process to reduce emissions 在製造過程中推廣使用天然氣等清潔能源，以減少排放 2. Installed photovoltaic panels to transform solar energy into electricity to obtain zero emission energy 安裝光伏電板，將太陽能轉化為電力以獲取零排放能源 3. Replaced diesel business vehicles with electrical vehicles 將柴油業務車輛替換為電動車輛

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GHG Emission of Skyworth during the Reporting Period
報告期間創維的溫室氣體排放量

GHG emission	Unit	2023 2023年			2022 2022年		
		TV business	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business
溫室氣體排放	單位	彩電業務	機頂盒業務	新能源業務	彩電業務	機頂盒業務	新能源業務
Direct (Scope 1)	tonnes of carbon dioxide equivalent (tCO ₂ e)	2,603	0	0.17	9,412	0	0
直接(範圍一)	噸二氧化碳當量						
Energy Indirect (Scope 2)	tCO ₂ e	60,519	15,716	748	70,173	10,496	85
能源間接(範圍二)	噸二氧化碳當量						
Total GHG emission	tCO ₂ e	63,122	15,716	748	79,585	10,496	85
溫室氣體總排放	噸二氧化碳當量						
Intensity	tCO ₂ e/thousand production unit	4.01	0.31	3.17	5.52	0.25	0.60
強度	噸二氧化碳當量/千個生產單位						

Air Emission of Skyworth during the Reporting Period
報告期間創維的氣體排放量

Air emission	Unit	2023 2023年			2022 2022年		
		TV business	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business
氣體排放	單位	彩電業務	機頂盒業務	新能源業務	彩電業務	機頂盒業務	新能源業務
NOx	tonnes	9.57	0	17.47	8.06	0	0
氮氧化物	噸						
SOx	tonnes	0.11	0	0	0.08	0	0
硫氧化物	噸						
PM	tonnes	0.21	0	11.13	0.17	0	0
顆粒物	噸						

In the future, we will continue to set GHG emission reduction as a target, through different potential initiatives.

未來，我們將繼續通過不同的潛在舉措，以減少溫室氣體排放為目標。

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7.5. Waste Management

During the production process, the Group generates hazardous waste such as printed circuit board (PCB) and motor oil. To limit the generation of hazardous waste, the Group has specified the hazardous waste handling procedure in the waste management guidelines for the frontline personnel. All hazardous waste must be sorted, stored in designated areas, and collected by qualified waste handlers. The Group constantly improves PCB penalisation and breakaway by using an automatic tin-adding device for crest welders to reduce tin residue and scrap PCB. In the future, we will continue to set waste reduction as a target, through exploring and implementing different initiatives.

7.5. 廢棄物管理

在生產過程中，本集團會產生如印刷電路板(PCB)及機油等有害廢棄物。為限制有害廢棄物的產生，本集團已在前線人員的廢棄物管理指引中規定有害廢棄物處理程序。所有有害廢棄物均須予以分類及存放於指定區域，並由合資格廢棄物處理者收集。本集團不斷優化電路板的拼板及板邊處理技術，利用波峰焊機上的自動加錫裝置減少錫渣及報廢電路板。未來，我們將繼續通過探索和實施不同的舉措，以減少廢棄物為目標。

Waste Generated by Skyworth during the Reporting Period
報告期間創維的廢棄物量

Waste type	Unit	2023 2023年			2022 2022年		
		TV business	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business
廢棄物種類	單位	彩電業務	機頂盒業務	新能源業務	彩電業務	機頂盒業務	新能源業務
Non-hazardous waste	tonnes	1,190	923	324	1,342	897	147
無害廢棄物	噸						
Recycled non-hazardous waste	tonnes	1,104	917	286	1,217	892	146
無害廢棄物回收量	噸						
Recycling rate	%	93	99	88	91	99	99
回收率							
Non-hazardous waste intensity	tonnes/thousand production unit	0.08	0.02	1.38	0.09	0.02	1.04
無害廢棄物強度	噸/千個生產單位						
Liquid hazardous waste (Note 1)	tonnes	7.61	9.41	0	10	7.575	0
有害廢棄物－液體(附註1)	噸						
Solid hazardous waste	tonnes	23.52	0.7	0	48	0.9	0
有害廢棄物－固體	噸						
Hazardous waste intensity (Note 1)	tonnes/thousand production unit	0.002	0.0002	0	0.004	0.0002	0
有害廢棄物強度(附註1)	噸/千個生產單位						

Note 1: To improve the consistency and comparability of the data, the liquid hazardous waste and hazardous waste intensity of digital set-top boxes business for the year 2022 have been restated this year according to the actual situation.

附註1：為提升數據的一致性及其可比性，2022年度數字機頂盒業務的液體有害廢棄物及有害廢棄物強度的數據已按實際情況於本年度重列。

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7.6. Resources Management

The Group is actively pursuing the adoption of clean energy sources, such as solar power, and enhancing energy efficiency as part of its strategy to meet carbon reduction objectives. A strong focus is placed on reducing greenhouse gas emissions, optimising energy utilisation, and transitioning to renewable energy. During the Reporting Period, the Group has adopted the following actions to increase energy efficiency:

- Monitor the power consumption and increase the proportion of energy efficient equipment, such as LED lights;
- Establish energy management system, collect energy data for monthly analysis, and set benchmarks for energy efficiency goals;
- Increase the utilisation of solar energy and reduce the purchase of electricity from outside; and
- Individual offices have added dual-control switches to effectively save on electricity consumption.

In the journey to a low carbon business, the Group advocates the use of renewable energy and has installed solar photovoltaic panels of 60,000 m² installable area in the Industrial Park. The solar panels not only provide electricity to the Group's operation, but also supply other energy users by inserting the surplus energy in the municipal electricity grid. In addition to the benefits to the environment, the energy reduction measures also induce positive economic impacts to the Group. In the future, we will continue to monitor energy consumption, and set increasing energy efficiency as a target, through different potential initiatives.

7.6. 資源管理

本集團積極尋求採用清潔能源，如太陽能，並提高能源效率，作為實現減碳目標策略的一部分。我們非常重視減少溫室氣體排放、優化能源使用及過渡至可再生能源。於報告期間，本集團採取以下行動減少溫室氣體排放：

- 監察能源消耗量，並增加LED燈等節能設備的比例；
- 建立能源管理系統，收集能源資料以進行月度分析，並為能源效益目標設定基準；
- 增加太陽能的使用及減少從外部購買電力；及
- 個別辦公室增設雙控開關，有效節省電力消耗。

為發展低碳業務，本集團提倡使用可再生能源，並已在工業園區內安裝面積為60,000平方米的太陽能光伏電池板。太陽能電池板不僅為本集團業務營運提供電力，亦將多餘電力輸送到市政電網供其他用電者使用。節能措施除對環境有利外，亦為本集團帶來正面的經濟影響。未來，我們將繼續監測能源消耗，並通過不同的潛在舉措將提高能源效率作為目標。

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Energy Consumption of Skyworth during the Reporting Period
報告期間創維的能源消耗量

Energy consumption 能源消耗	Unit 單位	2023 2023年			2022 2022年		
		TV business 彩電業務	Digital set-top boxes business 數字機頂盒業務	New energy business 新能源業務	TV business 彩電業務	Digital set-top boxes business 數字機頂盒業務	New energy business 新能源業務
<i>Indirect Energy Consumption</i> 間接能源消耗							
Electricity 電力							
Purchased electricity 採購電力	kWh 千瓦時	106,117,394	27,558,883	1,311,402	133,636,001	20,608,717	136,691
<i>Direct Energy Consumption</i> 直接能源消耗							
Solar energy 太陽能	kWh 千瓦時	5,901,130	0	0	8,688,520	0	0
Natural gas 天然氣							
Consumption 用量	kWh 千瓦時	12,813,998	0	0	29,979,887	0	0
Petrol 汽油							
Consumption 用量	kWh 千瓦時	139,757	0	0	361,665	0	0
Diesel oil 柴油							
Consumption 用量	kWh 千瓦時	0	0	636,180	0	0	0
Total energy consumption 總能耗	kWh 千瓦時	124,972,279	27,558,883	1,947,582	172,666,073	20,608,717	136,691
Total energy intensity 總能源強度	kWh/thousand production unit 千瓦時/千個生產單位	7,940	537	8,254	11,965	484	963

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Water Efficiency

While sourcing water from the municipal government ensures the Group faces no issue in sourcing water that is fit for purpose, and water consumption does not pose a major environmental concern, the Group explored methods to enhance water efficiency and decrease operational expenses. The Group has implemented numerous water-saving initiatives, including but not limited to the following:

- Replaced expanded polystyrene (EPS) moulding machines to water efficient models;
- Developed a water recycling system to reuse the reclaimed water from wastewater treatment and rainwater in cleaning, irrigation and flushing water;
- Established independent water meters for each working unit to monitor the water consumption of different working levels; and
- Inspected and checked the building pipe network and water supply facilities regularly to prevent water leakage and conduct prompt repair and maintenance.

用水效益

雖然從市政府取水可確保本集團在求取適用水源上不會遇到任何問題，且用水並不構成重大環境問題，惟本集團探索提高用水效率及減少營運開支的方法。本集團已實施多項節水措施，包括但不限於：

- 換用節水型的聚苯乙烯泡沫 (EPS) 成型機；
- 開發一套中水回用系統，將經過廢水處理後的中水及雨水循環再用作清潔、灌溉及沖廁用水；
- 為各工作單位設立獨立水錶，監察各工作層級的用水量；及
- 定期對大樓管網及供水設施進行檢查，防止滲水並及時維修保養。

Water Consumption of Skyworth during the Reporting Period

報告期間創維的用水量

Water consumption	Unit	2023 2023年			2022 2022年		
		TV business	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business
用水量	單位	彩電業務	機頂盒業務	新能源業務	彩電業務	機頂盒業務	新能源業務
Water consumption	m ³	1,038,904	121,284	29,081	1,096,170	90,790	1,461
用水量	立方米						
Intensity	m ³ /thousand production unit	66.00	2.36	123.25	75.96	2.14	10.29
強度	立方米/千個生產單位						

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Discharge and Management of Sewage

In its commitment to water efficiency and minimising environmental impact, the Group has established an on-site wastewater treatment plant within the Industrial Park. This initiative is aimed at reducing water consumption and mitigating the effects on aquatic ecosystems. The facility enables the recycling of treated water for various purposes such as cleaning, irrigation, and toilet flushing. The Ministry of Ecology and Environment of People's Republic of China conducts remote monitoring to ensure that the plant's effluent adheres to the A-grade national standards.

In addition, the newly established manufacturing facility, in accordance with the characteristics of the circulating water system and the process conditions, along with the local water quality traits, has selected an appropriate water treatment scheme. This scheme controls the circulating water parameters within a certain range, ensuring the long-term operation of production equipment, while also enhancing the utilisation rate of circulating water and reducing the discharge of wastewater.

The Group is persistent in its efforts to enhance water efficiency and is continuously working to refine its water conservation management to prevent spills, leaks, and wastage. To continuously manage our water resources, we will take the following actions to reduce water consumption:

- Continuously optimise the water circulation system, strengthen the use of circulating water, and reduce water intake; and
- Adopt water management systems, refurbish existing water supply systems for water consumption and sewage discharge targets.

廢水排放及管理

為致力於提高用水效率及盡量減少對環境的影響，本集團已於工業園內建立場內污水處理廠。該舉措旨在減少用水量並減輕對水生生態系統的影響。該設施將處理後的水回收再用於清潔、灌溉及沖廁等各種用途。中華人民共和國生態環境部進行遠程監控，以確保工廠的污水符合國家A級標準。

此外，新建立的生產設施根據循環水系統的特點及處理條件，結合當地水質特點，選擇合適的水處理方案。該方案將循環水參數控制在一定範圍內，確保生產設備的長期運行，同時提高循環水利用率，減少廢水排放。

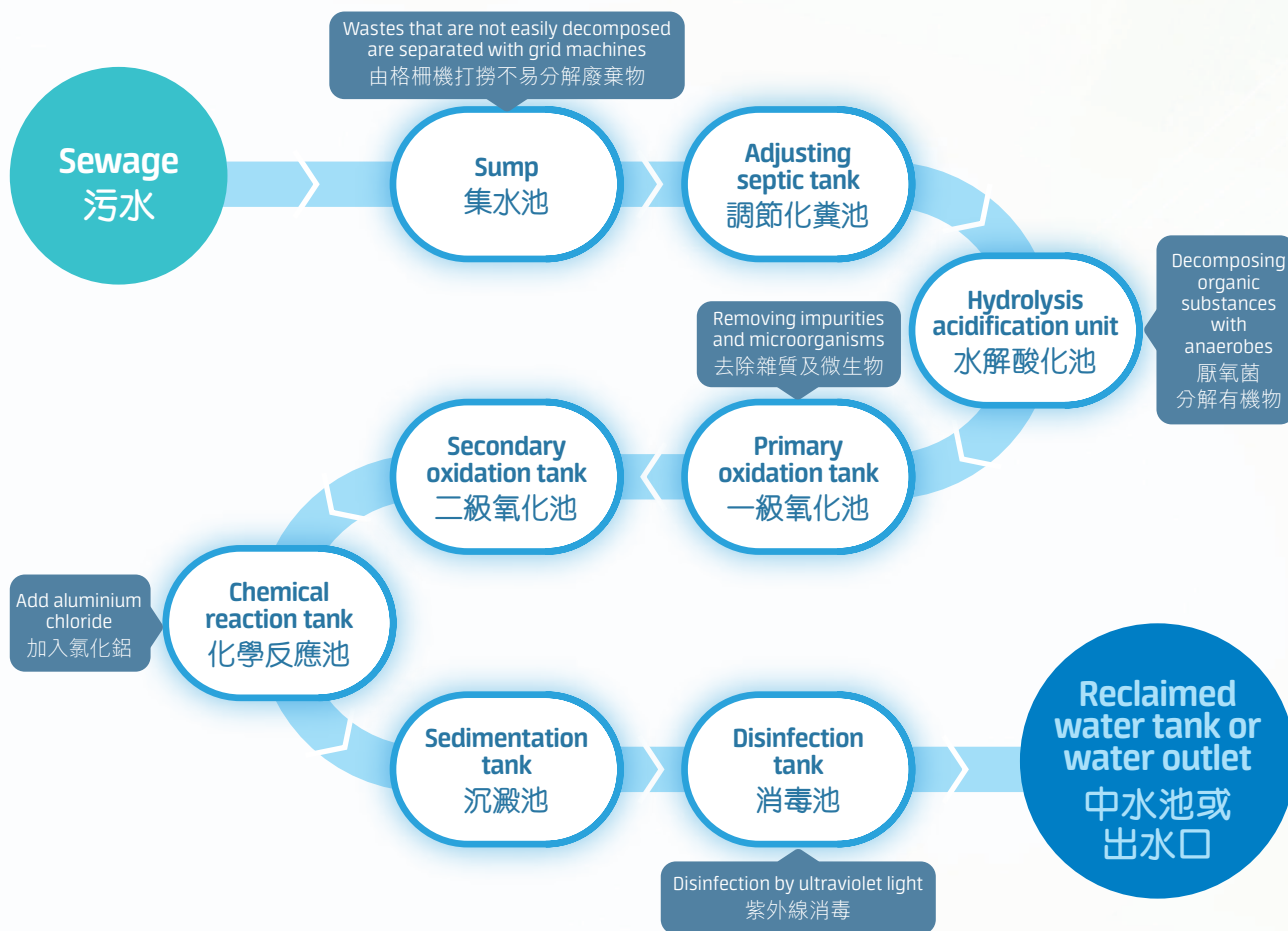
本集團一直致力於提高用水效率，並不斷努力完善節水管理，以防止溢水、滲漏及浪費。為持續管理水資源，我們將採取以下行動，以減少水耗：

- 不斷優化水循環系統，加強循環水利用，減少取水量；及
- 採用水資源管理系統，就減少水耗及污水排放完善現有供水系統。

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Process Adopted by Skyworth for Treatment of Domestic Wastewater
創維的中水處理過程



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Packaging Materials Management

Skyworth continuously promotes sustainable production and resource utilisation. The Group prioritises environmentally friendly raw materials and recyclable packaging materials in the procurement process to comply with EU directive RoHS2.0, as indicated in the framework for the environmental management system and the waste management guidelines. Moreover, The Group has acknowledged the importance of waste management and proactively adhered to the principle of 4Rs in environmental protection, which includes recycling and reducing disposable materials. In order to achieve the goal of minimising the generation of wastes and fully utilising resources, the Group will take the following actions to enhance employees' environmental awareness:

- Increase the use of alternative plastic packaging materials and reduce the use of plastic packaging materials;
- Reduce the use of polyethylene terephthalate (PET) materials and look for alternative materials; and
- Increase the recycling rate of packaging materials such as paper box and plastics.

包裝材料管理

創維不斷促進可持續生產及資源利用。如環境管理體系框架及廢棄物管理規範所示，本集團於採購過程中優先採用符合歐盟RoHS2.0指令的環保原料及可循環再用的包裝材料。此外，本集團深知廢棄物管理的重要性，並在環境保護方面積極堅持4R原則，如回收及減少一次性材料。為實現減少廢棄物產生及充分利用資源的目標，本集團將採取以下行動，提高員工的環保意識：

- 增加使用替代塑料包裝材料，並減少使用塑料包裝材料；
- 減少使用聚對苯二甲酸乙二醇酯(PET)材料，並尋找替代材料；及
- 提高包裝材料的回收率，如紙箱及塑膠。

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Packaging Materials Used by Skyworth during the Reporting Period
報告期間創維的包裝材料用量

Packaging materials type	Unit	2023 2023年			2022 2022年		
		TV business	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business
包裝材料類型	單位	彩電業務	機頂盒業務	新能源業務	彩電業務	機頂盒業務	新能源業務
Paper (including cardboard) 紙張(包括紙板)	tonnes 噸	2,772	7,056	108	42,687	8,660	154
Plastic (including polystyrene foam, and biodegradable plastic) 塑膠(包括發泡膠和可生物降解塑料)	tonnes 噸	4,909	5,000	268	13,131	4,400	327
Other packaging materials 其他包裝材料	tonnes 噸	7.9	0	819	50,000	2,903	0
Total packaging materials 包裝材料總計	tonnes 噸	7,689	12,056	1,195	105,818	15,963	481
Intensity (Note 1) 強度(附註1)	tonnes/thousand production unit 噸/千個生產單位	0.49	0.23	5.06	7.33	0.38	3.39

Note 1 To improve data consistency and comparability, the data on packaging material consumption intensity for 2022 was disclosed this year.

附註1 為提升數據的一致性及其可比較性，本年度披露了2022年包裝材料消耗強度的數據。

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8. OUR EMPLOYMENT AND LABOUR PRACTICES

8.1. Employment

Employment Practices

"Employee-oriented, results sharing" has always been one of the Group's core values. Recognising its workforce as the most precious asset of the enterprise, Skyworth is dedicated to fostering an environment that is safe, healthy, equitable, and engaging for all employees. In alignment with this commitment, comprehensive human resources management policies have been established by the Group. As stated in the "Social Employment and Staff Policy", the Human Resources Department (the "HR Department") is required to recruit talents fairly and transparently. The HR Department does not take the candidates' age, gender, race, or other social factors that are unrelated to the roles into consideration while evaluating them throughout the hiring process; only their aptitude, qualifications, and experience are taken into account. The Group reviews human resource policies and management procedures to ensure that they are in line with industry and societal standards.

The Group has strictly complied with the relevant rules and regulations of the People's Republic of China, Hong Kong Special Administrative Region and other relevant jurisdictions, such as the Labour Law of the People's Republic of China, and the Employment Ordinance Cap. 57 of the Laws of Hong Kong. The Group was not aware of any material non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, which would have a significant impact on the Group.

8. 我們的僱傭及勞工慣例

8.1. 僱傭

僱傭慣例

「員工為本、成果共享」一直是本集團的核心價值觀之一。創維視員工為企業最寶貴的資產，致力為所有員工營造安全、健康、公平及可投入的環境。為履行此承諾，本集團已建立全面的人力資源管理政策。按《社會招聘入職管理辦法》規定，人力資源部（「人力資源部」）須採取公平透明的人才招聘方式。在招聘過程中，人力資源部在評估後選人時僅會根據候選員工的才能、資質及經驗對其進行評估，而不會考慮其年齡、性別、種族或其他與該職位無關的社會因素。本集團定期檢討人力資源政策及管理方法，確保符合行業及社會慣例。

本集團已嚴格遵守中華人民共和國、香港特別行政區及其他相關司法管轄權區的相關規則及規例，如《中華人民共和國勞動法》及香港法例第57章《僱傭條例》。本集團並不知悉任何嚴重違反有關薪酬及解僱、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法律及法規而對本集團產生重大影響的情況。

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Attracting and Retaining Talents

Skyworth is dedicated to cultivating a nurturing and equitable atmosphere, where recognising and rewarding achievements is a fundamental aspect of our culture. We prioritise the creation of a workplace where employees feel appreciated, secure, and equipped with the opportunities to gain the skills and experiences required for both personal and professional growth. Skyworth provides its employees with industry-competitive remuneration packages and benefits including staff discounts, medical care and welfare subsidies to its employees. To ensure the fairness of the compensation distribution, the Group constantly reviews the compensation policy and incentive package.

This year, the Group has established a comprehensive measure in the form of a health checkup welfare, which necessitates the engagement of a new health service provider to broaden the annual health checkup programme and expand the availability of health examination services to a wider regional extent. In parallel, a firm commitment has been made towards the protection of the rights and interests of persons with disabilities. This commitment has been assimilated into the Company's corporate social responsibility agenda. The Company actively engages in activities that champion the rights of persons with disabilities, striving to provide them with more employment opportunities and support. This concerted effort is part of the Company's initiative to contribute to the progressive development of advocacy and protection of disability rights.

In addition to providing fair compensation, Skyworth champions the importance of work-life balance and is committed to fostering a harmonious culture and environment for its workforce. During the Reporting Period, in order to strengthen communication and employees' sense of belonging, the Group has organised a variety of staff activities:

吸引及挽留人才

創維致力於培養一個培養和公平的氛圍，其中認可和獎勵成就是我們文化的基礎。我們優先創造一個讓員工感受到讚賞、安全及有機會獲得個人及專業發展所需的技能及經驗的工作場所。創維為其員工提供具行業競爭力的薪酬待遇及福利，包括員工折扣、醫療及福利津貼。本集團定期檢討薪酬政策及獎勵待遇，以確保薪酬分配的公平性。

本年度，本集團以體檢福利的形式建立了一項綜合措施，這需要委聘新的健康服務提供商，以擴大年度體檢計劃，並在更廣泛的地區範圍內擴大體檢服務的可用性。與此同時，我們已就保護殘疾人士的權利及權益作出堅定承諾。此承諾已融入本公司的社會責任議程。本公司積極參與倡導殘疾人士權益的活動，努力為他們提供更多的就業機會和支持。齊心協力是本公司為促進殘疾權利倡導和保護的逐步發展做出貢獻的舉措之一。

除提供公平薪酬外，創維倡導工作生活平衡的重要性，並致力於為其員工營造和諧的文化及環境。為加強交流及提升員工的歸屬感，本集團於報告期間組織了豐富多彩的員工活動：

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Employee Birthday Celebration Party
員工生日慶祝會



2023 Company Basketball Competition
2023年公司籃球比賽



Mountain Marathon 2023
2023年山野馬拉松



Employee Team Building
員工團隊活動

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Workforce Portfolio

As at 31 December 2023, the total number of employees of Skyworth was 31,210 and the overall employee turnover rate of 2023 was approximately 54%. The breakdowns of employees by gender, employee category, age group and geographical region are as listed below:

員工隊伍

於2023年12月31日，創維員工總數為31,210人，2023年員工整體流失比率約54%。按性別、員工類別、年齡組別及地區劃分的員工明細載列如下：

		Number of employees (person) 員工數目 (人)	Employee turnover rate (%) 員工流失比率 (%)
Total workforce	員工總數		
By gender	按性別劃分		
Male	男	20,274	55
Female	女	10,936	54
By employee category	按員工類別劃分		
Senior management	高級管理人員	303	22
Manager-level	經理級別	626	53
General staff	普通員工	30,281	55
By employment type	按僱傭類型劃分		
Full-time	全職	31,210	54
Part-time	兼職	0	0
By age group	按年齡組別劃分		
30 or below	30歲或以下	12,573	80
31-50	31歲至50歲	17,387	37
51 or above	51歲或以上	1,250	35
By geographical region	按地區劃分		
Mainland China	中國大陸	28,878	57
Hong Kong	香港	56	18
Others	其他	2,276	14

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8.2. Health and Safety

Skyworth has transitioned its workplace safety management system by shifting from the OHSAS 18001:2007 framework to the ISO 45001 standards, which align with international norms. Meanwhile, the Group has formulated a series of health and safety policies, such as:

- The Safety Education and Training Management Policy;
- The Safety Production Inspection and Hidden Danger Investigation and Management Policy;
- The Safety Risk Management Policy; and
- Safety Reward and Penalty Management Policy

To raise safety awareness and self-protection capabilities among the employees, and prevent various types of accidents starting from May 2023, a Distributor Safety Education and Training programme is established on the "Together Learn" (一起學) platform for distributors. Training tasks will be created monthly to ensure distributors complete the relevant training each month. The training outcomes will be communicated in the safety risk analysis and hidden danger rectification reports.

In order to eliminate potential risks and dangers, the Group has also been regularly modifying the production facilities and equipment. In addition to safe facilities, employees' safety awareness is also essential to a safe workplace. To strengthen employees' understanding and comprehension of risk assessment, on-site safety, the standard of operations, and machinery usage, the Group conducts safety training and contingency exercises. The Safe Production Management Committee has been appointed to oversee the operation and ensure measures are well implemented. The responsibility of the Committee also includes policy review, investigation of occupational incidents, safety training review and annual safety production appraisal review.

8.2. 健康及安全

創維已過渡其工作場所安全管理系統，由OHSAS 18001：2007框架轉為符合國際標準的ISO 45001標準。同時，本集團已制定一系列健康及安全政策，例如：

- 安全教育及培訓管理政策；
- 安全生產檢查及隱患調查及管理政策；
- 安全風險管理政策；及
- 安全獎懲管理政策

為提高僱員的安全意識及自我保護能力，防止發生各種事故，自2023年5月起，本集團針對經銷商在「一起學」平台上建立經銷商安全教育培訓計劃，每月設立培訓任務，確保經銷商每月完成相關培訓。培訓成果會在安全風險分析及隱患整改報告中傳達。

為消除潛在風險及危險，本集團亦定期對生產設施及設備進行改良。除了安全設施外，員工的安全意識對構建安全工作場所也至關重要。為加強員工對風險評估、現場安全、營運標準及機器使用的了解及認識，本集團舉辦安全培訓及應急演習。安全生產管理委員會已獲委任監督有關運作，並確保各項措施得以有效執行。該委員會亦負責檢討政策、調查職業事故、檢閱安全培訓及檢閱年度安全生產考核。

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The Group has recorded zero work-related fatalities in the last three years including the Reporting Period. During the Reporting Period, the number of work injuries and lost workdays due to work injury remained at zero. The Group strictly complied with the occupational health and safety-related laws and regulations, including the Work Safety Law of the People's Republic of China. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards, which would have a significant impact on the Group.

本集團於包括報告期間在內的最近三年內，發生零宗因工死亡個案。於報告期間，因工傷造成的工傷及損失工作日數保持為零。本集團嚴格遵守職業健康與安全相關的法律法規，包括《中華人民共和國安全生產法》。於報告期間，本集團並不知悉任何嚴重違反有關提供安全工作環境及保護僱員免受職業危害的法律及法規而對本集團產生重大影響的情況。

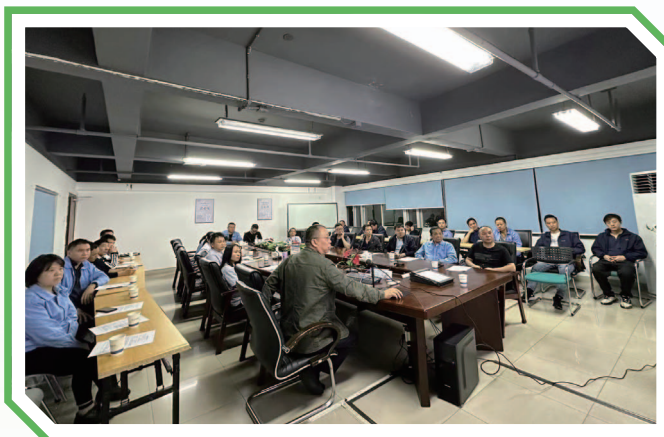
Safety Training Programme 安全培訓課程



Forklift Safety Training
叉車安全培訓



Elevator Safety Training
電梯安全培訓



Occupational Hygiene Training
職業衛生培訓

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8.3. Training and Development

Skyworth is committed to fostering career development by supporting its employees in enhancing their skills and knowledge, a crucial step for building a high-performance workforce equipped with the relevant and advanced competencies needed to succeed in a rapidly evolving global landscape. The College of Skyworth serves as a platform for employees to learn. It offers training on a wide range of topics, covering but not limited to safe manufacturing, market trends, and managerial skills. The Group reviews and modifies the training programmes on a regular basis to ensure their effectiveness. Aside from internal education, the Group highly supports its staff to pursue continuous external education by offering study leave and subsidies.

Internal Training Programme 內部培訓課程



2023 Onboard Training
2023年入職培訓



Project Management Training
項目管理培訓



Public Speaking Training
公開演講培訓

Category	類別	Percentage of employees trained (%) 受訓員工百分比 (%)	Average training hours completed per employee (hour) 每名員工平均完成培訓時數 (小時)
By gender	按性別		
Male	男性	64	3.53
Female	女性	36	3.40
By employee category	按員工類別		
Senior management	高級管理層	5	4.95
Manager-level	經理級別	15	5.13
General staff	普通員工	80	3.08

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8.4. Labour Standards

Child labour and forced labour are strictly prohibited in our operations. We comply with all relevant laws and regulations, including but not limited to the Labour Law of the People's Republic of China, and the Employment Ordinance Cap. 57 of the Laws of Hong Kong.

According to the Social Responsibility Management Measures established by the Group, during the recruitment process, the HR Department verifies the candidates' identities to prevent illegal employment of child and forced labour before official employment. If there is a violation, the Group terminates the contracts with illegal labour promptly and compensates them fairly. To prevent child labour, the Social Responsibility Management Measures were implemented by the Group to prevent the misuse of identification documents to bring in unauthorised persons.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to the preventing child and forced labour, which would have a significant impact on the Group.

8.4. 勞工準則

我們的營運嚴禁童工及強制勞工。我們遵守所有相關法律及法規，包括但不限於《中華人民共和國勞動法》及香港法例第57章《僱傭條例》。

根據本集團制定的社會責任管理辦法，在招聘過程中，人力資源部門會核實候選人的身份，防止在正式僱傭前非法僱用童工及強制勞工。如出現違規情況，本集團將立即終止與非法勞工的合約，並公平地作出賠償。為防止童工，本集團已實施社會責任管理辦法，防止濫用身份證明文件引進未經授權人士。

於報告期間，本集團並不知悉任何嚴重違反有關防止童工及強制勞工的法律及法規而對本集團造成重大影響的情況。

9. OUR SOCIAL RESPONSIBILITY

Skyworth, acknowledging its pivotal role as a socially conscious corporation, is dedicated to advancing the welfare and prosperity of the communities it serves. The Group's active engagement in community initiatives and welfare programs underscores its commitment to fostering communal development and generating value that benefits all members of the community.

During the Reporting Period, a profoundly meaningful educational donation was made to light up the beacon of rural education with love and warmth for the students' journey ahead. The Group donated one set of Skyworth 86-inch ultra-large screen smart educational products, 100 student backpacks, 100 sun-protection clothing items, 2 printers, and other materials to local primary school in Guangxi, allowing teachers and students to rapidly improve efficiency in daily education and learning, and to experience firsthand the convenience brought by technological advancements.



9. 我們的社會責任

創維深明其作為具有社會意識的企業的關鍵角色，致力促進其所服務社區的福祉及繁榮。本集團積極參與社區計劃及福利計劃，彰顯其致力於促進社區發展及創造價值，使社區所有成員受益。

於報告期間，我們作出了有意義的教育捐贈，用愛心和溫暖照亮鄉村教育的美景，為學生的未來旅程添磚加瓦。本集團向廣西當地小學捐贈了一套創維86英寸超大屏智能教育產品、100個學生背包、100件防曬衣物、2台打印機等物資，讓師生快速提升日常教育學習效率，親身體驗技術進步帶來的便利。

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Moreover, as part of the “Building Beautiful Villages – Photovoltaic Support for Wealth Enrichment” project, we have donated 14 automatic washing machines and 3 smart all-in-one conference devices to the People’s Government of Shaanxi Town. We have also donated 78 automatic washing machines and 31 smart all-in-one conference devices to the Rural Revitalisation Bureau of Sanyuan County. In addition, the Group has been recognised as an “Outstanding Member Unit” by the Hebei Province Photovoltaic New Energy Chamber of Commerce for our efforts in combating the COVID-19 epidemic.

During the Reporting Period, our donations to various sectors of society were approximately RMB1 million. Continuing this trajectory, Skyworth will persist in its support for community development and public welfare initiatives to cater to the needs of various communities.

10. LOOKING FORWARD

Skyworth, as a manufacturing entity, is deeply aware of its environmental and societal duties. The Group meticulously follows all pertinent regulations concerning environmental and social issues throughout its manufacturing and operational processes. Additionally, Skyworth has developed various policies and systems to oversee and regulate these processes, reinforcing its dedication to a sustainable business model.

Moving forward, Skyworth is resolved to maintain a commendable performance. This commitment involves continuous investment in the development of sustainable products and promoting a green lifestyle to families globally. Concurrently, Skyworth is focused on fostering employee talent development as it transitions towards these future-oriented objectives.

此外，作為「建設美麗鄉村 – 光伏幫扶富民」項目的一部分，我們向陝西鎮人民政府捐贈了14台自動洗衣機和3台會議智能一體機。我們亦向三原縣鄉村振興辦捐贈78台自動洗衣機及31台智能一體機。此外，本集團獲河北省光伏新能源商會評為「優秀會員單位」，以表彰我們在抗擊COVID-19疫情方面的努力。

於報告期間，我們向社會各界捐款約人民幣1百萬元。創維將繼續支持社區發展及公益活動，以滿足不同社區的需求。

10. 展望未來

創維作為製造實體，深知其環境及社會責任。本集團在整個製造及營運過程中，嚴格遵守有關環境及社會問題的所有相關法規。此外，創維已制定多項政策及制度，以監督及規範該等流程，加強其對可持續商業模式的投入。

展望未來，創維決心保持出色的表現。此承諾涉及持續投資於開發可持續產品，並向全球家庭推廣綠色生活方式。同時，創維專注於促進員工的人才發展，以實現該等面向未來的目標。

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11. ESG REPORTING GUIDE CONTENT INDEX

11. 環境、社會及管治報告指引內容索引

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節／披露	Page no. 頁數
Mandatory Disclosure Requirement 強制披露規定			
Governance Structure 管治架構	<p>A Statement from the board containing the following elements: 由董事會發出的聲明，當中載有下列內容：</p> <p>(i) disclosure of the board's oversight of ESG issues. 披露董事會對環境、社會及管治事宜的監管。</p> <p>(ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's business); and 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及</p> <p>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's business. 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。</p>	Sustainability Governance 可持續發展管治	13
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report. 描述或解釋在編備環境、社會及管治報告時如何應用匯報原則（重要性、量化和一致性）。</p>	About this Report – Reporting Principle, Period and Scope 關於本報告 – 報告準則、期間及範圍	11
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。</p>	About this Report – Reporting Principle, Period and Scope 關於本報告 – 報告準則、期間及範圍	11

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A. Environmental A. 環境			
Aspect A1: Emissions 層面 A1：排放物			
General Disclosure 一般披露	Information on: 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) the policies; and 政策；及 (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. 遵守對發行人有重大影響的相關法律及規例的資料。	Environmental Strategies 環境策略	26
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions – Air Emission of Skyworth during the Reporting Period 排放 – 報告期間創維的氣體排放量	31
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. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計)及(如適用)密度。	Emissions – GHG Emission of Skyworth during the Reporting Period 排放 – 報告期間創維的溫室氣體排放量	31
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (tonnes) and where appropriate, intensity. 所產生有害廢棄物總量(以噸計)及(如適用)密度。	Waste Management – Waste Generated by Skyworth during the Reporting Period 廢棄物管理 – 報告期間創維的廢棄物量	32
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以噸計)及(如適用)密度。	Waste Management – Waste Generated by Skyworth during the Reporting Period 廢棄物管理 – 報告期間創維的廢棄物量	32
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。	Emissions 排放	30
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。	Waste Management 廢棄物管理	32

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Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節／披露	Page no. 頁數
Aspect A2: Use of Resources 層面 A2：資源使用			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water, and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Resources Management 資源管理	33
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type in total (Kwh in '000s) and intensity. 按類型劃分的直接及／或間接能源總耗量(以千個千瓦時計)及密度。	Resources Management – Energy Consumption of Skyworth during the Reporting Period 資源管理 – 報告期間創維的能源消耗量	34
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity. 總耗水量及密度。	Resources Management – Water Consumption of Skyworth during the Reporting Period 資源管理 – 報告期間創維的用水量	35
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。	Resources Management 資源管理	33
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), and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及用水效益目標及為達到這些目標所採取的步驟。	Resources Management – Water Efficiency 資源管理 – 用水效益	35
KPI A2.5 關鍵績效指標 A2.5	Total packing 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)及(如適用)每生產單位估量。	Resources Management – Packaging Materials Management 資源管理 – 包裝材料管理	38
Aspect A3: The Environment and Natural Resources 層面 A3：環境及天然資源			
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源	28
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。		

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Aspect A4: Climate Change 層面 A4：氣候變化			
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 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。	Climate Change 氣候變化	29
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. 描述以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。		
B. Social B. 社會			
Aspect B1: Employment 層面 B1：僱傭			
General Disclosure 一般披露	Information on: 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) the policies; and 政策；及 (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. 遵守對發行人有重大影響的相關法律及規例的資料。	Employment – Employment Practices 僱傭 – 僱傭慣例	40
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Employment – Workforce Portfolio 僱傭 – 員工隊伍	43
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。	Employment – Workforce Portfolio 僱傭 – 員工隊伍	43

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Aspect B2: Health and Safety 層面 B2：健康及安全			
General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and 政策；及 (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. 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康及安全	44
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。		
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。		
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。		
Aspect B3: Development and Training 層面 B3：發展及培訓			
General Disclosure 一般披露	Policy 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。	Training and Development 培訓及發展	46
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比。		
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。		

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Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節／披露	Page no. 頁數
Aspect B4: Labour Standards 層面 B4：勞工準則			
General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 遵守對發行人有重大影響的相關法律及規例的資料。	Labour Standards 勞工準則	47
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。		
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。		
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理	19
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。		
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及相關執行及監察方法。		
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述用於識別供應鏈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 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在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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Aspect B6: Product Responsibility 層面 B6：產品責任			
General Disclosure 一般披露	Information on: 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) the policies; and 政策；及 (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. 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任	21
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility – Complaints Handling 產品責任 – 投訴處理	23
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility – Complaints Handling 產品責任 – 投訴處理	23
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility – Intellectual Property Management 產品責任 – 知識產權管理	24
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility 產品責任	21
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility – Customer Data Protection and Privacy 產品責任 – 客戶資料保護及私隱	24

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Aspect B7: Anti-corruption 層面 B7：反貪污			
General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering. 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污	25
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. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。		
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。		
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。		
Aspect B8: Community Investment 層面 B8：社區投資			
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關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。	Our Social Responsibility 我們的社會責任	47
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution. 專注貢獻範疇。		
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。		